

Marshall University Classified Staff Council Minutes

June 19th, 2025, Virtual Meeting via Microsoft Teams

Members Present: Jesse Baldwin, Lacie Bittinger, Mark Brumfield, Karena Burriss, Samantha Holiskey, Carol Hurula, Dena Laton, Becky Lusher, Nick Martin, Anita Mathis, Cody Mills, Larry Morris, Heather Smith,

Members Absent: Maegan Gruber-Basenback, Kyrsten Hodge, Mary Layne, Heather Lowe,

Members Absent (Excused): Nina Barrett, Andrea Gray,

Guests: Attached

Chair Tony Waugh called the meeting to order.

John Marshall Service Award

- Bruce announced that **Shelby Babbington** from Autism Services received the John Marshall Service Award for going above and beyond the scope of her duties, including the implementation of a sensory decompression room for students.
- If you know of an employee who goes above and beyond in their job, please let us know by submitting a nomination for them here: <https://www.marshall.edu/human-resources/john-marshall-service-award/>. (Please be sure to be very detailed in your submission).

Brad Smith – University President

Milestone Marshall Moments – President Smith focused on a few positive “Marshall Moments” from recent months.

- **Commencement**
 - Brad highlighted the spring commencement, where 1490 students graduated, and 10,000 family members attended.
 - He noted the diverse backgrounds of the graduates, including those who completed their degrees in one year due to dual credits and others who had retired and returned for a degree.
 - 54% of the graduates were the first in their families to attend college, which will significantly impact their families' future trajectories.
 - Brad praised Soledad O’Brien’s inspirational commencement speech and noted her honorary doctorate and subsequent engagement with the alumni association.
- **Collective Campus Effort around Recruitment & Admissions**
 - Recruitment and Admissions
 - Brad noted a 10.6% increase in spring enrollment year over year and encouraging fall enrollment numbers despite demographic challenges, digital challenges, and the impacts of doubt and DOGE.
 - Brad emphasized the hard work of the recruitment and admissions teams in making education affordable and accessible, contributing to the positive enrollment trends.

- Marketing – Brad commended the marketing team for their award-winning campaigns and their cost-effective strategies in attracting students.
 - The marketing team’s achievements include winning a Platinum Award for the Marshall for All campaign and two Gold Awards for Marshall Magazine and a Christmas video.
 - The marketing team’s efforts were not only creative and engaging but also cost-effective, with the cost per lead being significantly lower than the national average. Marshall’s cost per lead is \$50, while the national average is \$150.
- **Community Cares**
 - Brad Smith highlighted the success of the 4th annual Community Cares event, which saw significant participation and contributions from the community.
 - Nearly 1000 people participated in the event, including 685 on campus and 300 in their own communities, contributing a total of 2970 volunteer hours.
 - Contributions included planting over 2000 flowers and shrubs, spreading 3500 bags of mulch, and laying 28 tons of gravel, stone, and pavers.
 - There was a diverse group of participants, including preschool kids, local leaders, and community members from as far away as China.
- **Provost & Athletic Director Searches**
 - The search for a new Provost is being conducted by Academic Search, with the goal of having a new Provost announced by October and in place by January. They are looking for a visionary leader who understands academics, research, and service.
 - The search for a new Athletic Director is being conducted by Carr Sports, with the aim of naming a new director by the end of July. The ideal candidate should be able to operate athletics like a professional team and be innovative in managing resources. Marshall is currently the 13th out of 14 schools in the Sunbelt Conference.
 - Brad emphasized the need for leaders who can navigate the evolving landscape of higher education and athletics, bringing innovation and strong collaboration skills to their roles.

Matt Tidd – CFO

Matt spoke about the 2024 vs. 2025 Q3 numbers, where we expect to finish FY25 financially, and cash flow.

- The following picture shows our 3rd quarter financial statements from both 2024 and 2025. In total, we are up \$5.6 million quarter-over-quarter.
 - There is an improvement in the year-over-year bottom line.
 - Total operating revenues were up \$16 million year-over-year.
 - This is from State Grants & Contracts, which were up by \$17.5 million.
 - This includes WV Higher Education Grants, which were doubled in FY25, and an increase in students with Promise Scholarships.
 - This also includes deferred maintenance funds from the State.
 - Gross tuition and fees are up, but net tuition and fees are down \$3.5 million.

- This is because we've had an increase in tuition and fees, but the higher education grants bring the net numbers down.
- The increase in grants and federal aid more than make up for this.
- Total revenue is up \$18 million quarter-over-quarter.
- Total operating expenses is up \$12 million.
 - \$4.8 million is from salaries and benefits due to raises and around 36 additional employees.
- Supplies and other services are up \$2.1 million, which is expected due to increases in certain types of revenue. This makes it a funded increase.

