

WLU Board of Governors

Regular Meeting

Wednesday, December 7, 2022 – 4:00 p.m.

Location: Shaw Hall Board Room

Meeting ID: 963 7835 9376

Passcode: 764060

- I. Call to Order/Roll Call/Quorum and Mission Statement**
- II. Introductions**
 - A. FY22 Audit Report – CliftonLarsonAllen, LLP
- 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 October 19, 2022* (pgs. 3-6)
 - B. Minutes of the Executive Committee October 19, 2022* (pgs. 7-8)
- VI. Board Items for Approval***
 - A. Audit* (pg. 9)
 - B. Honorary Degree – Arlene Brantley* (pg. 10)
 - C. Human Resources Governance Policy – Notice of Intent* (pg. 11)

*Action Items
- VII. President’s Report**
- VIII. Reports**
 - A. Interim Provost (Monteroso)
 - B. Enrollment (Cooper)
 - C. Staff (Glanville)
 - D. Faculty (Metz)
 - E. SGA (Burkle)
- IX. Finance Report (pgs. 22-23)**
- X. Possible Executive Session***
 - A. Presidential Search Update
 - B. Interim President
 - C. Conclusion of President’s Contract
 - D. Actions Emanating from Executive Session
- 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, February 1, 2023**
- XIII. Adjournment**

**West Liberty University
Board of Governors**

**Minutes
October 19, 2022**

Attendance:

Jack Adams, Michael Baker, Arlene Brantley, Sydney Burkle, Richard Carter, Tom Cervone,
Jamie Evick, Ryan Glanville, Rich Lucas, David McKinley, Jason Metz

Unable to Attend:

Stephanie Shaw

Administration/Faculty/Staff:

W. Franklin Evans, Monique Akassi, Katie Cooper, Mary Ann Edwards, Nicole Ennis, Diana
Harto, Angie Hill, Lori Hudson, Karen Kettler, Jason Koegler, Cathy Monteroso, Joe Rodella, Ann
Saubier, Lynn Ullom, Richard Whitehead, Maureen Zambito

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

Chair Lucas called the meeting to order at 4:01 p.m. and a quorum was established.

II. Introductions

None.

III. Public Comment

None.

IV. Agenda Order

No changes to the agenda order.

V. Approval of Minutes*

A. Minutes of the Full Board August 17, 2022, September 13, 2022, September 23, 2022*

On motion by David McKinley and seconded by Michael Baker, it was unanimously adopted by the West Liberty University Board of Governors to approve the minutes of the full Board of August 17, 2022, September 13, 2022, and September 23, 2022.

B. Minutes of the Executive Committee August 17, 2022*

On motion by Richard Carter and seconded by David McKinley, it was unanimously adopted by the West Liberty University Board of Governors to approve the minutes of the Executive Committee of August 17, 2022.

VI. Board Items for Approval*

A. Proposed Doctor of Education (Ed.D.) in Instructional Leadership, Management, and Innovation*

Dr. Monteroso introduced Dr. Richard Whitehead and Interim Dean of the College of Education and Human Performance Dr. Nicole Ennis, who gave background on the proposed doctoral program. A brief discussion followed on the cohorts and success of the program.

On motion by Richard Carter and seconded by Tom Cervone, it was unanimously adopted by the West Liberty University Board of Governors to approve the Proposal for the Doctor of Education (Ed.D.) in Instructional Leadership, Management, and Innovation.

B. Doctoral Program Tuition and Fees*

Dr. Monteroso noted that the tuition and fees were not part of the normal fee structure and are in need of approval.

On motion by Tom Cervone and seconded by Richard Carter, it was unanimously adopted by the West Liberty University Board of Governors to approve the 6.4.2 Program Projections, FORM 1: Source of Operating Resources, contained in the Proposal for the Doctor of Education (Ed.D.) in Instructional Leadership, Management, and Innovation.

C. HEPC Interest Free Loan Application*

On motion by Jack Adams and seconded by Michael Baker, it was unanimously adopted by the West Liberty University Board of Governors to approve the application to the HEPC for an interest free loan to address the domestic water lines and Elbin Library HVAC.

