

WLU Board of Governors

Regular Meeting

Wednesday, August 17, 2022 – 4:00 p.m.

Location: Shaw Hall Board Room

Meeting ID: 956 1850 1186

Passcode: 790172

- I. Call to Order/Roll Call/Quorum and Mission Statement**
- II. Introductions**
- III. Public Comment** Description: Up to 10 individuals may sign in to speak in open session for three minutes each. The sign-in sheet will be available from Executive Secretary Mary Ann Edwards fifteen minutes prior to the meeting until the noticed start time.
- IV. Agenda Order (Board may move to change order of consideration)**
- V. Approval of Minutes**
 - A. Minutes of the Full Board June 1, 2022* (pgs. 3-9)
 - B. Minutes of the Executive Committee June 1, 2022* (pgs. 10-12)
- VI. Board Items for Approval***
 - A. West Rentals Donation of Land* (pg. 13)
 - B. Sale of Property*(pg. 14)
 - C. Governors Salary Enhancements Plan* (pg. 15)
 - D. Higher Education Outcomes Based Funding Formula for WLU* (pgs. 16-17)

*Action Items
- VII. President's Report**
- VIII. Reports**
 - A. Interim Provost (Monteroso)
 - B. Enrollment (Cooper)
 - C. Staff (Glanville)
 - D. Faculty (Metz)
 - E. SGA (Burkle)
 - F. WLU Foundation (Hill)
 - G. Alumni (Bennett)
- IX. Finance Report (pgs. 25-27)**
- X. Executive Session**
 - A. Personnel Matter – Contract Discussion/President
- XI. Information Gathering (Members may ask questions or gather information to prepare for future agenda items without general discussion or action at this meeting.)**
- XII. Next Meeting Date – Wednesday, October 12, 2022**
- XIII. Adjournment**

**West Liberty University
Board of Governors**

**Minutes
June 1, 2022**

Attendance:

Jack Adams, Michael Baker, Arlene Brantley, Sydney Burkle, Thomas Cervone, Jamie Evick, Ryan Glanville, Richard Lucas, David McKinley, Jason Metz, Stephanie Shaw

Unable to Attend:

Richard Carter

Administration/Faculty/Staff:

Monique Akassi, Scott Cook, Katie Cooper, Mary Ann Edwards, W. Franklin Evans, Jake Flatley, Diana Harto, Angie Hill, Stephanie Hooper, Lori Hudson, Jason Koepler, Cathy Monteroso, Ryan Quinn, Ann Saurbier, Lynn Ullom, Maureen Zambito

I. Call to Order/Roll Call/Quorum and Mission Statement

Chair Lucas called the meeting to order at 4:04 p.m.

II. Introductions

None.

III. Public Comment

None.

IV. Approval of Minutes*

A. Minutes of the Full Board March 30, 2022*, May 6, 2022*

On motion by David McKinley and seconded by Ryan Glanville, it was unanimously adopted by the West Liberty University Board of Governors to approve the minutes of the full Board of March 30, 2022 and May 6, 2022.

B. Minutes of the Executive Committee March 30, 2022*

On motion by Michael Baker and seconded by Jack Adams, it was unanimously adopted by the West Liberty University Board of Governors to approve the minutes of the Executive Committee of March 30, 2022.

V. Agenda Order

No change to the agenda order.

VI. Board Items

A. Election of Officers*

On motion by Thomas Cervone and seconded by Arlene Brantley, it was unanimously adopted by the West Liberty University Board of Governors to approve the following slate of officers: Richard Lucas, Chair, Jack Adams, Vice Chair, and Jamie Evick, Secretary.

B. Schedule of Meetings July 2022 – June 2023*

It was unanimously adopted by the West Liberty University Board of Governors to approve the meeting schedule for July 2022 through June 2023.

C. Annual Graduate Degree Report*

Dr. Mumford presented the Annual Graduate Degree Report, emphasizing three things, (1) where we've been, (2) where we are, and (3) where we are going. The first graduate program started in education in 2012. The state of the graduate enrollment at WLU is strong with ten programs across four colleges with 252 students enrolled, which will double in the next eight weeks. We will be working with each program to set enrollment goals to increase graduate enrollment.

On motion by David McKinley and seconded by Ryan Glanville, it was unanimously adopted by the West Liberty University Board of Governors to approve the Annual Graduate Degree Report for Academic Year 2021-22.

D. Program Approvals*

Data Science Program*

Dr. Kettler stated we currently have all the faculty we need to support the program, but by year three we may need an adjunct. This degree is desperately in need in our state with the ultimate goal to allow students to be able to look at large-scale data sources and be able to develop skills sets to provide solutions for complex science and engineering problems.

On motion by David McKinley and seconded by Jason Metz, it was unanimously adopted by the West Liberty University Board of Governors to approve the proposed Bachelor of Science in Data Science.

Marine and Aquarium Science Track-Bachelors of Zoo Science*

Dr. Monteroso noted that no additional faculty will be needed for this track within the Bachelors of Zoo Science degree program to majors.

On motion by David McKinley and seconded by Arlene Brantley, it was unanimously adopted by the West Liberty University Board of Governors to approve the Marine and Aquarium Science Track within the Bachelors of Zoo Science degree program to majors.

Minor: Inclusion, Diversity, Engagement, and Awareness (IDEA) Cross-Disciplinary*

Dr. Monteroso stated that the required courses already exist and initially started with the Social Work Program, but is now enhanced across the board.

On motion by David McKinley and seconded by Ryan Glanville, it was unanimously adopted by the West Liberty University Board of Governors to approve the Inclusion, Diversity, Engagement, and Awareness (IDEA) Minor cross-disciplinary.

Medical Laboratory Science Certificate*

Dr. Kettler stated the there is a huge deficit in the MLS area, both regionally and nationally. The market is searching for this certificate, which will allow students to sit for boards and hopefully increase enrollment. No additional faculty will be needed for these courses.

On motion by David McKinley and seconded by Thomas Cervone, it was unanimously adopted by the West Liberty University Board of Governors to approve the Medical Laboratory Science Certificate within the Bachelors of Science in Medical Laboratory Science degree program.

E. Program Removals*

Dr. Monteroso stated that programs approved last year, replaced these three majors, but the previous programs were never removed.

On motion by Michael Baker and seconded by Jason Metz, it was unanimously adopted by the West Liberty University Board of Governors to approve the discontinuance of the Bachelors of Science Digital Media Design: Video & Film, Bachelors of Science Digital Media Design: Audio Productions, and Bachelors of Science Digital Media Design: Multimedia.

F. Governors Salary Enhancements*

Chair Lucas read the proposed resolution and breakdown of funds to be distributed to faculty and staff. The salary enhancement would be effective October 8, 2022 and is being provided directly by the State of West Virginia and is at this point in time a one-time enhancement; there is no guarantee those funds will be available next year. A lengthy discussion followed in light of the likely reduction in force in order to balance the budget.

It was unanimously adopted by the West Liberty University Board of Governors to table the discussion on the salary enhancements until the August 17, 2022 meeting.

G. Final Draft Academic Integrity Plagiarism Policy – Discussion

Dr. Evans referenced the draft document from Faculty Senate regarding the policy on Academic Integrity and Plagiarism. This is the initial draft, but there are other steps needed to be taken by Attorney Hooper in order to process the final policy. Ms. Hooper stated that the policy will be put into the proper format and posted for 30-day comment. The comments will be collected and presented to the Executive Committee. The Executive Committee will review the comments and any possible edits before bringing to the full Board and recommend adoption with or without changes. From there the policy goes to the Chancellor and that office has about 15 days, with no objection, can become a BOG policy.

VII. President's Report

Dr. Evans noted the 2019-2024 Strategic Goals: Academic Success, Branding, Community Engagement, Operational Excellence, and Student Experience. The 2022-2024 revised Strategic Goals are: (1) Demonstrating Academic Excellence, (2) Cultivating Diversity, Equity, and Inclusion, (3) Creating An Innovative Student Experience, (4) Enhancing Community Engagement, and (5) Strengthening Operational and Financial Excellence. Moving forward we will be focusing on the goals and objectives assigned to it to help us see what it is we're trying to achieve to coincide with the strategic plan.

The presidential priorities remain the same beginning with enrollment. We are looking to have an increase in enrollment and graduate programs continue to soar. Financial stability, with very hard work and Ms. Hudson's leadership, the \$2.7 million deficit is covered. Some tough decisions were made by Cabinet members, keeping the university solvent and moving in the right direction. Student Success had commencement on May 7th with some 370 students applying for graduation and about 330 in attendance. We still have commencement on June 10th for PA Program students coming up. We want the "hill" to be a place for students to belong, want to come; not just enroll but to return. Across the nation enrollment continues to decline; what we're seeing is not an uncommon trend. Our community focus is to develop partnerships and continue the MOU's already established. Today we visited, along with others, Wheeling Park High School, one of WLU's top feeder schools with 470 students attending West Liberty since 2014. 16% of the graduates from WPHS come to WLU. It was an interesting visit today to meet with what was thought to be seven or eight employees who were WLU graduates; there were 34 who graduated and are proud to be a part of WLU. Getting into the high schools with our own alumni; who better to tell our story. We are working to get involved with the community, making alumni engagement a priority, get them back to campus and be engaged in what we're doing here.

The HLC Assurance Report was submitted last week, and Dr. Evans met yesterday with the chair of the committee, Dr. Hardy. There was a good conversation about what was submitted, how the team is doing their assessment, and questions about some findings from the last report. Two standards we had to focus on dealt with communication and the strategic plan. It was evident that we have not been sitting here and have been progressive and moving forward.

Monday we received word that the Nursing Program accreditation was reaffirmed for ten years, with no issues or problems. Dr. Evans commended Dr. Kutlenios and Dr. Kettler and their staff on a job well done. The Intent to Plan for the first Doctor of Education program is moving forward, with the hope of offering the program next summer. Since the program is a substantive change, the HLC will need to approve the program.

Aviation program discussions are buzzing and we've been in conversation with the RED and the Wheeling Chamber. Dr. Monteroso and Ms. Hill traveled to Marshall University last week since they have a program, and we are working to establish an aviation connection with our local airport. We are excited that Marshall University has committed to working with us to help establish this program if we desire to make that move.

With regard to DEI goals, workshops for students, staff, and faculty, online training, and an inaugural multi-cultural award ceremony have been held. This doesn't just mean black and white,

but single mothers, veterans, and international students. This inclusive group we had a ceremony for, the lavender ceremony, recognized the LGBTQA community. There is a newsletter that is going out monthly to provide information about DEI.