Q3 Financial Statements vs Prior Year

Marshall University					ANALYSIS				
	3/31/2025	3/31/2024		\$ VAR					
Student tuition and fees (net of scholarships)	\$ 64.9	\$ 68.4	\$	(3.5)	➤ Operating Revenue (+\$16.0m)				
Federal Contracts and Grants	\$ 26.2	\$ 27.9	\$	(1.7)	▪ Grants and Contracts (+\$16.7m): Due to increased State grant and contract activity driven by higher Promise and WV Higher Education Grants (+\$10.1m) and State funded deferred maintenance grants (+\$5.4m)				
State Contracts and Grants	\$ 47.2	\$ 29.6	\$	17.5	▪ Auxiliary Revenue (+\$1.7m): Due to housing occupancy increases and pricing increases.				
Local Contracts and Grants	\$ 0.5	\$ 0.6	\$	(0.1)	▪ Other Revenue (+\$1.3m): Due to increased SOM activity at MURC.				
Private Contracts and Grants	\$ 15.5	\$ 14.5	\$	1.0	▪ Tuition and Fees (-\$3.5m): Increased gross tuition offset by the increase in Promise and WV Higher Education Grants reflected in State Grants and Contracts.				
Sales and services of educational activities	\$ 0.2	\$ 0.4	\$	(0.2)					
Auxiliary enterprise revenue (net of scholarships)	\$ 32.5	\$ 30.8	\$	1.7					
Other operating revenue	\$ 9.0	\$ 7.6	\$	1.3					
Total Operating Revenues	\$ 196.0	\$ 179.9	\$	16.0					
State appropriations	\$ 58.0	\$ 53.6	\$	4.5	➤ Non-Operating Revenues (+\$1.8m)				
Federal Pell Grants	\$ 21.6	\$ 18.0	\$	3.6	▪ State Appropriations (+\$4.5m): Increased appropriations in FY25 to support pay raise program.				
Gifts	\$ 1.2	\$ 1.0	\$	0.2	▪ Pell Grants (+\$3.6m): Due to increase in Pell student enrollment in FY25.				
Investment income	\$ 3.8	\$ 10.2	\$	(6.4)	▪ Investment Income (-\$6.4m): Due to Meketa portfolio performance year over year as a result of market conditions and portfolio divestitures.				
Total Non-Operating Revenues	\$ 84.7	\$ 82.9	\$	1.8					
TOTAL REVENUES	\$ 280.6	\$ 262.8	\$	17.9					
Salaries and Wages	\$ 123.1	\$ 119.8	\$	3.2	➤ Operating Expenses (+\$12.4m)				
Benefits	\$ 32.4	\$ 30.8	\$	1.6	▪ Salaries and Benefits (+\$4.8m): Due to increased headcount (+36 employees), the FY25 raise program funded by the State, and increased benefits due to increased headcount and increases in PEIA employer premiums.				
Supplies and Other Services	\$ 69.1	\$ 67.0	\$	2.1	▪ Scholarships (+\$4.0m): Due to increased enrollment in FY25 and increases in funded scholarships including Pell, Promise, and WV Higher Education Grants. Institutionally funded scholarships remained consistent year over year.				
Utilities	\$ 9.1	\$ 7.7	\$	1.4	▪ Supplies & Other Services (+\$2.1m): Primarily due to Cybersecurity expenses of ~\$4m offset by decreases at MURC. Cybersecurity expenses are fully funded through State appropriation of \$45m.				
Scholarships and Fellowships	\$ 29.5	\$ 25.5	\$	4.0	▪ Utilities (+\$1.4m): Due to increases in usage and prices.				
Depreciation	\$ 11.8	\$ 11.8	\$	0.0					
Other Operating Expenses	\$ (0.0)	\$ -	\$	(0.0)					
Total Operating Expenses	\$ 275.0	\$ 262.5	\$	12.4					
Interest on indebtedness	\$ 4.6	\$ 4.7	\$	(0.1)	➤ Non-Operating Expenses (-\$0.2m)				
Fees retained by Commission nonoperating	\$ 0.2	\$ 0.3	\$	(0.1)	▪ Interest (-\$0.2m)				
Total Non-Operating Expenses	\$ 4.8	\$ 5.0	\$	(0.1)					
TOTAL EXPENSES	\$ 279.8	\$ 267.5	\$	12.3					
INCREASE/DECREASE IN NET ASSETS	\$ 0.8	\$ (4.7)	\$	5.6					



- The following picture shows the projected FY25 budget and where we expect to end the year.
 - We expect to be at a \$14.5 million deficit, which is what has been communicated over the past few months.
 - Because we budgeted at an \$18 million deficit we are \$3.2 million positive.