VII. President's Report

Dr. Evans reiterated the strategic priorities, those being:

- Demonstrating Academic Excellence
- Cultivating Diversity, Equity, & Inclusion
- Creating an Innovative Student Experience
- Enhancing Community Engagement
- Strengthening Operational and Financial Excellence

Dr. Evans gave a slight overview of some of the items of interest contained in the board report from all members of the executive cabinet. Dr. Evans appreciated the approval of the doctoral degree, Doctor of Education in Instructional Leadership, Management, and Innovation, which will draw more students to WLU. The proposal will now head to the HEPC, followed by the HLC. Start-up for the program is this summer, 2023. The Office of DEI initiatives included Title IX training across the campus and the dissemination of a fall survey to not only students but faculty and staff.

Four students attended the REACH (Rural Education Alliance for Community Health) conference at WVU in Morgantown, joining 150 students from across the state. A graduate school expo and career fair was held, homecoming 2022 is under way, and tomorrow is a pep rally. Friday is the donor recognition banquet sponsored by our Foundation with cocktails at 6:00 p.m. and dinner to follow at 6:45 p.m. The event will be held in the college union. The wall of fame breakfast will be held Saturday morning at 8:30 a.m., concluding in time for the 10:00 a.m. homecoming parade. The football game against Wheeling University starts at 1:00 p.m. The web site is being redesigned with most work beginning next semester and July 1st as the roll out date. Ms. Cooper has been diligent with MOU's, the most recent being an articulation agreement with Concord University, where our students who earn a bachelor's degree can transition into the master's program at Concord.

Mr. Gary West was kind enough to donate a new apartment to the University and the contract has been signed. A public hearing was held on October 3, 2022 dealing with the possibility of the sale of some University land. The Main Hall roof is completed, and we appreciate the approval to apply for the interest free HEPC loan, which will allow us to take care of pipes under the campus and new HVAC for the Library. The 2022 audit is well under way, we've done all we are supposed to do, and are waiting on CLA to complete their tasks. The information is to be submitted to the state by the end of the month. The Foundation is slow getting out of the gate this quarter but has exceeded where they were last year and are on target for bringing in more money this year than last.

VIII. Reports

A. Interim Provost (Monteroso)

Dr. Monteroso thanked the board and President Evans for approval of the Ed.D. A \$1,000 Open Educational Resource grant was received by Jon Serra, Brian Fencil, and Terri Giller. Faculty did a phenomenal job pulling together information on what courses met the requirements for these grants, along with Bob Wise listing information on the schedule for students to make them aware.

There has been a lot of discussion about 120 credit hours to earn a degree, and Creative Arts Therapy has reduced their courses and are at 120. Music Education is working on revamping

their program along with other faculty. Good feedback was received from the Faculty Staff Institute survey with 58% above very good.

B. Enrollment (Cooper)

Ms. Cooper noted that this update is as of October 17, 2022. Historical data is difficult, and we tend to rely on excel sheets, pdf's and digging through hundreds of lines of data to figure out where we are apples to apples. Enrollment figures were reviewed along with the admissions update. We are feeling the staffing issues and see them in our numbers. Applications and visits are up, with more students coming to campus. Accepted applications are way down and a brief discussion followed regarding recruiters traveling and processing applications. Three new staff members will be coming on board in the next few weeks. Ms. Cooper noted that West Virginia as a whole has implemented a new guidance counselor system in all high schools across the state. They have been wrapped up in this system and told the HEPC that they are not processing high school transcripts at this time. Accepted applicants are down -46%; this figure is correct. A brief discussion on reaching out to students and their interests followed, Ms. Cooper noting that we are running a mini campaign to those who have applied and have not completed all of their information.

C. Staff (Glanville)

Mr. Glanville stated that Staff Council is holding a gift card raffle for a chance to win a variety of gift cards totaling \$500, \$250, and \$250. The raffle was approved by the Foundation. Terrific Topper updates: Izzy Bennett and Zach Rhodes were nominated for September, and Anthony Salatino for October. Council has received updates from cabinet members on various campus issues. The next Staff Council meeting is tomorrow at 10:00 a.m.

D. Faculty (Metz)

Dr. Metz read the following from Faculty Senate: "Motion on giving faculty status to administrators or staff, Whereas, it is one of the foundational principles of academic and shared governance that the faculty has primary responsibility for such fundamental areas as faculty status at colleges and universities^[1], and Whereas, this is reflected in HEPC Policy (and WLU policies and procedures that are based on HEPC policy)^[2], the Faculty Senate insists that the administration, in giving faculty status to administrators or staff, follow these policies and consult faculty."