Student athletes did exceptionally well this spring, with a cumulative GPA of 3.17, with a 3.5 or better for a large portion of students, excelling on and off the field. Summer orientations are beginning with students back on campus. We are losing our admissions director, Brenda King, who is retiring and has been at the University for 41 years. Plans are under way for her replacement. Residence life will be providing an off the hill experience. Students wish they could go to Walmart, the grocery store, etc. and we have been making this happen and accommodating international students. There are other students who don't have vehicles and we are looking at a way to provide transportation weekly for students who want to go to Triadelphia or Wheeling to get whatever they need. We are working toward an inclusive environment, so that when students get here they enjoy being here. Aladdin Food Service is the new food vendor. Dr. Evans met with the new campus manager and they have already started doing things on campus. July 1st is their official start date. We are grateful to Sodexo for their dedicated service and assistance in this transition.

With regard to community engagement, alumni is working on affinity groups to see what they can come up with, and Dr. Evans will meet with Senator Capito and Manchin next week to talk and see how they can assist with needs here at WLU. The K-12 partnership continues with dual enrollment in high schools for a taste of college. They can earn credit hours at a cheaper rate and hopefully they will come to WLU when they graduate. Dr. Akassi is working with Superintendent Miller on workshops for teachers starting in August to help them with DEI. MOU's have been established with the United States Marine Corp., Kisner McGraw Hand to Shoulder Rehabilitation Center, St. Mary's Medical Center, Life Works Professional Counseling, Sanford Medical Center, WVU Ruby, WVU Jefferson Medical Center, WVU Berkeley Medical Center, WVU Reynolds, WVU Uniontown Hospital, and Wheeling University. Homecoming will be held October 22, 2022.

Focusing on operational and financial excellence, Ms. Hudson and her team worked hard to make sure we have a balanced budget this year and going forward. The Governor's office is assisting with a one-time salary enhancement this year. During our Finance Committee meeting Mr. Rodella shared that we have a piping system problem; the pipes are old and leaking underground. The first assessment for the project is \$1 million. The HEPC Facilities Management Pilot will include two institutions, and WLU is one of those institutions. The HEPC has already contracted with an outside agency to do an analysis of our campus. We will know in advance what needs changed or modified. The cost of this work is about \$150,000, which will be done for us free. If we continue next year with some of the input, strategies and operation, it will cost about \$17,000. We have money to use to continue this manage project.

We have been making the West Event Center available the last few months for students to rent out, but we will be converting the center as our Aquatic Conservation Center. The building is not being maximized and we can use the facility since our Zoo Science continues to expand. We can do the renovations with grant funding, we won't have to build from the ground up, and it's an ideal location for the Center. Mr. West also graciously agreed to give WLU the apartment that stands about 20 yards away from Center. The Dollar General Corporation has inquired about bringing a store to the town of West Liberty on land owned by the University. Conversations are being held and it's in the early stages of discussion.

VIII. Reports

A. Interim Provost (Monteroso)

Dr. Monteroso noted highlights from her executive board report, stating the timeline for the full proposal for the doctoral program is for the October meeting. We will be increasing dual credit programs in Ohio and Marshall Counties, with two faculty members at Wheeling Park High School teaching those courses. Brooke County has also expressed an interest and will be phased in. The WVDE Grow Your Own Teacher Education Program will begin in the fall of 2022 with Ohio County. West Virginia has moved education to a technical program, which makes it available for federal funding. The HLC assessment document was sent on May 23rd thanks to Dr. Saurbier. Faculty evaluations have been submitted and notice of appointments are starting to go out today. Programs for review by the HEPC as well as program audits

were due on May 31st and sent at the beginning of May. A literacy grant was received in the amount of \$12,500.

B. Enrollment (Cook)

Mr. Cook stated that Brenda King, Executive Director of Admissions and Recruitment, will be retiring at the end of June after 41 years of service to the University. We will begin interviews for this position next week. In other staff changes, with the many areas of Enrollment Services all under one office, beginning July 1, Katie Cooper will be promoted to Assistant Vice President of Enrollment Management. Summer registration numbers are down 24%, most likely due to cost, since students can go to WVNCC for summer courses and pay \$500 less than WLU. The courses we are offering is the other problem, but we are currently looking at courses to keep students here. In the last seven months we have seen a significant increase in accepted student application for new students, which is up 10%. Although fall registration is currently down, most registration will happen in June, July, and August. There has been a significant decline in early entrance courses, but we will be adding 10 additional courses this fall and hope to increase those numbers. We are still projecting to be slightly up in enrollment, but will see at the end of August. It was also noted that the new buildings across the street are full for the fall 2022 semester.

C. Staff (Glanville)

Mr. Glanville stated that that last Staff Council meeting was held May 19, with the following highlights:

- Diana Harto met with Staff Council and discussed open enrollment closure, performance review, pay increase, professional development opportunities and reduction of campus employees.
- ACCE – worked to help get Governor to provide funds for higher education for consideration in wage increases.
- New fundraising ideas for the future.
- Scholarship distribution discussion started
- HEIN award drawing \$500.00 cash through the WLU Foundation for non-supervisory role staff members (Mary Ann Edwards winner).

D. Faculty (Metz)

Dr. Metz noted that he wanted to leave today on a high note with faculty accomplishments this semester. The new faculty senate executive committee consists of Robert Gall, President, Gerard NeCastro, Vice President, Stephen Richards, Secretary, Sherry Rocchio, Finance Committee Chair, and Angela Rehbein, alternate. The Gary E. West College of Business held an Earth Day initiative through a grant, which included a clothing swap in the college union. Sherry Rocchio completed her doctorate and Dr. Sean Ryan had two book chapters completed. Sociology entrepreneurship program Grow Ohio Valley, started in 2014, continues to “grow,” and Dr. Lihau Chen completed her research project and submitted to the journal for review. Dr. Metz reiterated that there is positive work happening on campus.

E. SGA (Burkle)

Ms. Burkle highlighted a few recent events: spring week and spring fling, casino night, luau day, and a dance to end the week. Donuts and energy drinks were given out during finals week, and a dollars for dogs fundraiser was held. The SGA Executive Board is working towards goals of transparency, efficiency, and opportunity this year. Members of SGA attended a student leadership conference in mid-May to enhance leadership skills, and are also working with maintenance to get the office remodeled in order to use the space more effectively.

Ms. Burkle worked with Jared Thompson and Marketing to create a welcome video from SAGE that will be shown at orientations and on social media for incoming students. Either Ms. Burkle or Vice President Cody Dixon-Rushman will attend all summer orientations sessions to introduce ourselves and SGA, along with offering the office as a resource to students as they make the transition to college.

SGA's Director of Programming has been working with the Director of Student Activities, Kate Billings, to plan TopperFest events. The events will likely be inflatables on the quad one day, along with a town hall for students to come and meet members and voice concerns or ask questions. We will also hold an open house to get students up to the office on the second floor of the college union; refreshments will be provided. They are also working on welcome packages that will be in dorm rooms during move-in day, containing contact information, SGA magnet and lanyard to better market SGA.

Productive meetings have been held with External Affairs to collaborate on homecoming planning. Interest meetings for candidates were held during finals week and applications are due July 1st. The goal is to revamp homecoming week and improve organization and communication on the student end. Possible new events are "Paint the Paws" and "Destroy the Walls of Oppression." University offices and departments will be invited to set up tents on tent day in a push to increase attendance.

This summer they will be updating the SGA portion of the website as it is severely outdated. Meetings will be streamed through Topperstation each week, as well as offered via Zoom for those who wish to attend. Updates to be made to the Alumni room in the College Union are being collaborated with External Affairs. It is hoped the room will get a facelift and become the new "Student Leadership Center."

IX. Finance Report

Ms. Hudson shared some highlights of the information reviewed with the Finance Committee contained in the board packet. The status report through the end of April 2022 has us on target with the adjusted budget and plan for covering the deficit we faced. The deficit was the result of cuts made by the past CFO of over \$800,000 in order to balance the budget, underestimated waivers, and a few other expense line items. At ten months in expenses should be about 83% spent. Revenue is trending as expected with room and board slightly under the adjusted budget. We are doing well in "other" revenue line with \$415,000 over the adjusted budget due to increased royalties, which was budgeted at \$387,000, with an actual through the end of April of \$823,000. Personal services, which is every salary line item, and fringe benefits are slightly below at 85% with 22 out of 26 pays posted plus the increment. Utilities and contractual services are slightly over budget, but overall at 83% expenses with the overage in "other." Waivers should be final for the academic year, coming in at \$6.7 million, which is on target with the adjusted budget. With adjustments made, royalty received, and use of CARES Act lost revenue funds, we will finish the year on target with the adjusted budget.

The FY23 budget, as well as tuition and fee packet, was due on May 12th and were submitted to the HEPC. Much of the month was devoted to reaching a balanced budget with the cabinet coming together, making many adjustments in order to balance. Each member reviewed requests, made cuts, and created a balanced budget. 12 positions at \$621,000 base salary, plus benefits, \$80,000 from the adjunct line, other categories, and leased facilities were adjusted. Another aspect was working with Miss Hill from the Foundation and utilizing Foundation funds up front for the operating budget. The Foundation has pledged \$500,000 toward operating expenses, some of which could be capital improvements, and \$725,000 for scholarships. In the past throughout the budget year, there are additional requests of the Foundation over and above the budget. This year it will be necessary to have those funds up front. As can be seen, the \$45.3 million budget is based on enrollment Mr. Cook reviewed, and presents any necessary adjustments if need be. We were able to negotiate with RCC, the vendor in charge of Topper Towers, who agreed to accept a rate per occupied bed instead of a flat monthly fee. R&D Holdings, the vendor in charge of Topper Village and University 1 and 2, agreed to a 3% decrease in their monthly rate.

The Dollar General Corporation is interested in about two acres of property owned by the University on Rt. 88 and Girty's Point. This is preliminary information and no details at this time.

X. Information Gathering

None.

XI. Next Meeting Date – Wednesday, August 17, 2022

XII. Adjournment

On motion by David McKinley and seconded by Jack Adams, the meeting adjourned at 5:45 p.m.

Richard Lucas _____
Chair

Jamie Evick _____
Secretary

**WEST LIBERTY UNIVERSITY
BOARD OF GOVERNORS**

**Executive Committee
Minutes
June 1, 2022**

Executive Committee Members Present: Jack Adams, Arlene Brantley, Richard Carter, Jamie Evick, Rich Lucas, David McKinley, Stephanie Shaw

WLU Administrators: W. Franklin Evans, Monique Akassi, Stephanie Hooper

Others: Ryan Quinn

1. Call to Order/Roll Call

Chair Lucas called the meeting to order at 3:03 p.m.