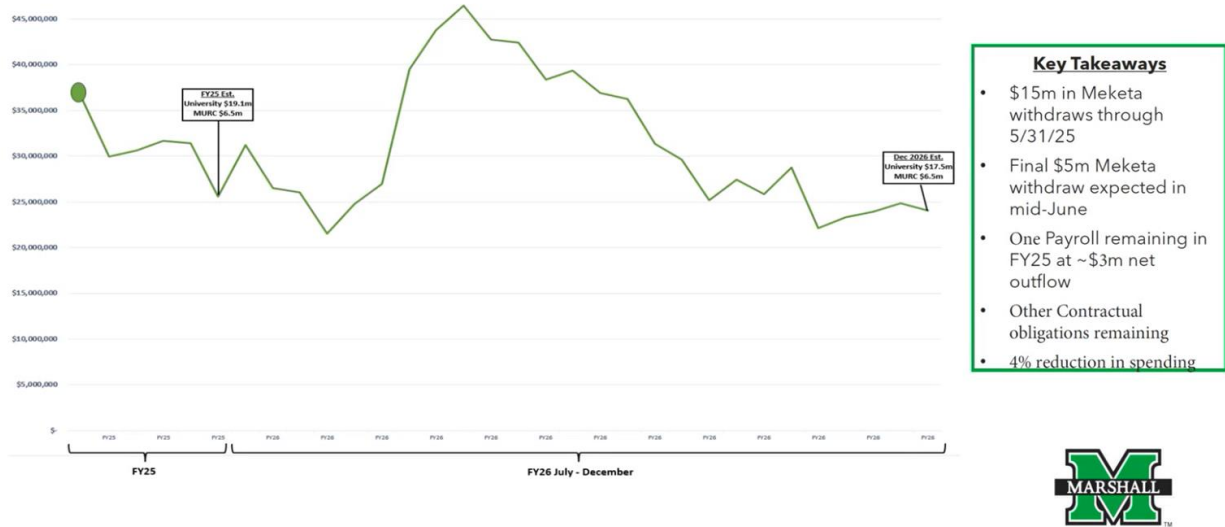
FY25 Projection vs Budget

Marshall University					ANALYSIS				
	FY25 Projection	FY25 Budget		\$ VAR					
Student tuition and fees (net of scholarships)	\$ 70.1	\$ 74.7		\$(4.6)	➤ Operating Revenue (+\$12.1m)				
Grants and Contracts	\$ 119.5	\$ 110.2		\$ 9.3	▪ Grants and Contracts (+\$9.3m) :	Due to increased State grant and contract activity driven by higher Promise and WV Higher Education Grants			
Auxiliary enterprise revenue (net of scholarships)	\$ 40.6	\$ 35.1		\$ 5.5	▪ Auxiliary Revenue (+\$5.5m) :	Due to increased housing and athletics revenue.			
Other operating revenue	\$ 12.2	\$ 10.3		\$ 1.9	▪ Other Revenue (+\$1.9m) :	Due to increased SOM activity at MURC.			
Total Operating Revenues	\$ 242.4	\$ 230.3		\$ 12.1	▪ Tuition and Fees (-\$2.5m) :	Increased gross tuition offset by the increase in Promise and WV Higher Education Grants reflected in State Grants and Contracts			
State appropriations	\$ 76.0	\$ 75.4		\$ 0.6	➤ Non-Operating Revenues (+\$6.6m)				
Federal Pell Grants	\$ 21.9	\$ 17.5		\$ 4.4	▪ State Appropriations (+\$0.6m) :	Due to higher indirect appropriations at the SOM.			
Gifts	\$ 1.6	\$ 1.5		\$ 0.1	▪ Pell Grants (+\$4.4m) :	Due to increase in Pell student enrollment in FY25.			
Investment income	\$ 4.0	\$ 2.5		\$ 1.5	▪ Investment Income (+\$1.5m) :	Due to Meketa portfolio performance			
Total Non-Operating Revenues	\$ 103.5	\$ 96.9		\$ 6.6	➤ Operating Expenses (+\$15.2m)				
TOTAL REVENUES	\$ 345.9	\$ 327.2		\$ 18.8	▪ Salaries and Benefits (+\$4.2m) :	Due to increased headcount as compared to budget and increased benefits due to increased headcount and increases in PEIA employer premiums.			
Salaries and Wages	\$ 162.8	\$ 159.6		\$ 3.2	▪ Scholarships (+\$6.6m) :	Due to increased enrollment in FY25 and increases in funded scholarships including Pell, Promise, and WV Higher Education Grants. Institutionally funded scholarships remained flat to budget.			
Benefits	\$ 39.6	\$ 38.6		\$ 1.0	▪ Supplies & Other Services (+\$2.8m) :	Primarily due to Cybersecurity expenses of ~\$4m offset. Cybersecurity expenses are fully funded through State appropriation of \$45m.			
Supplies and Other Services	\$ 89.8	\$ 87.0		\$ 2.8	▪ Utilities (+\$1.7m) :	Due to increases in usage and prices.			
Utilities	\$ 11.7	\$ 10.0		\$ 1.7	➤ Non-Operating Expenses (+\$0.3m)				
Scholarships and Fellowships	\$ 30.4	\$ 23.8		\$ 6.6	▪ Interest (\$0.4m)				
Depreciation	\$ 18.6	\$ 18.6		\$ -					
Total Operating Expenses	\$ 352.9	\$ 337.7		\$ 15.2					
Interest on indebtedness	\$ 7.3	\$ 6.9		\$ 0.4					
Fees retained by Commission nonoperating	\$ 0.3	\$ 0.3		\$(0.0)					
Total Non-Operating Expenses	\$ 7.6	\$ 7.2		\$ 0.3					
TOTAL EXPENSES	\$ 360.5	\$ 344.9		\$ 15.6					
INCREASE/DECREASE in NET ASSETS	\$ (14.5)	\$ (17.7)		\$ 3.2					



- The following picture shows our cash flow forecast.
 - This shows our cash flow projections for the last three weeks of the year and the first half of FY26.
 - Expected to be around \$19 million in cash at the end of FY25.
 - After ebbs and flows of expenses and income, we expect to be around \$18 million at the end of December 2025.
 - The board approved a \$21.5 million withdrawal from our investment portfolio, of which we have withdrawn \$15 million to-date.
 - One payroll remains in FY25, which will cost around \$3 million net outflow.
 - The 4% reduction in spending is factored into this forecast.
- Budgets have been loaded in banner.