^[1] *AAUP Statement on Government of Colleges and Universities*, **5. The Faculty** states in part that "[f]aculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility of the faculty for such matters is based upon the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence, it is implicit that responsibility exists for both adverse and favorable judgments.

(<https://www.aaup.org/report/statement-government-colleges-and-universities>)

^[2] For example, HEPC Title 133, Series 9, Section 3.9: "Persons assigned full-time or part-time to administrative or staff duties at any institution may be appointed to, or may retain, one of the foregoing faculty ranks *in addition* to any administrative or staff title, *following consultation with appropriate academic units.*" (<https://www.wvhepc.edu/wp-content/uploads/2020/02/133-9final.pdf>; emphases added). See also HEPC Title 133, Series 9, Section 3.13; WLU Board Policy 25, I. and II.A; WLU Policy 217, I., III; Policy 253, IV.

The question was asked if there will be an interim president. Chair Lucas stated that he spoke with the Chancellor and there must be a president in the seat at all times. There will need to be an interim president appointed.

E. SGA (Burkle)

Ms. Burkle thanked everyone who has been engaged in homecoming activities. There is a week full of events with a kickoff party that was held on Sunday. Thanks went to Mr. Rodella and his staff for the transformation of the SGA meeting area. They will start running student content on the flat screen outside the room. SGA has been able to award \$3,000 to organizations this semester and plan to purchase space in the Wheeling Christmas parade.

IX. Finance Report

Ms. Hudson reviewed the FY23 Operating Budget Status as of 09/15/22, when we were able to verify enrollment. At 2.5 months into the fiscal year, undergraduate numbers more so than graduate enrollment numbers, did not meet projections given when creating the budget. On a positive note, housing and room and board came in over the budgeted amount for the fall semester. The appropriation from the state this year is \$9.5 million with the increase due solely to the governors enhancement for salaries.

Expenses are on target and slightly under for salaries and fringe benefits due to vacant positions. Utilities are on target, and we know what debt payments are for the year. Other expenses are slightly over budget for various reasons such as service agreements and upfront association dues. The financial impact on the budget this enrollment coming in like it did is going to be down approximately \$163,000 if projecting out through the entire year.

Ms. Hudson has worked closely with Ms. Hill and put in a request to the Foundation for additional scholarship support, submitting an invoice for \$250,000 in unrestricted funds. They usually provide \$50,000 in the fall and in the spring; we asked for an additional \$200,000 which resulted in a total of 96 students receiving awards. If we had not received these funds, the \$163,000 deficit would be greater.

Ms. Hudson also reviewed the debt summary, showing the bond debt WLU is currently carrying at \$17.5 million and how the funds were used. A brief discussion followed on how freed up funds may be used in the future as bonds roll off.

Mr. McKinley asked about the Highlands Center, related costs, and negotiations. A discussion followed detailing meetings with the county, current classes being held at the Center, and the possibility of downsizing the space. When asked if we could break the lease without penalty, Ms. Hooper noted that every agreement the state enters into has a 30-day out. There was further discussion of the life cycle of satellite campuses.

X. Executive Session

None.

XI. Information Gathering

None.

XII. Next Meeting Date – Wednesday, December 7, 2022

XIII. Adjournment

On motion from Richard Carter and seconded from David McKinley, the meeting adjourned at 5:07 p.m.

Richard Lucas _____
Chair

Jack Adams _____
Secretary

Meeting Minutes
Executive Committee Board Meeting

Wednesday, October 19, 2022

Meeting called to order at 3:08 p.m.