2. President's Update

- President Evans met with Dr. Hardy about the HLC Insurance Review and sent documents regarding the University, Communications and the Strategic Plan—citing she inquired about the Strategic Plan at West Liberty University.
- Nursing has been reaffirmed.
- West Liberty University is moving forward with the Doctorate degree, and there are currently no issues.
- West Virginia State is now trying to put a Doctor of Education degree together by January 1, 2023
- Starting an aviation program at WLU has been discussed with members of the Wheeling Chamber of Commerce and RED. Marshall University already has a program.
- Ohio County airport is wanting to partner with West Liberty University. During the nineties, West Liberty University offered an Aviation degree.
- The Governor is providing \$400,000 to West Liberty University for salary enhancements. The administration is asking for the Board of Governors' approval for approximately \$186,000 and \$200,000 to be distributed to faculty and staff, respectively.
- Chairman Lucas asked if this is a one-time bonus. The state does not recognize bonuses, but it has a surplus, and are to be used for matters such as merit and equity. Several institutions are increasing the minimum hourly wage on campuses.
- The University's audit will commence soon, and initial calls from the auditors will be made to both Chairman Lucas and President Evans about the process.
- West Liberty University is currently putting a new roof on Main Hall.
- ASRC currently has a roof leak. And the underground pipes not only in the city but across campus have had issues. An estimate of \$1 million has been offered as what it would take to replace the underground pipes. Currently, West Liberty University is losing water underground. Trustee Adams mentioned that there has been water and roof issues with Liberty Oaks in the past. Trustee McKinley stated that according to Mr. Joe Rodella, the University is losing a couple \$100,000 per year due to water leaking underground. Trustee Adams reiterated that there has been a problem with the water for years.
- President Evans shared it has been reported that at 3:00 a.m. the number of gallons of water used are high. This supports the idea that the underground pipes are leaking significantly.
- HEPC has money to assist institutions with conducting a study on deferred maintenance and is piloting this work on three campuses. WLU has been invited to participate in the pilot. The cost is about \$150,000, but HEPC will cover that amount. In the future, each institution would have to cover approximately \$17,000 to maintain services on its campus generated by the pilot study.
- Graduate degree report indicates there were 262 new applications and 163 accepted. There are currently 249 in Graduate School: 171 continuing students; 98 MBA students; 41 in Biology; 35 in Education; 21 in Psychology; 17 in Exercises Physiology; 17 in Speech; and 18 in Physician Assistants programs.
- Graduation for the Physician Assistant's program is next week.

- Interim Provost Monteroso handles the approval of undergraduate programs, including the Marine and Aquatic track programs that are scheduled to commence in the fall.
- The IEDA has been approved as a minor.
- West Liberty University offers a certificate in Medical Laboratory discipline.
- Academic Affairs will terminate the Bachelor of Science in Digital Media, Video, Film, and Multimedia due to declining enrollment numbers.
- Trustee David McKinley recommended looking at the ADH program at Marshall, Fairmount, and West Virginia Northern in the mix with aviation. Trustee McKinley inquired if there is a demand currently for digital media. President Evans stated that currently there is not really a demand but when enrollment and graduation numbers are down for a particular program, HEPC begins to question the viability of such programs.
- Communication and Computer Science are areas for minors and concentrations that can still be attached to other majors currently being offered.
- Chairman Lucas stated that the spring commencement was “cool.”

3. Election of Officers

- **Chairman Lucas stated that elections are coming up for Board of Governors and a vote was taken to re-elect Chairman Lucas. Trustee Adams made the motion, and Trustee Jamie Evick seconded it.** Trustees Adams and Evick’s terms are through 2024. Although Chairman Rich Lucas’ term on the Board ends, a request will be made to Governor Justice asking that his term be extended.
- Trustee Adams stated that approvals for terms on the Board are made by the Governor.
- Mrs. Edwards checked and stated that Chairman Lucas can serve additional years, pending Governor’s approval.
- Chairman Lucas stated that there are rules about serving consecutive full terms, and that when an individual has served the maximum number of terms, one is able to sit off a term and return later.

4. Salary Enhancements

- Chairman Lucas stated that Governor’s salary enhancements action item would be discussed before the full board for a decision to be made. Trustees Adams and McKinley were considering the money to be a bonus, but clarification was provided by Ms. Diana Harto. Trustee Adams suggested fixing the wording for the motion to address any concerns about the amount reoccurring on the backs of the institution.
- Chairman Lucas stated there could be issues when the funding stops. And Trustee Adams stated that we must be careful how we proceed.

5. Glass/NJS Properties

- President Evans stated there are early discussions about the Dollar General request to purchase land. Attorney Hooper stated that VP Lori Hudson brought the inquiry to the attention of the Finance Committee, but additional information is being discussed and more feedback on selling the property or long-term leasing will be gathered. The question was raised to the BOG if there were any objections to moving forward with this preliminary work and discussion?
- Trustee Adams stated that he believes the land purchase opportunity is a great idea. A reexamination of the purchase of the property may be necessary, including the possibility to lease the property instead of selling the property.
- Attorney Hooper stated that West Liberty University paid \$624,000 for the property, and the property includes a house on the land. West Liberty University paid for the value of the land—not the house.
- Chairman Lucas called on Item 7 and asked if there is any open reason to object? Attorney Hooper stated that it is a general discussion, but the matter is not yet on the full board agenda. Attorney Hooper will be calling on Adam Weidner for more discussion and information on the subject.

6. Academic Integrity Policy Draft

- In regard to the Academic Integrity Policy, President Evans stated that faculty has created and drafted a policy; however, depending on whether or not it is an institutional policy or a board policy, there is a particular format for presenting the policy as well as a process for its approval. President Evans explained that he complied with the Board’s request to meet with faculty and pull together a committee to draft such a policy. He suggested outside persons to assist as well. Despite any accusations of not having shared governance, this process was led by Dr. Diana Barber. President

Evans and Attorney Hooper think that the policy is an institutional one. Therefore, if this is the case, it would be presented to the University Family once the semester begins, and stakeholders will have 30 days to review it and submit comments.

- Trustee McKinley expressed his hopes to break down barriers with the faculty, and Chairman Lucas stated that President Evans was to work with the faculty committee and come up with a draft. Ms. Diana Harto had requested that the faculty provide the draft by June 1, 2022. President Evans explained that faculty did not complete the task as quickly as he had assumed they would, and that he had been informed that some members had dropped off from the committee. Trustee McKinley asked how we can overcome this and build up the relationship between our administration and faculty because it does not appear to be good.
- President Evans stated he is not taking it personally and that the problem has been an ongoing matter even prior to his arrival at WLU. Furthermore, there must be a willingness to work together. Initially, staff had expressed concerns that their views were not heard by the administration, but the President created opportunities for them to sit down at the table and be heard. President Evans further explained that some faculty believe that shared governance is only for faculty, and that no other groups need to be involved in making decisions. He has tried to include faculty from across the campus in several initiatives such as hiring and strategic planning. President Evans further stated that Interim Provost Monteroso is also experiencing push back but is choosing to be inclusive and collaborative. For example, there were issues with grades being turned in for graduating student in a timely fashion. She solicits input and suggestions, but when she tries to implement change, faculty respond by saying that they like things the way they are – despite a need for change or improvement. It is generally accepted that the Faculty Senate represents the entire faculty; however, does the WLU Faculty Senate truly represent all faculty? The meet for two to three hours once per month, but it is difficult to see the positive outcomes they are making to move the university forward. President Evans stated there have been accusations of bullying and retaliation, but there is no evidence or specific examples provided to support such claims.
- Trustee McKinley shared a personal experience where he had dealt with workplace issues and accusations and how the organization was eventually able to move forward. It was stated that for the upcoming academic year, townhall meetings will be held in collaboration with the Office of Diversity, Equity and Inclusion to cultivate unity, healing and moving forward to build healthy bridges between administration, faculty, and staff. Trustee McKinley stated that he is willing to assist.

7. Adjournment

The meeting adjourned at 3:52 p.m.

Respectfully submitted,

Dr. Monique L. Akassi

Richard Lucas

Chair

Jamie Evick

Secretary

WEST RENTALS DONATION OF LAND

PROPERTY ACQUISITION

ACTION ITEM

The West Liberty University Board of Governors hereby accept the real estate donation by West Rentals, Inc. to West Liberty University of the Road Worthy property located behind the Gary West Event Hall including a .262 area tract with an approximate value of \$95,000, upon the terms and conditions as set forth in Contract of Pledge attached hereto.

Proposed Resolution: The President of West Liberty University is hereby authorized to execute any Agreements as amended above and the President, Chairperson of the Board and/or Chief Financial Officer, are hereby authorized to initiate all actions and execute all documents and instruments needed in order to obtain title to the subject property. Said transfer of the above-referenced real estate is subject to final legal review and approval of the deed of transfer of the real estate and right of way comprising this donation.

SALE OF PROPERTY

ACTION ITEM

The Board of Governors is asked to consider and approve the possible sale of portions of parcels 53, 54, 58 and/or 60.

Proposed Resolution: *Resolved*, that the West Liberty University Board of Governors hereby approve the authorization of the President of West Liberty University to initiate all actions and execute all documents and instruments to carry into effect and finalize the sale of the property.

SALARY ENHANCEMENT

Action Item

Proposed Resolution: *Resolved*, that the West Liberty University Board of Governors approve salary enhancements effective October 8, 2022 as follows:

- **Faculty – a total of \$186,455 to be distributed based upon merit and external competitiveness (equity) tiers as established by WLU Policy 245 and Procedure 240. To be eligible, the employee must be at least .53 FTE and on payroll prior to July 1, 2022.**
- **Staff – a total of \$201,983 to be distributed through fixed dollar amounts based on quartiles within the Compensation Guideline pay ranges, equity and/or promotions, as applicable. To be eligible, the employee must be at least .53 FTE and on payroll prior to July 1, 2022.**

WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION

OUTCOMES BASED FUNDING FORMULA

ACTION ITEM

The Board of Governors is asked to approve the West Virginia Higher Education Policy Commission Institutional Mission Weight Selection and Approval form for the five-year funding cycle beginning with State Fiscal Year 2024. The final mission weights must be approved by the Board of Governors for submission no later than September 30, 2022.

Proposed Resolution: *Resolved*, that the West Liberty University Board of Governors hereby approve the Institutional Mission Weight Selection and Approval form for submission to the WV HEPC.