FY25 and FY26 (July – Dec) Cash Forecast



- **Q:** Is there a way to fund needs for the police department, including a generator and extraction gear?
 - **A:** The generator is on a project list to be replaced soon, and the extraction gear should be considered with the department head and a funding request made, including an inquiry into whether state or federal grants could be utilized.
- **Q:** Have we looked into the feasibility of energy efficiency audits of our buildings to see if there would be a cost benefit of making energy efficient fixes?
 - **A:** A utility audit was performed a few years ago, but it could probably be worthwhile to do again. However, we would need to investigate the return on investment. The point was also made that it could potentially be a good student project.
- **Q:** Is it a normal operating practice to take funds from our investment funds?
 - **A:** No, it's not a normal practice, but a necessary step for financial stability.
- **Q:** Have we ever looked into doing solar energy?
 - **A:** Yes, a study was conducted, but it requires an up-front investment that we haven't been able to produce.
- **Q:** Is cash-on-hand affected by when the State gives Marshall their appropriations quarterly?
 - **A:** No, State appropriations are not included in that number.

Bruce Felder – Human Resources

- **Salary Scale Minimum Funding**
 - Effective June 28th, about 150 employees who are below the minimum of their salary range will be brought up to the minimum. Employees will see this salary increase on their July 25th paycheck.
- **Cell Phone Stipends**

- An action learning team was formed to look at our current policy on cell phone stipends as well as what other institutions are doing. After consideration, we have decided to eliminate cell phone stipends. Employees who currently have a cell phone stipend will have their base salary increased by the amount of that stipend.
- **Performance Evaluations**
 - As we near the end of our first electronic evaluation process, we recognize that we need to have some more training and must start the evaluation process sooner in the year.
 - Current performance evaluations close online on June 30th.
- **Open Enrollment Closing and Benefits**
 - Any rate changes that result from making benefit changes during open enrollment will be seen on the July 11th paychecks.
- **Q:** Feedback from the campus community indicates that employees would like to see more accountability for employees in the tiers above their positions. How can this be achieved?
 - **A:** Supervisors are encouraged to implement a skip-level interview, in which an employee has an interview with their supervisor's supervisor. This is already being done in some areas on campus and allows for constructive feedback. Employees are also encouraged to complete the engagement survey when it comes out.
- **Q:** Where can an employee get help if skip-level interviews are not being completed since they are not mandatory?
 - **A:** Employees are encouraged to utilize the Ombudsman position for help, or to speak with the Human Resources Assistant Director of Employee Relations.
- **Q:** On the engagement survey, is there a way to make sure comments about supervisors are directed toward the correct supervisor?
 - **A:** Comments will only be shown to a supervisor if they have a minimum of 5 direct reports and a minimum of 10 comments between them. Otherwise, comments will be given to the higher level supervisor.

Parliamentarian Becky Lusher called for a quorum, which was not met.

Carol Hurula – Board of Governors

BOG Representative – Carol Hurula

** This is my interpretation of each meeting, presentation, and individual reports. Notes are written in my words and are not verbatim words of speakers. I have attempted to share the updates as closely as possible to the content. Any questions or clarification, please notify me.*

BOG Meeting on Wednesday, June 11, 2025 – Brad D. Smith Foundation Hall.

Committee of the Whole

- Swearing in of new BOG appointed member Rusty Webb
- Approval of minutes for April 9, 2025

Classified Staff Council Update: Tony Waugh

- Thanked the Board for allowing time on the agenda to provide updates from 2024-25.
- Recapped that in 2003, Classified Staff Council was established by the State of West Virginia.
- There are 25 members elected each odd year, by their peers in (5) employment categories.
- Where faculty are at the forefront of instruction & research – Staff reach far and wide across campus serving in many capacities.
- Often Staff are the first people to meet and interact with potential parents & students.
- There are currently over 500 classified staff members.
- We hold elections at this same time for 3 staff representative/chair roles of:
 - Staff Council Chair
 - Board of Governors Representative
 - Advisory Council of Classified Employees
- Through shared governance charter, I as Chair, participate in discussions relating to communications, policies, and other issues, as one of the 5 family members, under the direction of the President.
- During this past year staff:
 - Staff participated in the employee engagement survey
 - Staff participated on various committees across campus
 - Were participants in the John Marshall Fellows Leadership Program
 - Staff trained on the new Incentivized Budget Model
 - Staff trained on Performance Evaluation System
 - Staff participated in College Fairs, Recruitment Fairs, and New Student Orientations
 - Staff attended Professional Development trainings, seminars, and conferences
 - Staff participated in Community Cares Week....**And much more.....**
- Staff saw the implementation of a new “market” salary schedule in 2024 as determined by Payscale.com.
- This market schedule eliminated the first two pay grades 1 & 2 that previously were assigned to housekeeping, landscape workers, materials handlers, accounting clerks, financial aid, secretaries, library assistant, postal worker and others.
- Pay Grade 1 encompasses a larger number of job titles, as the market saw a shift down in many of the paygrade assignments, which was a change from the prior salary schedule that was developed by MERCER & WV Higher Education Policy Commission.
- The midpoint for employees on the new schedule reflects a 12% - 14% increase, up from the 2017 schedule to account for inflation.
- The current institutional goal is to have everyone paid at 80% of midpoint of the new salary schedule.
- Staff also saw the “Implementation” of a Performance Management System. The HR website on Compensation Philosophy shows edits are being drafted that will align with the performance levels in the new system. Changes, once finalized for the current Policy, will flow through the Shared Governance “family” and those that this policy applies will have an opportunity to review and provide comment to the suggested revisions.
- Beginning in July, we will have a change in leadership within our STAFF in 2 of our 3 representative roles.
- Update on members of Staff:

- Carol has represented staff on the Board for the maximum 8 years as listed in WV State Code. Carleen O'Neil will join the Board at the August retreat & meeting.
- I will be retiring in September and I'm looking forward to enjoying some leisure activities while still doing home remodels. Lacie Bittinger will assume Chair of Council and be a part of the (5) families on Shared Governance Committee.
- Heather Smith was re-elected as the Advisory Council of Classified Staff Representative.
- This new leadership is anxious to begin their roles and look forward to participating in ongoing discussions.
- I am proud to have served my fellow staff members, administrators, students, and the university. It has been a rewarding career at Marshall.

•**Thank you & GO HERD!**

Academic and Student Affairs Committee/Provost Update: Avi Mukherjee and BOG Committee Chair—Kathy D'Antoni

- Approved Degree Addition – BS in Health & Movement Science (no additional costs – compliments the MS within the College of Health Professions.
- Approved Degree Addition – BS in Sonography. This will also be in the College of Health Professions and taught at St. Mary's Center for Education along with the Medical Imaging Program. (no additional costs)
- Approved Degree Addition – MS in Mathematics. This will be in the College of Science. Teaching out the MA current enrolled students, moving to MS. (No additional costs).

Provost Report: Avi Mukherjee (*handout provided with further details*)

Spring enrollment is up 10.6% over this time last year.

- **College of Arts & Media**—Marshall University's production of *A Doll's House* received a Citizen Artist Award at the 2024-25 National Kennedy Center American College Theatre's National Festival. JMCTV won Best Comedy Show and Best Commercial awards at the *Intercollegiate Broadcasting System Conference* in New York, March 8, 2025.
- **College of Engineering and Computer Science**—Department of Mechanical & Industrial Engineering, in partnership with the Occupational Safety and Health Program Advisory Board, hosted the "Safety for All" conference from April 30-May1 in Huntington. The event brought together safety professionals, industry leaders, and students to explore the evolving landscape of occupational health & safety.
- **College of Education and Professional Development** – Dr. Sadie Lovett will join the faculty in Fall 2025 to direct the new M.A. in Applied Behavior Analysis program. Dr. Carol Smith coordinated the VoLT certificate program in 2024 which included 70 students, 17 sections of 13 courses, multiple course revisions, and the hiring, onboarding and orientation of three adjunct faculty.
- **College of Health Professions**—*US News & World Report* ranked Marshall University's Doctor of Physical Therapy (DPT) No. 93 in the nation in its 2025 rankings, placing the program in the top 36% of all physical therapy programs in the United States. The Huntington Scottish Rite Foundation held its annual dinner on April 12th to raise money for children in the Rite Care Clinic at the Marshall University Speech & Hearing Center.

- **College of Liberal Arts** – The Thundering Word Speech & Debate team had a very successful championship season this spring. Michael Harvey won the national championship in Persuasive Speaking at the Novice National Tournament at Berry College. Marshall's three novice competitors, Harvey, Mason Wheeler, and Jayden Sullivan, came in first in the nation in the small entry division. Harvey also took 2nd place in Public Narrative and 3rd place in three other events. At the Pi Kappa Delta National Tournament in March, Marshall's 5-person team of Ben Chambers, Michael Harvey, Demi Lamp, Matthew Lebo, and Mason Wheeler finished 5th in the nation in Speech events and 10th in the nation in Debate.
- **College of Science** – High School Science Day was held April 7th with over 500 students participating from 14 schools across the region. The event was made possible in part through the NASA West Virginia Space Grant Consortium as a NASA Day event. The event was an opportunity for students and teachers to participate in hands-on and visually exciting demonstrations in the STEM fields.
- **Division of Aviation** -The Aviation program celebrated the graduates of the Flight and AMT programs and their families in a joint event on May 9th at the Bill Noe Flight School. Marshall Aviation submitted its final curriculum plan to the Federal Aviation Administration regional office on the intent to offer FAA dispatcher training. The last step in this process was an onsite visit on May 10th. The National Business Aviation Association (NBAA) noted the upcoming unprecedented need for the dispatcher courses will evolve as Micro credentials and as part of a degree program. This curriculum approval phase is the final FAA approval needed to begin training with a planned roll out for summer 2025 evening class certification.
- **Lewis College of Business** – The 2025 Business Leadership Symposium hosted by the Truist Center for Leadership on April 16th was a remarkable celebration of student talent, innovation, and purposeful leadership. Under the direction of Dr. Monisha Gupta, the Center continues to champion the development of future business leaders by creating meaningful opportunities for experiential learning, strategic thinking, and real-world engagement. This year the symposium celebrated the creativity, innovation, and determination of over 20 brilliant students, including the 15 finalists who advanced to the final stage of the competition. The 2025 Appalachian Research in Business Symposium was held March 27-28 at the Brad D Smith Center for Business and Innovation. The Symposium is a premier annual event that brings together business scholars from six esteemed universities: Appalachian State University, Eastern Kentucky University, East Tennessee State University, Marshall University, Radford University, and Western Carolina University.
- **School of Pharmacy** – The Marshall University School of Pharmacy hosted its inaugural Academic Partner Appreciation and Future Pharmacists Open House on May 19 at Stephen J. Kopp Hall. The event was open to current high school or undergraduate students, high school teachers, counselors and pre-health profession instructors, undergraduate professors, advisors, and pre-pharmacy organization representatives.
- **University College** – While Marshall is formerly located in Region 3 of the National Academic Advising Association (NACADA), academic advisors from across campus gave presentations at the Region 1 & 2 NACADA Conference in Buffalo, NY, in early April. The conference date worked better within Marshall's academic calendar and allowed for a diversified conference experience.
- **University Libraries** – Sarah Mollette, associate professor and Innovation Catalyst, developed and will teach a new course in the fall for juniors and seniors on applying Design Thinking principles to plan what come after graduation.