The following member(s) were present:

Jack Adams
Rich Lucas
W. Franklin Evans
David H. McKinley (Zoom)
Arlene Brantley
Ryann Quinn
Stephanie Shaw
Stephanie Hooper
Monique L. Akassi
Jamie Evick (Zoom)

Recorded by: Dr. Monique L. Akassi

Old Business

New Business

- Homecoming week and lots of activities scheduled.
- Today is tent day; contestants running for Homecoming Mr. and Mrs. have tents set up.
- An inaugural Wall of Oppression was also presented by SGA and the Office of Diversity, Equity, and Inclusion. Students wrote oppressive words that they have been exposed to or witnessed on bricks, and a wall was formed. Then, students knocked down the wall as a symbol of dismantling oppression on campus and building a bridge of unity instead for all.
- On Friday, October 21, 2022, the West Liberty University Foundation will meet downtown at 1:30 p.m. Moreover, at 6:00 p.m. Donor Recognition Banquet and Program. The program is at 6:45 p.m.
- Saturday, October 22, 2022, there will be a Hall of Fame Breakfast. It will start at 8:30 a.m. in the library and then the tailgate parade, which has been sold out.
- West Liberty University National Alumni inaugural meeting will take place on Saturday, October 22, 2022, to engage alumni. A Board has also been identified, as well as dues-based membership will also be established; this meeting will be virtual on Friday at 11:00 a.m.
- VP for Student Affairs and Enrollment is still underway. The first candidate presented on Monday. A second candidate will present tomorrow. Then, other interviews will take place November 9th and 10th.
- The proposed Doctor of Education has been presented by Dr. Monteroso, and the proposal has also been presented to all divisions— including the Academic Affairs committee and the Board of Governors. The Academic Affairs Committee has reviewed the proposal. This is an action item, so she will bring forth.
- Upon presenting the official proposal to HEPC, they will require information about tuition, budget for the proposed Doctor of Education, which the BOG can find in the packets provided today at the Executive Committee.
- Hired a new Dean of Library; his name is Mr. Roger Getz. He will start in December 2022.
- The audit for HEPC's deadline was October 15, 2022. West Liberty University submitted everything in a timely fashion and now waiting on the auditors, CLA. WVA nor Glenfield State have received feedback yet, in addition to West Liberty University. So West Liberty University is still waiting on feedback from the audit. Governors' office was calling because some institutions did not submit information; however, this was not West Liberty University's fault, along with other institutions—for WLU did their due diligence; and the final report is due at the end of the month.
- CLA made a request last week, and West Liberty University delivered the information in 30 minutes; so late submissions have not been an issue for West Liberty University, regarding request made by CLA. It took a day to respond. CLA has recently had some staffing issues that have perhaps contributed to late responses.
- There was a follow up email two weeks ago. There is usually a phone call made before submissions; and a call is made before signatures made.
- Ms. Hudson has been diligent with submitting requests made by HEPC.

- Enrollment is down, but there are increases in new students, transfers, housing, and graduate students. However, West Liberty University must work on retaining students from upper classmen.
- West Liberty University has had discussions regarding Opioid prevention; as a result, West Liberty University will provide Narcan antidote and lock boxes to administer to students; and WLU will provide lock boxes by the student union, police office and the nursing station. RA's will be trained. WLU hasn't had any documented experiences. There have been concerns regarding a negative image at West Liberty University if the lock boxes are installed; however, other institutions have lock boxes as well.
- There is an opioid issue in Wheeling; hitherto, West Liberty University will continue to be proactive, prepared, and aware for the future.
- There are four legal cases that President Evans and Attorney Hooper are dealing with currently. Three of the cases are employees; two are former employees; and one involves a student. The cases range from discrimination, age discrimination, an evaluation issue from a faculty member, and a harassment case.
- Ms. Hudson will share later information from finance. So far things are up to par. West Liberty University currently has a \$165,000 deficit this year, in comparison to the \$2.7 million deficit from last year that was inherited from the previous administration. Housing is not problematic; and things are on target with the budget.
- Ohio County Governor meeting. Mr. Koegler and Mr. Carl are still working on negotiations regarding the Highlands Center, and there is an upcoming meeting with Mr. Abraham—with an intent to get the monthly lease cost down by a third. West Liberty University is looking at reducing the space to lower the monthly cost for the university. The lease affords opportunity to get out; we are 15 years in the lease, drop from 30k to 10k per month by 2023, which will impact the budget significantly.
- Next Tuesday West Liberty University will host their annual event for CPAs; and there will be approximately 100 CPAs there to take advantage of our continued education offerings.
- President Evans was thanked by Chairman Lucas for staying on top of things.
- Meeting Adjourned at 3:27 p.m.