Higher Education Funding Formula

Institutional Mission Weight Selection and Approval Form
for the five-year funding cycle beginning with State Fiscal Year 2024

Institution: West Liberty University



Metric	Value Range	Considerations	Institutional Values Approved by Board of Governors
Students Accumulating 30 hours	0.03 to 0.12		0.12
Students Accumulating 60 hours	0.06 to 0.15	Value must be greater than 30 hr. weight.	0.14
Students Accumulating 90 hours	0.08 to 0.17	Value must be greater than 60 hr. weight.	0.16
Associate Degrees Awarded	0.20 to 0.25	Zero value is permitted if institution awards no associate degrees, or if associate degree production accounted for less than 10 percent of an institution's total degree production in the 2020-21 academic year.	0.00
Bachelor's Degrees Awarded	0.35 to 0.50		0.40
Master's Degrees and Post-Master's Certificates Awarded	0.01 to 0.10	Zero value is permitted if institution awards no master's degree, or if master's degree production accounted for less than 1 percent of an institution's total degree production in the 2020-21 academic year.	0.05
Doctoral / Law Degrees Awarded	0.01 to 0.10	Zero value is permitted if institution awards no doctoral or law degrees, or if doctoral degree production accounted for less than 1 percent of an institution's total degree production in the 2020-21 academic year.	0.00
Expenditures on Research and Development	0.00 to 0.10	Zero value is permitted for all institutions.	0.02
Awards per 100 FTE	0.08 to 0.17		0.08
Learning and Working in WV	0.03 to 0.06		0.03
TOTAL (Must Equal 1.00)			1.00

Approvals:

President Signature Date

Board Chair Signature Date

Submit a scanned copy of this completed form by email prior to close of business on September 30, 2022, to:
Dr. Zornitsa Georgieva, Senior Director of Research, at zornitsa.georgieva@wyhepc.edu.



Board Report

WLU Board of Governors

August 1, 2022

• Office of the President	Pgs. 19-20
• Academic Affairs	Pg. 21
• Student Affairs and Enrollment Management	Pg. 22
• Legal Counsel	Pgs. 23-24
• Fiscal Affairs	Pgs. 25-27
• External Affairs	Pgs. 28-29
• Athletics	Pgs. 30-32
• Human Resources	Pgs. 33-34
• IT/Physical Plant	Pgs. 35-36
• WLU Foundation	Pgs. 37-39
• Diversity	Pgs. 40-46

I. West Liberty University 2019-2024 Strategic Plan

- Goal #1 Demonstrating Academic Excellence
- Goal #2 Cultivating Diversity, Equity, and Inclusion
- Goal #3 Creating an Innovative Student Experience
- Goal #4 Enhancing Community Engagement
- Goal #5 Strengthening Operational and Financial Excellence

II. Update on Specific Strategic Objectives**A. Goal #1: Demonstrating Academic Excellence.**

- 1.1 *Attract and retain students.* Black and Gold days, along with new student orientation, have been held throughout the summer. Preliminary numbers show a 4% increase in new freshmen, a 6% increase in transfer students, and a 20% increase in graduate students compared to last year this time.
- 1.2 *Attract and retain faculty.* Replacement of faculty across the University has occurred in the sciences, communication, business, and music.
- 1.4 *Affirm and expand accreditations.* The HLC Visiting Team submitted its final report on our assurance process. The University met all standards but must submit a monitoring report to address concerns raised about the documentation of progress being made on specific retention and completion goals for students.

B. Goal #2: Cultivating Diversity, Equity, and Inclusion.

- 2.2 *Establish recruitment initiatives that target diverse students.* Exchange students from Germany have enrolled for the fall semester, and partnering collaborations and discussions have begun with institutions in Spain and Japan.
- 2.3 *Create retention strategies that support a diverse student community.* The Office of DEI worked with the PanHellenic Council and the Greek Community to share ideas about creating a more inclusive campus environment.

C. Goal #3: Creating an Innovative Student Experience.

- 3.2 *Develop a student culture that fosters sense of belong.* A new faculty advising handbook has been created to improve student advisement.
- 3.4 *Provide resources that foster safe student experience.* An Active Shooter Drill was held on campus in conjunction with the Ohio County Sheriff's Department and Ohio County Emergency Services.

D. Goal #4: Enhancing Community Engagement.

- 4.1 *Sustain and grow the University's image.* Marketing was geared toward highlighting the new nursing initiative for the grant funding received from the governor.
- 4.2 *Provide learning opportunities for on and off-campus constituencies.* Several summer camps were held on campus for the K-12 sector to include the Sheriff's Camp, band, and basketball camps.
- 4.3 *Create, expand, and facilitate dynamic partnerships and relationships that serve all stakeholders.* The Office of Alumni Affairs held several "after-hours" alumni gatherings in the Wheeling community.

E. Goal #5: Strengthening Operational and Financial Excellence.

- 5.1 *Support the University mission through sound business decisions and ongoing campus maintenance.* The University is ending the year with a balanced budget. The HEERF and CARES Act funds provided resources for revenue lost due to the pandemic. A new roof is being installed on Main Hall, and HVAC issues are being managed for the library, Blatnik Hall, and the Chapel. Donor Gary West has agreed to give the University the apartment facility adjacent to the West Events Center.
- 5.2 *Provide an outcome-driven culture with accurate data, best practices, and feedback.* Dollar General has made an offer to purchase a portion of land owned by the University. The process has just begun, and the University has a team of collaborators assisting in the process that includes the CFO, COO, and General Counsel. HEPC has provided additional information on the new higher education funding formula process. Institutional weights must be set for the five-year funding cycle that begins with FY24.
- 5.5 *Work collaboratively with the WLU Foundation to grow private revenue.* The WLU Foundation reports that FY22 ended with \$2.489 million raised, surpassing the minimum goal of \$1.8 million. There were 976 new donors, 25% more than last year. There was a total of 4,620 gifts made, compared to 3,704 and 2,703 for the past two years respectively.

III. Recent Activities and Accomplishments

- Our Athletics Department finished 2nd place in the Mountain East Conference (MEC) Commissioner's Cup standing. It was our highest finish ever since being a member of the MEC.
- Audrey Tingle, the 2022 MEC Female Scholar Athlete of the Year, has been nominated for the NCAS Women of the Year Award.
- In the Office of Health and Safety, fire system and sprinkler system inspections have been completed, and all required safety training were done.

IV. Personnel Items at the Cabinet Level

- Ms. Katie Cooper is serving as Interim Vice President for Student Affairs and Enrollment Management (SAEM).

V. Action Items

- Acceptance of the property gift from Mr. Gary West.
- Approval of the plan to award the Governor's salary enhancement funding.
- Approval of the higher education funding formula for WLU

Respectfully submitted,



W. Franklin Evans, Ph.D.
President

OFFICE OF THE PRESIDENT

I. Update on the five strategic priorities, objectives, or strategic actions of the Division/Area Academic Success

DEMONSTRATING ACADEMIC EXCELLENCE

- We aim for West Liberty University to be nationally recognized as a dynamic destination for academic excellence, an institution that encourages scholarly exploration, experiential learning, creative expression, and global citizenship across degree levels and disciplines.

West Liberty University will demonstrate academic excellence by implementing the following strategic initiatives:

A. Strategic Objective: 1.1 Attract and retain students at every level – traditional age and adult, transfer and first-year, graduate, and non-degree seeking.

- a. Dr. Wheeler will take over as the Acting Dean of General Studies, including RBA and Interdisciplinary Studies.

B. Strategic Objective: 1.3 Pursue innovative, viable, and relevant program development.

- a. HEPC approve the Applied Math Data Science Program.

C. Strategic Objective: 1.7 Affirm and expand national, regional, and specialized accreditations

- a. HLC draft report all areas of Assurance Review met except Standard 4.C. The institution pursues educational improvement through goals and strategies that improve retention, persistence, and completion rates in its degree and certification programs.
Recommendation – Internal monitoring of student success.

ENHANCING COMMUNITY ENGAGEMENT

- We envision WLU as a regional, national, and global leader in preparing a diverse student population to be impactful in society.

West Liberty University will enhance community engagement by implementing the following strategic initiatives:

A. Strategic Objective: 4.2 Provide services and learning opportunities for all on- and off-campus constituencies.

- a. The connected classroom continues to grow. This summer, participants included 10 counties in West Virginia and six states.

Respectfully submitted,

Dr. Catherine Monteroso

I. Update on the 5 strategic priorities, objectives, or strategic actions of the Division/Area

- Demonstrating Academic Excellence
 - Chris McPherson has completed a Faculty Advisor Handbook which will improve academic advising for students.
- Building An Innovative Student Experience
 - Completed in person and virtual summer orientations for students. We saw an increase in student participation over the last two years.
 - Completed Active Shooter Drill on campus in conjunction with the Ohio County Sheriff's Department and Ohio County Emergency Services
- Strengthening Operational & Financial Excellence
 - Katie Cooper continues to lead the Banner Document Management Project

II. Significant Accomplishments

- Continue to see an increase in new students for the fall 2022. As of July 27, new freshmen are up 4% over last year. Transfers are up 6% and new graduate students are up 24%.

III. Other Matters of Focus

- Declining demographics and increased costs impacting enrollment.
- Lack of staffing in the enrollment services division, due to cuts in staffing over the last seven years.
- Although new student numbers are up, overall enrollment is down by 4% as of July 27. The number of continuing students choosing not to return and register for classes increased by 3%. Although new graduate students are up for the fall, the overall number of graduate students is down 4% compared to last year on July 27.
- Significant staff changes have occurred in Enrollment Management. Brenda King retired as Executive Director of Admissions & Recruitment of June 30. Scott Cook retired as VP of Student Affairs & Enrollment Management on July 29. After a failed search to fill the Director of Admissions & Recruitment position, Katie Cooper was promoted to Asst. VP of Enrollment Mgt. & Director of Admissions and Recruitment. Molly Daniels was promoted to Director of Financial Aid, replacing Katie. Michelle Panepucci was also promoted to Asst. Director of Admission's Operations. An enrollment services staff position will be advertised soon to fill the open vacancy line.

IV. New (Essential) Personnel

- Enrollment Services Staff Position

V. Information Requested by Committee

- N/A

VI. Action Items

- N/A

Respectfully submitted,

Scott A. Cook

STUDENT AFFAIRS AND ENROLLMENT MGT.

I. Update on the 5 strategic priorities, objectives, or strategic actions of the Division/Area

- **Strategic Initiative III. Community Engagement-Goal 3.2 Facilitate community-based learning opportunities for students.**
 - We continue to develop and maintain Agreements with our local partners creating internships, externships, clinical and field experiences, and articulation opportunities.
 - **Recent Agreements: Gateway Rehabilitation Center, Saint Mary of the Woods College, Teton Medical Group, Memorial Health System (Ohio), Cabell Huntington Hospital, First Settlement Physical Therapy, FAST Training, Nardone Chiropractic, M.A.Ed. and College of Education renewals with all local school systems for Field Placements.**
- **Strategic Initiative II. Branding- Goal 2: Reinforce and expand the university's reputation as the premiere institute of higher learning in the region.**
 - **II.2C. Establish brand uniformity by developing and implementing guidelines that include branded, copyrighted, and trademarked materials. Updated brand uniformity guidelines**

In 2019, the Executive Director of Marketing worked with outside counsel to get our WLU logo trademarked. Liberty University objected to the filing of West Liberty University as a trademark. The TPO claims examiner agreed with our position but with the objection filed by Liberty University claiming that the proposed WLU trademark is confusingly similar to their previously registered mark and prevailing case law, his hands were tied, and he was not able to allow the registration.

WLU and outside counsel attempted to negotiate an agreement with Liberty University. However, they demanded monetary compensation in exchange for this concession and negotiations came to a halt. No further action was taken.