- **Student Affairs** – Snacks with Simms last event was held April 15th with over 100 participants. Student Advocacy and Accountability Office processed 2,346 excused absences for spring and 190 violates of the Code of Conduct. Eighty-one Fraternity and Sorority Life students participated in a street clean-up with Community Service programs and Huntington 6th Ward Councilwoman Holly Mount. Violence Prevention and Response hosted a resource fair for students and collaborated on campus wide scavenger hunt.
- **Online Education** – Marshall Online was nominated for Anthology's Catalyst Award in Leading Change. As part of MU Online's efforts to support former students, Back to Marshall campaign focuses on re-engaging UG who left before completing their degree. MU Online Newsletter featured an interview with Dr. Eric Beeson, Counseling Department chair, a video tutorial on Copilot, and the promotion of the Tech Research Collective on AI. Updated compliance on ADA Title II's digital content, new campaign called Designing for ALL, Habit by Habit, was launched focusing on monthly habits that support both digital accessibility and UDL (universal design for learning). Presidential AI Task Force to bring AI training events customized to Marshall. Developing a suite of Digital Identity Microcredentials, collaborating with Sarah Biller, Ariana Shives, and campus partners of the Cybersecurity Institute.
- **Center for Student Success** – Friend-at-Marshall (FAM) Peer Mentoring program hosted numerous events throughout the spring semester to connect freshmen, sophomores, and new transfer students with their FAMs including a Lemonade Stand in the Freshmen Residence Halls, an Ice Cream Social on East Hall Lawn, Paint & Plant, Paint with Bob Ross, STELM painting, Game Night, Love Burns Bright, FAMs-Flowers-and-Friends Forever, Easter Egg Painting, Potion Making, Smash and Release and a stress relief activity. At least 300 students participated in one or more of these events. The supplemental Instruction (SI) Program, which supports courses with historically high D/F/W rates, served 385 students in eleven courses (15 sections). Program added support for three new courses in the Lewis College of Business and one new course in College of Science.

Student Representative Update: Brea Belville, SGA President.

- Last meeting on the Board. She feels her team has left Marshall University in a better place than where they started over a year ago.
- Joined forces with WVU to let legislators know.
- Food Drive, donated 5,236 items and \$5,120 dollars to MU Food Pantry to support Marshall University students and the community.
- Hosted suicide prevention training to students & campus and overdose response training.
- Hosted community cleanup and leadership development.
- MU became a member of the US Health Promoting Network, giving students, faculty & staff access to cutting edge research driven strategies that prioritize health & wellbeing.
- Allocated over \$20,000 to student registered student organizations helping clubs bring ideas to life.
- Hosted two food truck events on campus to help students unwind before finals, spend time outdoors, and feel connected.
- Being the SGA President and member of the Board has been an opportunity of a lifetime.

School of Medicine Update: Dr. David Gozal (*handout provided with details*)

Athletic Committee: Christian Spears & BOG Member Jim Smith (*Handout provided with further details*)

- Committee Annual Activity Calendar
- Academic Success – 170 athletes on Dean’s List and 111 on President’s List. Overall GPA 3.37 highest in Sunbelt. Football record high 3.09, Men’s Soccer 3.51, Men’s Golf 3.69 and Women’s Golf 3.95
- Athletic Team Updates. Women’s Softball Diamond Leslie (all-conference first team), Haleigh Adkins (all-conference second team) and Griffin Miller All SBC Men’s Baseball pitcher.
- NCAA Legislation Updates and House Settlement. Roster limits by sport.
- Violations & Waivers.
- Budget Updates. As of 3/31/25 Operating Revenue 28,176,195 vs Expenses 31,283,661. Noted; 150K outstanding revenue ticket sales; 441K student fee revenue to deposit April/May, pending university increase for salary increases, expected conference distribution & NCAA in 4th quarter, royalties, licensing sponsorship during 4th quarter.

Finance, Audit, and Facilities Planning Committee (Matt Tidd, Brandi Jacob Jones, Christian Spears & BOG Committee Chair – Donald Holcomb)

- Approval of the FY2026-31 Capital Project List (Brandi Jacob Jones). Requirement and what is used by WVHEPC if funds become available at the state. Created from master plan.
- Approved the request to reallocate funds from WVHEPC deferred maintenance grant. (shock & awe). Any time you move funds it requires approval (\$9 million) transfer between funds.
- Approved sale of property at 1403, 1405, 1457, and 1459 – 11th avenue. Behind the School of Pharmacy in the neighborhood. MU had no plans for use. Funding would go back into Capital Project funds.
- Approval of sale of property at 2400 Benedum Industrial Drive, Bridgeport (airport). MU had no footprints in area and no plans of use. Funding would be used to support the Advanced Manufacturing Facility.
- Facilities update by Brandi Jacob Jones.
- Audit update by Perry Chaffin.