Respectfully submitted,



Dr. Monique L. Akassi

FY 2022 AUDIT

ACTION ITEM

The West Liberty University Board of Governors is asked to approval the Fiscal-Year 2022 audit report. The Finance Committee has met with the auditors and approves the audit findings.

Proposed Resolution: Resolved, that the West Liberty University Board of Governors approve the submission of the Fiscal-Year 2022 audit report.

HONORARY DEGREE

Action Item

Proposed Resolution: Resolved, that pursuant to WLU Procedure 238: Guidelines for Honorary Degrees and Recognition, and in affirmation of the recommendation of the Honorary Degrees and Recognition Committee and the President of the University, the West Liberty University Board of Governors authorizes the conferral of an honorary Doctor of Humane Letters (DHL) degree from West Liberty University at the December 2022 commencement to Arlene Brantley.

**HUMAN RESOURCES GOVERNANCE POLICY
NOTICE OF INTENT
ACTION ITEM**

A Notice of Intent to draft and make available to the campus community is being made for the Human Resources Governance Policy. This policy will enable the University to function in a proper and expeditious manner and will generally delegate to the President the authority to administer a system for all personnel matters through University Policies and Procedures. We are currently in the process of reviewing all University policies and procedures to ensure that each is given authority under an existing Board policy. This new proposed policy will assist the Board in eliminating redundant or outdated policies.

***Proposed Resolution:* Resolved, that the West Liberty University Board of Governors approve the Notice of Intent of the stated policy.**



Board Report

WLU Board of Governors

December 7, 2022

• Office of the President	Pgs. 13-15
• Academic Affairs	Pgs. 16-17
• Student Affairs and Enrollment Management	Pgs. 18-19
• Legal Counsel	Pgs. 20-21
• Fiscal Affairs	Pgs. 22-23
• External Affairs	Pg. 24
• Athletics	Pgs. 25-26
• Human Resources	Pgs. 27-28
• IT/Physical Plant	Pgs. 29-30
• WLU Foundation	Pg. 31
• Diversity	Pgs. 32-36

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.***

The Division of Student Affairs and Enrollment Management (SAEM) that for the fall 2022 semester, overall headcount is only 11 students less than fall 2021. Currently, applications are down by about 100 compared to this time last year.

1.2 *Attract and retain an outstanding and diverse faculty.*

Two new deans have been selected: Dean of Graduate Studies and Dean of Library and Learning Resources.

1.3 *Pursue innovative and relevant program development.*

The Doctor of Education Degree in Instructional Leadership, Management, and Innovation is on the HEPC agenda for approval at its December meeting.

1.6 *Increase the number of students exemplifying academic excellence through enrollment, retention, and graduation.*

Fall commencement is expected to have some 70 graduates participating in the ceremony.

1.7 *Affirm and expand national, regional, and specialized accreditation.*

The College of Business has begun working on its self-study for IACBE accreditation.

B. Goal #2: Cultivating Diversity, Equity, and Inclusion.**2.1 *Develop and implement ongoing DEI workshops.***

The Office of DEI celebrated Breast Cancer Awareness Month.

2.3 *Create retention strategies that support a diverse student community.*

International Education Month occurred in November with visiting scholars from Poland being on campus. The University currently has 68 international students enrolled, hailing from 31 different countries.

2.4 *Provide programs that build and strengthen inclusive teamwork.*

The Office of DEI will spearhead the Virtual International Conference on Diversity, Equity, and Inclusion on December 2. The number of attendees is expected to be over 200.

C. Goal #3: Creating an Innovative Student Experience.**3.1 *Engage students in experiences that extend beyond the classroom.***

Homecoming 2022 provided many opportunities for current students to engage in campus activities. WLU has been selected as host for the 2023 Acrobatics & Tumbling (NCATA) Championships in April. The Women's Volleyball Team earned its first NCAA tournament bid. Men's Cross Country placed 8th at the NCAA Atlantic Region Championships. The MEC Coaches poll ranked WLU's Men's Basketball Team and the WLU Wrestling Team as number one.

3.2 *Develop a student culture that fosters sense of belong.*

The hiring process for selecting and orienting graduate assistants has been revamped.

OFFICE OF THE PRESIDENT

- 3.3 *Provide holistic support for the whole student experience.* Two Graduate School Fair were held during the week of November 19.
- 3.4 *Provide resources that foster a safe and nurturing student experience.* The University is reviewing the WiFi and entertainment needs and desires of Residence Life students to provide increased enhancements.