Update 02/02/22: WLU has contracted with The Webb Law Firm in Pittsburgh to assist with this initiative.

Update 08/17/22: Initiative in process. Applications with the USPTO are currently taking six – nine months to process.

II. Significant Accomplishments

- WLU filed its first US and International Patent application on August 6, 2021, related to an antimicrobial therapy-using a specific compound for the treatment of bacterial infections. The inventors on the patent application include Dr. Horzempa (WLU Faculty), Mr. Elliott Collins (Former WLU Graduate Student), and Dr. Leon Francisco (Former Faculty of University of Mississippi). An examiner will review the application and the claims made within. It could take several months for a final determination on whether the patent is granted.
- 02/02/22: International and US prosecution is underway.

LEGAL COUNSEL

- 03/30/22: On February 10, 2022, WLU received notification from the United States Patent and Trade Office advising us of publication of our US Patent Application under publication number US-2022-0040146-A1 and our PCT International Application was published by the International Bureau of the World Intellectual Property Organization on February 10, 2022, under No. WO 2022/032134. This is a standard step in the process while the applications are being examined.
- **08/17/22: Patent prosecution still in progress.**

III. Other Matters of Focus

- a. **All University Policies and Procedures will be going through a high-level review over the next several months.**
 - **Cabinet Members and other appropriate personnel are currently reviewing University Procedures and University Policies.**
 - GC and HR are working on a new HR Governance BOG Policy. Notice of Intent was already given to the BOG. Similar to the IT Governance, this Policy will be high level and appropriately delegate authority to the President, or designee, to implement and effectuate internal HR Policies and Procedures.

IV. New (Essential) Personnel

- NA

V. Information Requested by Committee

- NA

VI. Action Items

- NA

Respectfully submitted,

Stephanie Hooper

LEGAL COUNSEL

I. Update on the 5 strategic priorities, objectives, or strategic actions of the Division/Area

- IV Operational Excellence
 - FY 23 Balanced Budget
 - FY 22 Financial Statement Audit is underway

II. Other Matters of Focus

- Appropriation for Raises – Request for Approval
 - Ed Magee, Vice Chancellor for Finance, has verified that the additional appropriation will be added to our current base going forward.
- Aladdin Food Service Contract
 - Transition in food vendor from Sodexo to Aladdin is in progress. Updates are being made to both the Student Union and the main cafeteria, the Bear's Den.
- Dollar General Interest in Property.

III. Information Requested by Finance Committee and BOG

- FY22 Budget Status Report for month ended 06/30/2022 (attached)
- Unrestricted Cash at 06/30/2022 (attached)

IV. Action Items

- Request approval for the distribution of additional appropriation for faculty and staff increases.

Respectfully submitted,

Lori Hudson

FISCAL AFFAIRS

West Liberty University
FY22 Operating Budget Status (through 6/30/22)

<u>Sources:</u>	<u>FY22 Original Budget</u>	<u>FY22 Adjusted Budget</u>	<u>6/30/2022 YTD Actual</u>	<u>FY22 Adjusted Budget Less Actual</u>	<u>% of Budget</u>
Undergraduate Tuition and Fees:	19,290,012	19,290,012	19,729,414	(439,402)	102.28%
<i>Related Discounts:</i>	<i>(3,827,603)</i>	<i>(4,422,973)</i>	<i>(4,239,076)</i>	<i>(183,897)</i>	
Net:	15,462,409	14,867,039	15,490,338	(623,299)	104.19%
Graduate Tuition:	3,873,695	3,873,695	3,646,172	227,523	94.13%
<i>Related Discounts:</i>	<i>(479,824)</i>	<i>(479,824)</i>	<i>(529,471)</i>	<i>49,647</i>	
Net:	3,393,871	3,393,871	3,116,700	277,171	91.83%
Room and Board:	10,195,618	9,713,289	9,518,566	194,723	98.00%
<i>Related Discounts:</i>	<i>(1,797,203)</i>	<i>(1,797,203)</i>	<i>(2,010,534)</i>	<i>213,331</i>	
Net:	8,398,415	7,916,086	7,508,032	408,054	94.85%
State Appropriation	8,966,122	9,102,662	9,102,662	0	100.00%
Other*	1,562,324	1,505,804	2,354,881	(849,077)	156.39%
	37,783,141	36,785,462	37,572,614	(787,152)	102.14%
Institutional Discounts (Waivers) - <i>deducted above to show net tuition</i>			6,779,081		
			44,351,695		
<u>Uses:</u>					
Personal Services**	19,248,519	19,583,249	19,349,545	233,704	98.81%
Fringe Benefits	4,623,729	4,726,348	4,653,485	72,863	98.46%
Utilities	2,206,829	2,206,829	2,670,623	(463,794)	121.02%
Debt	2,792,013	2,692,013	2,592,004	100,009	96.28%
Rent	1,473,791	1,441,789	1,460,417	(18,628)	101.29%
Contractual Services	3,394,858	3,474,658	3,697,432	(222,774)	106.41%
Other	4,043,402	5,423,208	4,920,551	502,657	90.73%
	37,783,141	39,548,094	39,344,057	204,037	99.48%
Institutional Discounts (Waivers) - <i>expense</i>			6,779,081		
			46,123,138		
<u>Net Income (+)/Loss (-):</u>	0	(2,762,632)	(1,771,443)		
CARES Act Funding LOST REVENUE			1,528,223		
<u>Net Income (+)/Loss (-) after CARES Act Lost Revenue:</u>			(243,220)		
 Total Tuition / Room and Board Revenue	33,359,325	32,876,996	32,894,152		98.61%
Total Discount	(6,104,630)	(6,700,000)	(6,779,081)		111.05%
Total Net Tuition / Room and Board Revenue	27,254,695	26,176,996	26,115,070		95.82%
 <i>*Other includes Lost Revenue from CARES</i>					
<i>**Personal Services/Fringe Benefits (includes 26 out of 26 pays + increment)</i>			100%		
<i>All Other Expenses (12/12 months)</i>			100%		

FISCAL AFFAIRS

WEST LIBERTY UNIVERSITY
FY22 Preliminary Cash Position

CASH	6/30/2022
State Cash Total	\$ 8,834,646.41
Local Cash Total	\$ 1,065,690.54
Total State and Local	\$ 9,900,336.95
2021 Bonds (Bank of America)	\$ 31,837.63
2018 Bonds (Wesbanco)	\$ 210,165.10
Projected Cash	\$ 10,142,339.68
UNRESTRICTED CASH POSITION	
Total State and Local	\$ 9,900,336.95
<i>Less :</i>	
State Cash Restricted	
4564: Debt	\$ (3,717,347.90)
4565: State, Local, & Private Grants	\$ (1,038,687.37)
8773: Federal Grants/Work Study	\$ (1,012,084.76)
Total State Restricted	\$ (5,768,120.03)
Local Cash Restricted	
Perkins	\$ (169,442.46)
Nursing	\$ (56,524.92)
Student Refund Account	\$ (86,788.58)
Total Local Restricted	\$ (312,755.96)
Total Unrestricted Cash	\$ 3,819,460.96

I. Update on the 5 strategic priorities, objectives, or strategic actions of the Division/Area

Objective 4.1

Sustain and grow the university's image as a leader in the region by effectively telling our story.

Trademark / Copyright Progress

We are pleased to advise that the above identified trademark/service mark applications were filed electronically in the U.S. Patent and Trademark Office and bear the following Application Serial Numbers:

WL Serial No. 87/351,816

WEST LIBERTY UNIVERSITY Serial No. 97/351,840

A copy of the applications filed electronically, along with the receipts for submission, are attached for your records.

Please keep in mind that while you may use "TM" on the goods and "SM" with the services in connection with the marks while the applications are pending, you may not use an "®" until the marks are registered in the U.S. Patent and Trademark Office.

Objective 4.1

Sustain and grow the university's image as a leader in the region by effectively telling our story.

Successful marketing campaign for the Governor's Nursing Grant.
\$80,000 spend with a local and Western PA focus primarily through digital media marketing.
+20 nursing students accepted / registered.

Objective 4.3

Create, expand, facilitate, and sustain dynamic partnerships and relationships that serve all stakeholders.

Encouraging initial meeting with Senator Weld regarding new legislation for the 2023 Session to approve licensure for Masters level Art Therapy graduates.

Objective 4.2

Provide services and learning opportunities for all on- and off-campus constituencies.

Proposal for \$750K in build-out for re-visioned elements of the WLU Highlands Center submitted.

Objective 4.2

Provide services and learning opportunities for all on- and off-campus constituencies.

Alumni Affairs Facebook page since Amanda Bennett start date March 14, 2022:

Reach: 47,500 +325%
Visits: 2,367 +471%
New Follows: 703 +757%

EXTERNAL AFFAIRS

Local Alumni Happy Hours New Initiative:

June River City Bar and Grill 52 Attendees

July Bridge Tavern 45 Attendees

Amanda Bennett attended the CASE conference for Newcomers in Alumni / Homecoming New Orleans, June 2022.

Objective 4.4

Enhance communication practices to strengthen our brand and share information.

Streamline internal and external email communication with new contract with Constant Contact – 5 emails sent, 70% open rate.