Personnel Matters: Tony Stroud

- Resolution & consent to President to enter into contract extension for Men’s Basketball Coach per terms & conditions. Approved.

Presidents Update (Brad D. Smith) *summarized highlights.

- Spring semester, time to reassess progress and reflect on our Shared Roadmap – Marshall For All, Marshall Forever and the things we did well, and things we could do better.
- The past academic year has been extraordinary accomplishments and significant challenges.
- United in common purpose, moving in unison, shared governance, team to build momentum despite any headwinds that come externally or internally.
- Focus on Marshall Moments. Special significant achievements that happened throughout the year.
 - Inspiring May commencement on May 10th where 1,490 students crossed the podium and collected their degrees.

- More than 10K members; families & friends came to Marshall Health Network Arena to applaud their graduates.
- The Class of 2025 included one student who had retired from the US Navy and three students who at the age of 19 completed their bachelor's degree in one year thanks to dual credit in high school.
- 54% were the first in the family to attend college.
- Inspiring commencement speaker Soled O'Brien, award winning documentarian journalist, speaker, author, philanthropist, has her own production company, produces the show Matter of Fact seen by 95% of the country and we were humbled last year when she highlighted Marshall for All, Marshall Forever in her program. She was presented with an honorary doctorate of humane letters, and she was excited to join the HERD Nation and become one of our 120K alumni and immediately our Alumni Association reached out to her to speak with her about a potential donation.
- Incoming student efforts underway for fall 2025. This week is our first week of orientation and we had several hundred students & their families on campus yesterday and this week. As you heard about our spring enrollment increase, our fall enrollment looks encouraging.
- Team continues to overcome while facing the headwinds of higher education. Three D's – demographics, digital and doubt.
- We don't run from problems, we run towards them.
- Our teams' efforts are starting to capture people's attention outside of Marshall.
- Like Dave Traube and the amazing Marketing Department. This year they received a platinum award, and two gold awards. Platinum for Marshall for All and gold for Marshall Magazine and heartwarming Christmas video on social media. These are the Oscars for Marketing. It is not easy to win but to get three is very special moment.
- None of this can happen without the power of WE. (WE are Marshall).
- Fourth annual Community Cares Week. Three and a half years ago people said I may not be able to write a check, but I want to help.
 - Looked at deferred maintenance of a campus built in 1837. The first year hoped to get 50 volunteers and had over 450.
 - After four years the newness has not worn off, volunteers continue and over 1,000 volunteers.
 - Three years we had sunshine but this year we had rain & THUNDER but that didn't stop us. We put on ponchos and planted shrubs and plants, painted dorms but that's not all, this group moved 28 ton of gravel, stone, pavers and rock by hand and five gallon buckets.
 - Had over 300 alumni in 24 chapters that participated in their local cities and as far away as China that donated time to spruce up their communities.
 - They smiled, took pictures, posted to social media that the HERD was here – that was a special Marshall Moment.
 - That's why we take such care when selecting who leads our TEAMS and is part of every effort we make.
- We bid farewell to two important members of our cabinet.
 - Tremendous leaders and dear friends.
 - Avi Mukherjee, served as an innovative action-oriented Provost.
 - Christian Spears, transformational Athletic Director.

- Both are leaving us much better than they found us.
- Both searches are underway, search committees formed, search firms engaged, applications being collected. Provost search being led by Academic Search, hope to invite candidates to campus this fall, name a Provost in October to begin in January. Athletic Director being led by CarrSports Consulting Firm.
- We're at the dawn of a new era at Marshall University. We are being powered by strategy – Marshall for All, Marshall Forever we wrote together in 2022. Grounded in a vision written 25 years ago and a set of values we call creed that was written 25 years ago – and they both stand the test of time.
- We want to raise our aspirations. We want to become the nations benchmark in delivering the most affordable, flexible, and achievement-oriented education in the United States of America.
- Prepare our students for the 21st century and we build West Virginia's economy to be competitive for the 21st century.
- We have heavy lifting ahead of us, but its important to pause and celebrate this special Marshall Moment and individuals that make them happen.
- God Bless Marshall University, God Bless each of you, God Bless Marshall For All – Marshall Forever – GO HERD.

Entered into Executive Session:

- Entered executive session.
- Return from executive session, no votes or action taken.
- Board unanimously approved an amendment to extend the current contract to President Brad D Smith through December 31, 2029.

Chairman Report: Mr. Geoff Sheils

- Thank Kathy Eddy and the nominating committee for having confidence in him as Chair.
- He will be appointing committee chairs between now and the next meeting. If you have any interest in being on a particular committee, please let him know.
- It's an honor and truly appreciate confidence placed in him.
- Thanked Shawn Ball, Carol Hurula, and Brea Belville for the contribution to the board.
- Welcomed Rusty Webb, Connor Waller and Carleen O'Neil to the Board in August.
- August retreat 4th and 5th at Brad D Smith Business School and Advanced Manufacturing.
- Thanked Mary Beth Reynolds and Teresa Eagle for their service.
- Thanked Avi Mukherjee and reminder of farewell reception on Monday for Avi.
- Quoted Kathy D'Antoni comment from Student & Academic Committee. The front porch is Athletics and what happens inside the house is Academics.