D. Goal #4: Enhancing Community Engagement.

- 4.2 *Provide services and learning opportunities for on and off-campus constituencies.* The inaugural meeting with the WLU National Alumni Advisory Board successfully took place on October 22. The Office of Alumni Affairs has rolled out its “sustaining membership” program for alumni and supporters.
- 4.3 *Create, expand, and facilitate dynamic partnerships and relationships that serve all stakeholders.* Several MOUs have been signed to include partnerships with the Idaho Heart Institute, Allegheny Health Network, Shenandoah Art Therapy LLC, Aultman Orrville Hospital, Augusta Levy Learning Center, Washington Health System, East Ohio Regional Hospital, Maple Tree Cancer Alliance, Concord University, and Elmhurst-The House of Friendship.

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

- 5.1 *Support the University mission through sound business decisions and ongoing campus maintenance.* Discussions have commenced to investigate solar generation as a means to reduce utility costs on campus. The FY22 Audit has been finalized.
- 5.2 *Provide an outcome-driven culture with accurate data, best practices, and feedback.* Payton's Pretties has been identified as a possible “downsizing option” for the current Highlands Center. The Cabinet will be touring the facility to see how plausible this option might be for the University.
- 5.3 *Develop an efficient business culture of ongoing employee evaluations.* The new BambooHR human resources system is up and running well. The Office of Human Resources reports that several trainings have occurred across the campus over the past few weeks.
- 5.5 *Work collaboratively with the WLU Foundation to grow private revenue.* The WLU Foundation reports a first quarter fundraising of \$765,128. The Donor Recognition Banquet that was held during Homecoming Week 2022 was successful. The Annual Report is expected to be printed and disseminated by December 15.

III. Recent Activities and Accomplishments

IV. Personnel Items at the Cabinet Level

- The Vice President for Student Affairs and Enrollment Management (SAEM) Search will be continued.
- The positions of Vice President for External Affairs and Executive Secretary to the President will become vacant, and postings will occur by December 15.
- The position of Executive Director for the WLU Foundation has also been posted.

OFFICE OF THE PRESIDENT

V. Action Items

- Updated Notice of Intent
- Fall 2022 Commencement Speaker Recognition and Award

Respectfully submitted,

A handwritten signature in cursive script that reads "W. Franklin Evans".

W. Franklin Evans, Ph.D.
President

I. Update on the 5 strategic priorities, objectives, or strategic actions of the Division/Area
A. West Liberty University will demonstrate academic excellence by implementing the following strategic initiatives:

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

1. The HEPC approved new language in the RBA guidelines shall read: Students must complete 30 credit hours of upper-division coursework.
2. Creating a College 101 co-requisite for target students identified by the HEPC funding model to address retention and completion.

Strategic Objective: 1.2 Attract and retain an outstanding and diverse faculty.

1. The Dean of Graduate Studies position has been offered to replace Dr. Vincent Mumford.
2. Dean of Library and Learning Resources - Roger Getts begins in December 2022, reorganization of the Library - replaces Ms. Stacie Groch and the Library Director.
3. Academic Coordinator Physician Assistant Program, Katherine Moio, replaces Ms. Sarah Brammer, now the PA Program Director.

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

1. Annual Program Review Template Developed - Pilot Program Reports Due February 1, 2023.
2. Doctorate of Education is on the December HEPC agenda for approval.

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

Teaching and learning resources, a watermark product, will be implemented in January.

Strategic Objective: 1.5 Foster a vibrant co-curriculum that addresses the whole student experience.

Student Presentation

- a. **National Conferences** ~ Council of Social Work Education (CSWE) - Student Katherine Banal
- b. **State Conferences** ~ WV Reading Conference

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

1. Gary E. West College of Business completing their Self Study for the International Accreditation Council for Business Education (IACBE)
2. College of Education submitted Specialized Program Accreditation for Special Education, English, Social Studies, Biology, Mathematics, and Physical Education and Health.

Strategic Objective: 1.8 Pursue continuous improvement through consistent, data-driven assessment and analyses of student learning.