II. New (Essential) Personnel

N/A

III. Information Requested by Committee

N/A

IV. Action Items

N/A

Respectfully submitted,

Jason Koegler

EXTERNAL AFFAIRS

I. Update on the 5 strategic priorities, objectives, or strategic actions of the Division/Area

• Priority #1: DEMONSTRATING ACADEMIC EXCELLENCE

- 1.1 Attract and retain students at every level—traditional age and adult, transfer and first-year, graduate, and non-degree-seeking.
 - 163 newcomers including a variety of traditional age, transfers, and graduate students.
- 1.6 Increase the number of students exemplifying academic excellence through enrollment, retention, and graduation rates.
 - 152 Winter/Spring Student-Athletes Honored by Mountain East Conference
 - A record 87 Hilltopper student-athletes were named to the MEC's All-Academic Team with semester GPAs of 3.70 or higher and 65 more WLU standouts were listed on the MEC Commissioner's Academic Honor Roll with GPAs ranging from 3.25 through 3.69.
 - The 152 total honorees and the 87 MEC All-Academic Team members once again led all public colleges and universities in the conference.
 - The 450-plus Hilltoppers from WLU's 20 sports teams teamed up to post a combined 3.12 GPA for the spring. It's the eighth consecutive semester that West Liberty's student-athletes have achieved a combined GPA of 3.00 or higher.
 - 290 student-athletes turned in GPAs of 3.00 or higher, 196 posted GPAs of 3.50 or higher for the semester with 88 charting perfect 4.00s.
 - Men's basketball student-athlete, Bryce Butler was selected to the National Association of Basketball Coaches Honors Court. To be a member of the honors court, student-athletes must be listed on the 2021-22 men's basketball varsity roster, be a junior, senior, or graduate student in academic standing, and maintain a cumulative GPA of 3.20 or higher (on a 4.0 scale)
 - The volleyball team excelled in the classroom and has earned a USMC/AVCA Team Academic Award for the 2021-22 academic year. This is the seventh straight year the Hilltoppers have been honored by the American Volleyball Coaches Association. The award, initiated in the 1992–93 academic year, honors volleyball teams which maintain a year-long grade-point average of 3.30 or higher (on a 4.0 scale)
 - Women's track and field was honored by the USTFCCCA as a 2022 NCAA Division II Track & Field All-Academic Team. Teams must maintain a cumulative GPA of 3.00 or higher (on a 4.00 scale) for all student-athletes on the institution's NCAA Squad List for Indoor and/or Outdoor Track and Field to earn this national recognition. This was the program's third straight National All-Academic Team selection
 - Recent WLU graduate Kelsi Hult and freshman Reese Burnside were named to the 2022 USTFCCA National All-Academic Team. Recipients must achieve a minimum cumulative GPA of 3.25 or higher (on a 4.00 scale) in at least 24 semester hours through the end of the academic year and post an automatic or provisional qualifying mark (individual or relay event) during the indoor or outdoor season. Burnside is the first recipient of this honor in WLU men's track and field history.
 - The WLU women's tennis team was chosen as an Intercollegiate Tennis Association (ITA) All-Academic Team for the 11th consecutive season. In addition, seven Hilltopper student-athletes received national recognition as 2022 ITA Scholar-Athletes (Ishika Agarwal, Emma Arnal, Elysia Beynon, Gemma Cliffe, Katie Loader, Evelina Martirosyan, Nathalia Valencia). A minimum combined GPA of 3.20 or higher (on a 4.00 scale) is required for the ITA All-Academic Team designation. ITA Scholar-Athletes must maintain a minimum GPA of 3.50 or higher.
 - Junior wrestler Cole Laya was the 2022 MEC Male Scholar Athlete of the Year. A 2-time national champion and a finalist for the 2022 NCAA D2 Wrestler of the Year Award, Laya also earned NCAA D2 Academic All-America and Academic All-District honors for the second straight year.

ATHLETICS

- Graduate student Audrey Tingle was honored as the 2022 MEC Female Scholar Athlete of the Year after being chosen as the NCAA D2 National Academic All-American of the Year for women's basketball. The MEC nominated Tingle for the 2022 NCAA Woman of the Year Award
 - WLU softball standouts Annie Paterson and Makenzie Amend were repeat NCAA D2 Academic All-District selections. Paterson was also named to the NCAA D2 Academic All-America Team
 - Men's tennis graduate student Anton Schulz was named to the NCAA D2 Academic All-District Team for the second time in his career
-
- **Priority #2: CULTIVATING DIVERSITY, EQUITY, AND INCLUSION**
 - 2.1 Develop and implement ongoing D.E.I. workshops
 - Collaborating with Kate Billings, Title IX Coordinator, to create a video celebrating the 50th anniversary of Title IX.
-
- **Priority #3 BUILDING AN INNOVATIVE STUDENT EXPERIENCE**
 - 3.1 Engage students in experiences that extend beyond the classroom.
 - Internship opportunity offered to WLU Visual Communications senior C'ierra Buchanan, who designed the 2022 West Liberty football media guide
-
- **Priority #4: ENHANCING COMMUNITY ENGAGEMENT**
 - 4.2 Provide services and learning opportunities for all on- and off-campus constituencies
 - Several sports teams utilized our athletic facilities to conduct youth instructional camps this summer, greatly expanding our outreach and engagement impact with potential future students and their families.
 - 4.4 Enhance communication practices to strengthen our brand and share information.
 - Initiative launched to brand team social media accounts as official department accounts before the start of the 2022-23 fall season
-
- **Priority #5: STRENGTHENING OPERATIONAL AND FINANCIAL EXCELLENCE**
 - 5.1 Support the university mission through solid business decisions and ongoing campus maintenance
 - Athletic staff, including the Athletic Director, painted the Downtown Foundation Office to provide a much-needed branding upgrade
 - 5.2 Provide an outcome-driven culture with accurate data, best practices, and feedback
 - Constantly reviewing processes to test efficiency
 - Department is creating a compliance on-boarding video for use in preseason meetings with all athletic teams
 - Created an online version of the newcomer bio form for use by sports information

- 5.4 Continue to enhance technology to meet the changing needs of the University
 - Purchased new Mac computer to enhance the quality and professional look of our live streams
 - Conducting internal training for new statistical software to meet industry standards for multiple NCAA sports
- 5.5 Strengthen collaborations with the WLU Foundation and other donor prospects
 - Conducting a series of 1-on-1 meetings with members of the WLU Foundation to develop initiatives for the upcoming school year

II. OTHER SIGNIFICANT ACCOMPLISHMENTS

- The West Liberty University Department of Athletics finished in 2nd place in the annual Mountain East Conference Commissioner's Cup Standings, the highest finish as a member of the MEC
- Men's basketball junior Bryce Butler was named the MEC Male Athlete of the Year
- Women's track and field standout Kelsi Hulit qualified for the NCAA National Championship Meet and placed 9th in the nation to earn second-team All-America honors
- The women's track team had three NCAA Division II All-Region selections in Hulit, Hannah Kemp and Hailey Carreon. Adam O'Donnell, Mikhi Anderson, and Reese Burnside earned All-Region honors for the men's program
- Alex Easthom was named MEC Men's Golfer of the Year for the second straight year and earned his fourth consecutive All-Atlantic Region Team berth
- The West Liberty women's tennis team finished the season ranked No. 5 in the Atlantic region. Emma Arnal, Evelina Martirosyan, Gemma Cliffe, and Daria Shchoma were all selected to the All-Region team
- The WLU men's tennis team finished 4th in the Atlantic Region rankings. All-Region honorees included Moritz Erpel, Anton Schulz, Nevio Dux

III. OTHER MATTERS OF FOCUS

- N/A

IV. NEW (ESSENTIAL) PERSONNEL

- Hired Jacob Davey as the new Sports Information Director, replacing retiring SID Don Clegg

V. INFORMATION REQUESTED BY COMMITTEE

- N/A

VI. ACTION ITEMS

- N/A

Respectfully submitted,

Lynn Ullom

ATHLETICS

I. Human Resources update on the strategic priorities, objectives, or strategic actions**Demonstrating Academic Excellence**

Objective 1.2 Attract and retain an outstanding and diverse faculty.

- **Collaborating on budgets between HR and departments to advertise in markets specific to departmental needs.**
- **Worked with Faculty Compensation Review Committee on recommendation to President for equity/merit split on faculty salary increases in October 2022.**
- **Through partnership with the Provost Office, Deans, and Chairs 10 new faculty members hired from May through August 15.**
- **Faculty annual contract processing in progress.**

CULTIVATING DIVERSITY, EQUITY, & INCLUSION

Objective 2.1 Develop and implement ongoing D.E.I. workshops.

- **Working with Dr. Akassi, HR now assigns all new hires an online introductory course through Vector Solutions entitled - Diversity, Inclusion, and Belonging: Introduction & Foundations for Belonging**
- 2023 Affirmative Action Program in final review stage

BUILDING AN INNOVATIVE STUDENT EXPERIENCE

Objective 3.4 Provide resources that foster an innovative, safe, and nurturing student experience.

- Graduate Assistants hiring/onboarding transitioned from Student Affairs to Human Resources
- Chief Human Resources Officer will be speaking to new GA's in August on "Being a Paraprofessional"

STRENGTHENING OPERATIONAL & FINANCIAL EXCELLENCE

Objective 5.3 Develop an efficient business climate of ongoing employee evaluations, while offering learning and professional development opportunities

- 2022 Staff Performance Reviews 100% complete
- Professional Development Task Force to restart/continue discussions in Fall semester

II. Significant Accomplishments

- Continuing transition from former Applicant Tracking System to new Applicant Tracking System/HR Information System
- Department of Health/Safety:
 - Kitchen Hoods cleaned and inspected
 - Fire System inspection for entire campus completed
 - WV BRIM safety audit completed for campus
 - Sprinkler system inspections completed
 - Campus wide safety trainings have been completed in the following safety areas:
 - Blood borne Pathogen
 - Eye Protection
 - Driver's Training

- Hazardous Communication
- Golf Car Safety
- Heat Stress Training
- Lab Safety
- Back / Lifting Safety
- PPE Training
- Waste Awareness

III. Other Matters of Focus

- After recommendation to Board for pay increases to faculty/staff was tabled for clarification on budget sustainability/continued state appropriation, CFO/CHRO have since confirmed continued state appropriation; therefore, pay increases re-introduced to the Board in August.
- CFO, CHRO met with Staff Council Officers to share budgetary information as it pertains to the Governor's appropriation increase intended for salaries. Staff Council Officers provided input and recommendations for consideration.
- New HRIS tool – BambooHR – configuring Performance for next phase
- Strategizing on eNPS survey through BambooHR
- Employee Separations (May 17 through July 26, 2022): **11 Staff; 9 Faculty** -
 - a) 7 Retirees
 - b) 2 Position Eliminations
 - c) 11 New Opportunities

Total Headcount is 315: 178 Staff and 136 Faculty

IV. (9) New Personnel (May 14, 2022 through July 28, 2022)

- 2 Faculty
- 5 Staff
- 2 Casual/Temporary

(18) Additional Personnel to be hired (August 1 – August 15, 2022)

- 8 Faculty
- 2 Staff
- 3 Adjuncts
- 5 Temporary/Casual

V. Governance Committee

- Final discussion of Governance Committee's participation in feedback collection for President's annual review. Chair Carter concluded the Governance Committee's work was complete and transitioned the final steps of the process back to the Board Executive Committee.
- There was discussion about the Academic Integrity policy draft completed by Dr. Barber. Faculty Senate originally requested the development/implementation of the policy. Recommendation for the policy to be administrative not a board policy.