Meeting adjourned at 2:45pm

Future Meeting Date

August 4-5 Retreat & Meeting

Heather Smith – ACCE

- ACCE discussed concerns over the effects that HB 3279 could have on the BOG representatives at different universities.

- ACCE is suggesting that Staff Councils encourage their Boards to pass a policy ensuring that the Staff BOG Representatives will still be included in meetings and discussions even without voting rights.
- The ACCE Retreat will be July 21st and 22nd.
 - On July 21st, ACCE will do an open forum discussion for all staff to attend virtually.
 - This session is open to all staff via Zoom from 2- 3 pm on Monday, July 21:
<https://wvncc.zoom.us/j/85277990280>

Committee Reports

Election Committee – Nina Barrett – No report.

Legislative Committee – Carol Hurula – No Report.

Personnel/Finance Committee – No Report.

Physical Environment Committee – The committee had the final meeting for the current term. Some accomplishments from the current term were:

- Creating building representatives for communication purposes. These should be reviewed again to ensure that the employees selected are still there.
- Assigning building drop off locations for packages, although some buildings still need a location set.
- Discussed areas of refuge in building stairwells.

Service/Staff Development Committee – No Report.

Announcements

- The skip-level 360 evaluations between employees and their supervisor's supervisor were discussed. Some departments are doing these evaluations every six months, while others don't do them at all. The questions included in the evaluation are:
 - What gifts does the director bring daily as a leader that you admire or seek to emulate?
 - What gifts would you offer the director to help them have an even more significant impact as a leader?
 - What accomplishments are you most proud of having delivered as a team in the past six months?
 - What areas do you feel this team will need to strengthen as you look ahead at the next six months?

Minutes taken and prepared by: _____

Katie M. Counts, Program Assistant, Classified Staff Council

Minutes approved by:

Tony Waugh, Chair, Classified Staff Council

Minutes read by:

Brad D. Smith, University President

Adkins, Kelli	Decker, Kaleigh	Meek, Rebecca	Wheeler, Michelle
Adkins, Mike	Dorado, Bob	Midkiff, Susan	Wheeler, Tracie
Agnello, Tricia	Dorsey, Hannah	Milam, Darrell	White, Caitlin
Allen, Mike	Dragovich, Isabella	Miller, Nathan	Williams, Allen
Anders, Brandi	Ellison, Marc	Mills, Cassandra	Wintz, Kathi
Angie Rose	Eskins, Katrina	Mills, Cody	Woods, Cameron
Aretz, Sam	Felder, Bruce	Moore, Patrick	Workman, Missy
Arthur, Michaela	Ferda, Mary Beth	Morgan, Brian	Young, Howard
Atkins, Christopher	Gooding, Grace	Morris, Larry	Young, Miriah
Babbington, Shelby	Greenwood, Kenneth	Mummert, Carl	
Bailey, Bonnie	Hall, Cody	Murphy, Katherine	
Baldwin, Jesse	Hanrahan, Elizabeth	Neace, Becky	
Ball, Tricia	Hartman, Tiffany	O'Neill, Carleen	
Bell, Jodi	Hawthorne, Justin	Pack, Rebecca	
Bevans, Jean Ann	Henry, Lisa	Painter, Ginny	
Biggs, Michelle	Henshaw, Kit	Payne, Leah	
Bittinger, Lacie	Hensley, Nate	Persinger, Daniel	
Bond, Cassi	Hessler, Courtney	Price, Kelli	
Booth, Jim	Himes, Eric	Rhodes, Jessica	
Booth, Sharon	Holiskey, Sam	Roberts, Alice	
Boyce, Charlotte	Hurula, Carol	Runyon, Janice	
Brannock, Kathy	Jacobs, Brandi	Saunders, Patricia	
Brooks, Jason	Jarrell, Jimmy	Schulenberg, Shawn	
Brown, Jennifer	Kennedy, Paige	Sharp, Tyler	
Brumfield, Mark	Key, Chris	Sheets, Elizabeth L Appell Sheets	
Burgess, Brent	King, Beverly	Simpson, Sara	
Burriss, Butch	King, Erin	Smith, Brad	
Burriss, Karena	Kompanek, Simone	Smith, Heather	
Bush, Jesseka	Lambert, Scott	Smith, Kathryn	
Call, Cody	Lapole, Christopher	Smith, Lindsay	
Campbell, Pat	Laton, Dena	Smith, Tracy	
Cantrell-Johnson, Sonja	Lemon, Leeann	Spradlin, Wes	
Carothers, Kelly	Levering, Susan	Taylor, Robin	
Carter, Justin	Longoria, Jacob	Thomas, Erica	
Chaffin, Perry	Lupashunski, Spencer	Thomas, Kim	
Chapman, Mary	Lusher, Becky	Thornton, Mindy	
Clark, Ralph	Marcum, Darian	Tidd, Matt	
Contreras, Kassandra	Martin, Nick	Ulrich, Sarah	
Counts, Katie	Mathis, Anita	Walker, Bob	
Cyrus, Meg	McComas, Karen	Walker, Lacey	
Daniels, Tiffani	McDade, Michael	Waller, Mary	
Davis, Amy Marie	McDavid, Sherry	Waugh, Tony	
Davis, Sarah	McDonald, Carissa	Weaver, Amy	
Dean, Benjamin	Means, Amanda	Wellman, Teresa	