Respectfully submitted,

Diana Harto

I. Update on the strategic priorities, objectives, or strategic actions of the Division/Area

- Building Access and Surveillance Upgrades – Strategic Objective 5.4
 - Project to replace Building Access System Campus Wide and Enhance Campus Surveillance.
 - Building Access is initial focus – System Live December 22
- Capital Planning / Maintenance Platform – Strategic Objective 5.1
 - Secured a Pilot funded by HEPC to Audit All Campus Facility Equipment
 - This will Provide Ticketing, Capital Planning and Energy Monitoring Capability
 - No 1st Year Cost to WLU. Valued at \$170,000
 - There is also an ADA Audit in the project.
- Cash Register System – Strategic Objective 5.4
 - Current System End of Life
 - Replacement In Progress
 - Working with vendor and new Food Service vendor
- Document Management Project – Strategic Objective 5.4
 - System in production by 8/15
 - Digital storage and attachment of source documentation to records (Student, Financial, Procurement, etc.)
- Housing Management Software Integration – Strategic Objective 5.4
 - Initiative to increase productivity in Housing integrating Adirondack (Housing) to Banner (Finance System) - **Complete**
- CARES Act Funding- Strategic Objective 5.1
 - Work has been completed to allocate the Federal Funding
 - Projects include
 - HVAC renovations - Library
 - Hybrid Classroom Upgrades
 - Remote Workforce Upgrades
- Campus Generators - Strategic Objective 5.1
 - **Dorms Complete**
- GLBA Audit / IT Risk Assessment - Strategic Objective 5.4
 - Excellent Results. We remain in the “Low Risk” category for Cyber Security
 - New Requirement – Penetration Test. Excellent Results
- Fleet Management - Strategic Objective 5.1
 - Secured a Pilot from the State to install a Fleet Management System.
 - Work Flow Efficiencies will aid Campus Users and assist with Policy Compliance

II. Other Matters of Focus

- Main Hall Roof
 - Work began 5/9/22 – Completion in Fall
 - Cost = \$860,000
- The Chapel is being temporarily closed for sewage concerns
- Campus Water Infrastructure
 - Campus water main piping evaluation
 - Study shows 3 AM (lowest usage point) water usage at 20 gal/minute
 - Each 10 gal/min = \$120,000 annually
 - Conclusion – Our mains have substantial leaks based in the old sections of iron piping and isolation valves are failing
 - Rough estimates for replacement = \$1,000,000

- HVAC
 - The Library requires complete renovation. Temporary repairs underway.
- Campus Roof(s) under Evaluation
 - Fine Arts
 - ASRC
 - Krise Hall – Need Replacement
- Aquatic Conservation Center- New Facility
 - On the site of the West Events Center
 - Architect review complete
- Energy Conservation Contract – Renewal under investigation
- Student Housing Entertainment Project
 - Investigating wireless and streaming entertainment upgrades for students
 - Cost Estimates in house and under evaluation

III. Personnel

- IT is seeking an entry level Help Desk Technician

Respectfully submitted,

Joe Rodella

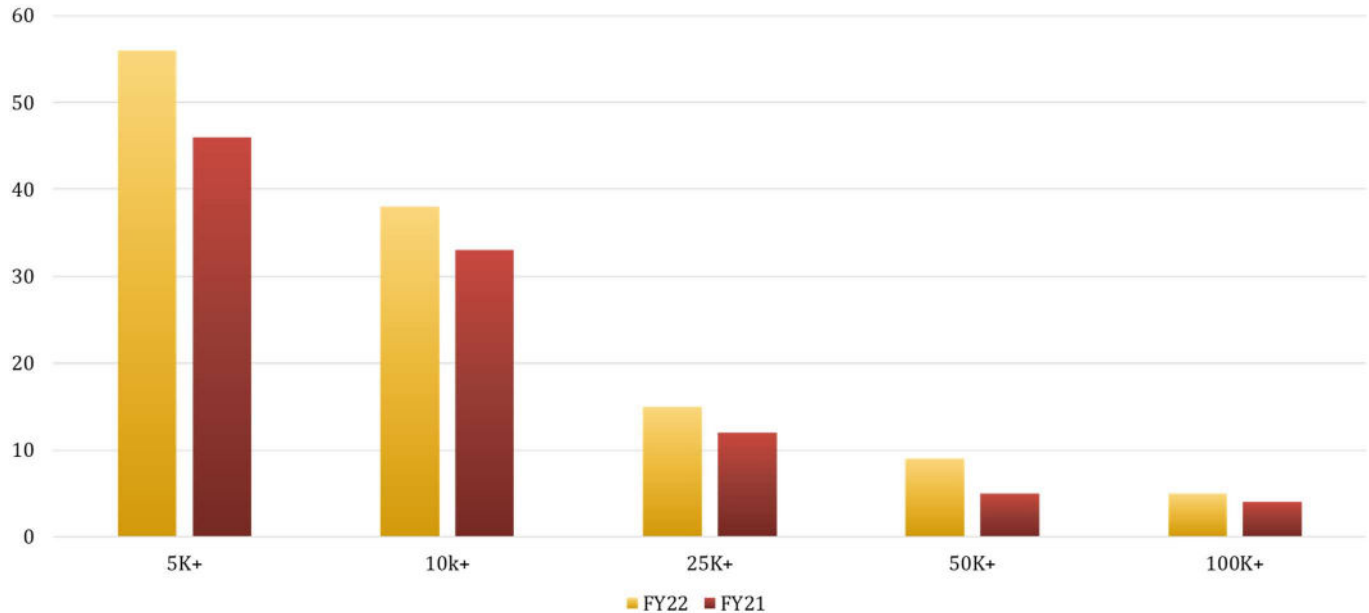
- I. **Update on the 5 strategic priorities, objectives, or strategic actions of the Division/Area:** The WLU Foundation's mission directly supports Strategic Goal 5: STRENGTHENING OPERATIONAL & FINANCIAL EXCELLENCE: 5.5 Strengthen collaborations with the West Liberty University's Foundation and other donor prospects

II. **Significant Accomplishments for FY22 Quarter 4:**

- Closed FY22 on June 30 at \$2,489,714 revenue from fundraising; surpassed minimum goal of \$1.8M, surpassed target goal of \$2M; surpassed stretch goal of \$2.2M
- 27% ahead of last fiscal year; 44% ahead of FY20
- \$386,887 in Annual Fund
- \$390,684 in Endowment including 7 new endowments
- 976 new donors 25% ahead of total for last fiscal year **due to special focus to attract new donors on the Day of Giving*
- Wrote and received a \$100,000 grant for new Speech and Hearing and Behavioral Health Clinics in June from a first-time private foundation donor

Five Year Revenue and Number of Gifts Totals

	Total	Gifts
FY18	\$1,375,261.51	1608
FY19	\$2,282,087.58	2238
FY20	\$1,732,096.55	2703
FY21	\$1,955,192.89	3704
FY22	\$2,489,714.62	4620

Gifts of \$5K Plus Comparison FY22 vs. FY21

	FY22	FY21
5K +	56	46
10K +	38	33
25K+	15	12
50K+	9	5
100K+	5	4
Total Dollars Raised 5K+	\$ 1,764,479.62	\$ 1,383,686.97

Growth in all categories

71% of total revenue from fundraising for both FYs

III. Other Matters of Focus

- In partnership with Athletics, held the Lary Loew Golf Scramble on June 17
- WLUF Quarterly BOD meetings were held on July 22, 2022
- Hilltopper Athletic Club Corporate Mailing and fundraising activities for the new season began the week of 07/18
- Working with the Alumni Office to plan Homecoming 2022 events and other collaborative initiatives

IV. New (Essential) Personnel

- Shawn Ullom joined as Director of Development on July 11, 2022

V. Information Requested by Committee

N/A

VI. Action Items

N/A

Respectfully submitted,

Angie Hill

- I. **2022-2023 Strategic Priorities for the University**
 - A. Priority #1 **DEMONSTRATING ACADEMIC EXCELLENCE**
 - B. Priority #2 **CULTIVATING DIVERSITY, EQUITY, & INCLUSION**
 - C. Priority #3 **BUILDING AN INNOVATIVE STUDENT EXPERIENCE**
 - D. Priority #4 **ENHANCING COMMUNITY ENGAGEMENT**
 - E. Priority #5 **STRENGTHENING OPERATIONAL & FINANCIAL EXCELLENCE**

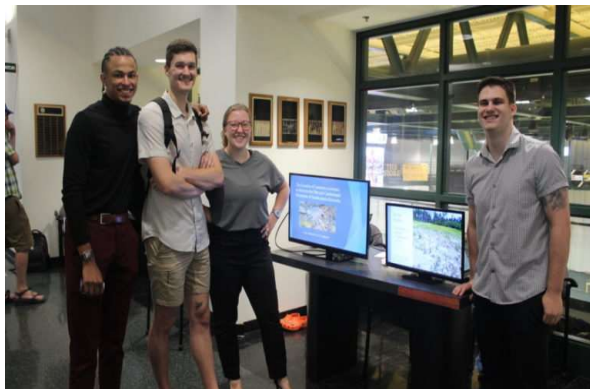
Priority #1: DEMONSTRATING ACADEMIC EXCELLENCE

We aim for West Liberty University to be nationally recognized as a dynamic destination for academic excellence, an institution that encourages scholarly exploration, experiential learning, creative expression, and global citizenship across degree levels and disciplines.

Objective 1.4 Develop high-impact practices for learners through a range of innovative learning platforms.

Media Relations

Media Relations provided continual coverage of good news, incorporating student success stories. Recent articles include the following to showcase academic excellence recently at West Liberty University.



TOPPER SURE occurred on July 18, 2022, at West Liberty University and Media Relations covered the event with a press release regarding the event. The 2022 student research was displayed in the Academic, Sports, and Recreation (ASRC) facility for the global community, faculty, staff, and students to explore. A total of 14 students presented their latest diverse research and answered questions from the biology projects that showcased everything from crayfish to antibiotics.

Media

On July 26, 2022 President Evans lead a professional development workshop to West Liberty University Deans, with an emphasis on diversity within "Leadership Styles."

The main objectives from President Evans' workshop was to accomplish the following:

- Discover and examine individual traits and qualities of leaders.
- Probe and investigate situations for clarity and accuracy.
- Discuss various leadership styles.
- Determine and categorize one's dominant leadership style.
- Discuss personality traits that may be characterizes as strengths or weaknesses.

The workshop was highly successful as President shed insight on the benefits of having diversity and inclusiveness in leadership styles. The inaugural Leadership retreat was sponsored by Dr. Cathy Monteroso, Interim Provost, and Vice President of Academic Affairs at West Liberty University.



International Affairs

WLU has welcomed the first two exchange students from Julius-Maximilians-Universitaet Wuerzburg (JMU) for the Fall 2021/Spring 2022, through the Addendum-1 to the Memorandum of Understanding that Dr. Miriam Douglas and Mrs. Mia Szabo helped put in place together between WLU and JMU. JMU <https://www.uni-wuerzburg.de/en/universitaet/>, is a major European university and one of the largest German universities that hosts 29,000 students. JMU is also part of the U15 group of research-intensive German universities and a member of the Coimbra Group. In addition, eminent scientists and scholars, including 14 Nobel Laureates have researched and taught in Würzburg. It was an honor to be part of the negotiation and creation of this addendum and opportunities for our students. o Submitted applications for WLU to be a host in the Global Undergraduate Exchange Programs of the Bureau of Education and Cultural Affairs, U.S. Department of State, and as a result, for the 2021-2022 academic year, WLU has welcomed 13 exchange students from the following programs: UGRAD Tunisia, Year of Exchange in America for Russian program, the Global Undergraduate Exchange Program in Eurasia and Central Asia and Congress Bundestag Youth Exchange for Young Professionals - Germany. These programs are highly competitive, bringing talented exchange students with strong academic performance to WLU classrooms for one or two semesters. One of these exchange students is returning for the MBA program at WLU for the Fall 2022.

Priority #2 CULTIVATING DIVERSITY, EQUITY, & INCLUSION

We will cultivate an environment that supports an equitable, inclusive, and diverse population.

West Liberty University will cultivate diversity, equity, and inclusion by implementing the following strategic initiatives:

Objective 2.1 Develop and implement ongoing D.E.I. workshops.

Objective 2.2 Establish recruitment initiatives that target diverse student populations.

Office of Diversity, Equity and Inclusion

West Liberty University students active in the campus Greek community met for a DEI workshop on July 27, 2022 conducted by Dr. Monique L. Akassi, Interim Special Assistant to the President for DEI and Strategic Initiatives. Dr. Akassi spoke to the women on the importance of recruiting diverse populations into WLU's sororities, stressing that diversity offers positive results for everyone. Ms. Sydney Burkle, who is vice president of recruitment for the Panhellenic council, Student Government Association (SGA) president and a marketing major.

International Affairs

Institutional host applications were submitted for WLU to be a host in the Global Undergraduate Exchange Programs of the Bureau of Education and Cultural Affairs, U.S. Department of State, and as a result, for the 2021-2022 academic year, WLU has welcomed 13 exchange students from the following programs: UGRAD Tunisia, Year of Exchange in America for Russian program, the Global Undergraduate Exchange Program in Eurasia and Central Asia and Congress-Bundestag Youth Exchange for Young Professionals - Germany. These programs contribute to the diversity of our campus and playing a key role in small communities like WLU, as it allows smaller educational institutions such as ours to be exposed to other parts of the world and countries, where it is harder for a smaller university with limited resources to develop its own educational partnerships and to be able to recruit and attract students from. The exchange students from these programs are highly talented and active cultural ambassadors in our community. Secured HEPC grant to support the J-1 visitor and scholar program growth at WLU. The grant will cover all travel costs to conduct an exchange program site assessment at JMU/Germany and promote WLU programs. Due to the pandemic and travel restrictions, we continued to assess viable virtual recruitment opportunities for WLU. WLU has participated at various virtual fairs like: Belgium Education Fair; the Education USA Portugal and Spain Virtual Fair; Central Asia Virtual Fair; Education USA South Asia Fall Undergraduate Virtual Fair, Education USA South Asia Fall Graduate Virtual Fair; U.K. Education USA Fair.

DIVERSITY

Priority #3 BUILDING AN INNOVATIVE STUDENT EXPERIENCE

We work to create a vibrant and engaged student experience, no matter where or how students attend West Liberty University—undergraduate or graduate, residential or commuter, online or on campus.

West Liberty University will build an innovative student experience by implementing the following strategic initiatives:

Objective 3.1 Engage students in experiences that extend beyond the classroom.

Objective 3.2 Develop a student culture that fosters a true sense of belonging.

International Affairs

Objective 3.1 Engage students in experiences that extend beyond the classroom.

The Rollie Williams International Center facilitates community services opportunities for international students both on campus and in the community. The center engages students in intercultural exchange programs offered every semester both on campus and in the surrounding community: e.g. Culture Fairs, International Education Month Programming and workshops, International Food Festivals, presentations at Elementary Schools, High Schools etc.

Objective 3.2 Develop a student culture that fosters a true sense of belonging. / Objective 3.4 Provide resources that foster an innovative, safe, and nurturing student experience.

The creation of the Rollie Williams International Center gave our international students access to essential resources they need while studying at WLU and provides them with a homey atmosphere and a safe place where they connect with other students. In the R.W. International Center, students are able to cook and share meals from their home country using the center kitchen equipped with cooking equipment and international spices. Many students use the R.W. International Center as a meeting space and a place to hang out after classes, watch movies, play games, study, pray or meditate etc. Students have swipe access to the center. In 2021, the Prayer/Meditation Room in the Rollie Williams International Center has been upgraded through HEPC diversity grant. Through the Rollie Williams International Center, international students are also offered various support services and unique programs to address their needs: transportation services (airport pick-up/drop off; opening bank accounts, getting situated into their life at WLU, shopping trips, Social Security and DMV assistance etc.), orientations, help in transitioning to WLU life, immigration services and benefits assistance; activities and events to help them network with the WLU population; weekly shopping trips and area exploration trips to enjoy alongside local students to get to know the area around WLU.

Title IX

Objective 3.3 Provide holistic support for the whole student experience—financial, wellbeing, career, and physical support.

- Completed draft of Fall 2022 Sexual Conduct and Campus Climate Questionnaire, next step is to submit to IRB for review and then roll out in October to Student population.

DIVERSITY

- o Performed Environment Safety Scan of campus with the Ohio Valley Sexual Assault Help Center on July 25, 2022. OVSAHC will do a safety scan with a small group of students in the fall to get their perspective and then complete a report and submit to Title IX on safety measures that could be implemented on campus to help lower the risk of sexual assaults and misconducts.
- o Report timeline will be January 2023. Report will be submitted to the Safety Committee.
- o Objective 3.4 Provide resources that foster an innovative, safe, and nurturing student experience.
- o Title IX attended a ATIXA's NPRiMer: "What You Need To Know About the New Title IX Notice of Proposed Rulemaking (NPRM)" on June 29, 2022 -Title IX attended Duquesne University Title IX at 50 Conference in Pittsburgh on Jul 15, 2022 for updates on NPRM and other resources. -Title IX provided in-person educational session for the incoming Physician Assistant Program on Jul 1, 2022

Priority #4 ENHANCING COMMUNITY ENGAGEMENT

We envision WLU as a regional, national, and global leader in preparing a diverse student population to be impactful in society.

West Liberty University will enhance community engagement by implementing the following strategic initiatives:

Objective 4.3 Create, expand, facilitate, and sustain dynamic partnerships and relationships that serve all stakeholders.

International Affairs

WLU has welcomed the first two exchange students from Julius-Maximilians-Universitaet Wuerzburg (JMU) for the Fall 2021/Spring 2022, through the Addendum-1 to the Memorandum of Understanding that Dr. Miriam Douglas and Mrs. Szabo helped put in place together between WLU and JMU. JMU <https://www.uni-wuerzburg.de/en/universitaet/>, is a major European university and one of the largest German universities that hosts 29,000 students. JMU is also part of the U15 group of research-intensive German universities and a member of the Coimbra Group. In addition, eminent scientists and scholars, including 14 Nobel Laureates have researched and taught in Würzburg. It was an honor to be part of the negotiation and creation of this addendum and opportunities for our students. Submitted application for WLU to be a host in the Japan Outreach Initiative Program (JOI). As a result, WLU is one of the ten institutions in the United States to host a Japan Outreach Coordinator for the next two years. The JOI Coordinator will be working in the Rollie Williams International Center under my supervision during August 2022 – August 2024. With the Coordinator's help we will be able seek partnerships with Japan institutions, offer cultural awareness programs at WLU and Ohio Valley community etc. The JOI coordinator is funded by the Japanese government (salary, travel and living stipends etc.). WLU provides housing and office space, administrative support and guidance regarding the best application of the Coordinator's efforts in order to achieve the most impact in their work. <https://www.laurasian.org/jo>

Institutional Research and Effectiveness

o Attended WVSTC to see what technology may be available to relevant to WLU

- o **Attended Watermark Engage (Virtual) conference in July to learn best practices in our industry.**



Three representatives from Watermark Insights came to campus on July 28th to talk to University Deans and Administrators about the products and services we use through them. Institutional Research and Effectiveness have scheduled some time to implement faculty web profiles as well as continue to integrate Course Evaluations & Surveys and Faculty Success. Watermark representatives spoke to us about Planning and Self Study, which would assist with Accreditation, Project Management and Tracking as well as Program Reviews. This was the first time Institutional Research and Effectiveness, Academic Affairs, and IT were able to collaborate and host a group on campus; in addition, it was also the first time that this group of

representatives from Watermark have been able to travel for a site visit. West Liberty University was honored to host them.

Title IX

Objective 4.2 Provide services and learning opportunities for all on- and off-campus constituencies. Objective 4.3 Create, expand, facilitate, and sustain dynamic partnerships and relationships that serve all stakeholders.

- o Title IX presented on Higher Education and Title IX at the monthly Wheeling SART (Sexual Assault Response Team) of which we are a part of on Jun 13, 2022 .
- o Wheeling SART includes Wheeling University, Bethany College, Wheeling Park High School, Wheeling Hospital, Ohio Valley Sexual Assault Help Center, Wheeling Police, Ohio County Police, Ohio County Prosecutor's Office and more.

Priority #5 STRENGTHENING OPERATIONAL & FINANCIAL EXCELLENCE

We see WLU as a future oriented institution, rooted in a successful past, pursuing continuing excellence with a strong workforce.

West Liberty University will strengthen operational and financial excellence by implementing the following strategic initiatives:

Objective 5.5 Strengthen collaborations with the West Liberty University's Foundation and other donor prospects.

International Affairs

The Rollie Williams Emergency Hardship Scholarship has been created in the spring 2022 with the help of the WLU Foundation. The scholarship has been created to help WLU international students encountering unique and unexpected financial difficulties beyond their control during their studies at WLU.

Title IX

Objective: 5.2 Provide an outcome-driven culture with accurate data, best practices, and feedback –

- Title IX submitted 2021-2022 Educational Summary Report.

Office of Diversity, Equity, and Inclusion

West Liberty University's Office of DEI in partnership with WLU's Foundation is initiating a fundraiser to raise funds for the Office of DEI to establish three new academic scholarships geared toward minority students recently. The three scholarships are:

- The Brantley Foundation Scholarship for Students of African American and/or Caribbean/African Descent.
- The Carole Lynn Harris' Minority Scholarship; and the
- The President W. Franklin Evans Minority Leadership Scholarship.

The purpose for the inaugural three Minority Academic Scholarships at our university is to provide a nurturing environment of diversity, inclusion, and equity in our community where everyone is respected, valued, included, treated fairly, and welcomed—regardless of one's race, gender, sexual orientation, disability, religion, ethnicity, nationality, and/or socioeconomic status.

IV. Other Matters of Focus

The Office of DEI submitted two grant proposals, totaling approximately \$100,000; currently the office is waiting for the final decision. The Office of DEI will be partnering with WLU's Foundation to raise additional funds for the DEI initiatives this upcoming year.

V. New (Essential) Personnel**VI. Information Requested by Committee****VII. Action Items**

A Strategic Plan Matrix draft for all managing units was submitted to the Ad Hoc Committee and Cabinet on July 28, 2022 for review and approval consideration.

Respectfully submitted by:

Dr. Monique Akassi

DIVERSITY