1. Submitted fall 2022 Data Sets the HEPC
2. Implementation of Faculty Success to highlight faculty achievement and integrity of data

II. Significant Accomplishments

- Doctor of Education (Ed.D) in Instructional Leadership, Management, and Innovation degree program proposed by West Liberty will be considered by the West Virginia Higher Education Policy Commission at its next meeting, December 16, 2022.

III. Other Matters of Focus

- Pilot program for the Annual Program Review
- Pilot Program for the Five-Year Review

IV. New (Essential) Personnel

Dean of Library and Learning Resources - Roger Getts
Academic Coordinator Physician Assistant Program, Katherine Moio
Dean of Graduate Studies Dr. Sherri Theaker

V. Information Requested by Committee

- N/A

VI. Action Items

- Graduation Speaker and Honorary Degree for December Graduation
 - Unanimous recommendation for the Recognition and Honorary Degree Committee for Trustee Arlene Brantley

Respectfully submitted,

Dr. Catherine Monteroso

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

- Demonstrating Academic Excellence
 - New Student in person Fall recruitment is wrapping up.
 - We offered FAFSA and Financial Aid Workshops in 11 local area high schools.
 - Visit Events are wrapping up this week for Fall semester.
 - On campus visit day registered students are up 18%
- Cultivating DEI
 - International Education Month celebrated with over 31 events taking place all month ranging from Cricket demonstrations, African drum, and dance ensemble to Cookies around the world.
 - Transgender Awareness Week and Pronoun Day celebrated on campus.
 - First Generation Day celebrated in conjunction with WV HEPC.
- Building An Innovative Student Experience
 - Food Pantry still available for students.
 - Graduation Fairs were held the week of November 14 for graduating seniors to pick up cap and gowns, complete the graduation survey as well as tie up all loose ends with administrative offices.
 - Student Activities offered monthly destination trips during the Fall semester. (Sarris and Tanger Outlets, Kennywood, OglebayFest)
 - Winterfest scheduled for December 1
 - Late Night breakfast scheduled for December 5
 - Hilltop Players are performing Peter and the Starcatcher December 1-4
- Strengthening Operational & Financial Excellence
 - Currently reviewing data and reporting around freshmen scheduling to increase success in the first semester and first year.

II. Significant Accomplishments

- \$3 Million Grant awarded to WV HEPC in partnership with WLU for Upward Bound Grant in Math and Science.
- Fall 2022 Graduation
 - 160 students completing graduation requirements
 - 70 students participating in Commencement Ceremony
- Designated Graduate Housing at Topper Towers

III. Other Matters of Focus

- Lack of staffing in the enrollment services division, due to cuts in staffing over the last seven years leading to increased wait time for students and decreased strategic planning and development.
- Lack of marketing dollars leads to decrease in marketing for new programs as well as transfer students. Inability to support communication plans from Admissions and Graduate Studies.
- Declining demographics and increased costs impacting enrollment.

IV. New (Essential) Personnel

- Karen Gerardi – moved from Learning and Student Development Center to Registrar's Office
- Whitney Nash – Financial Aid Counselor

STUDENT AFFAIRS AND ENROLLMENT MGT.

V. Information Requested by Committee

VI. Action Items

Submitted by Katie Cooper

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: Idaho Heart Institute, Allegheny Health Network, Shenandoah Art Therapy LLC, Aultman Orrville Hospital, Augusta Levy Learning Center, Washington Health System, East Ohio Regional Hospital, Maple Tree Cancer Alliance, Concord University, Elmhurst-The House of Friendship.**
- **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 12/07/22: New Trademark Application filed in April 2022. 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.
- 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. WO2022/032134. This is a standard step in the process while the applications are being examined.
- **12/07/22: Patent prosecution still in progress.**

LEGAL COUNSEL

III. Other Matters of Focus

- **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.**
 - **Updated Notice of Intent given to 12/07/22 for Proposed BOG HR Governance Policy.**
 - 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

- Strategic Priority Goal # 5 – Strengthening Operational & Financial Excellence
 - Strategic Objective 5.6 – Comply with local and state regulations for efficiency in finances
 - FY23 Balanced Budget
 - FY22 Financial Statement Audit is now final

II. Other Matters of Focus

- FY22 Audit Update
 - Virtual Report will be provided to BOG by WLU auditors, CLA
- Financial Impact of Enrollment on FY23 budget
 - Constant review and monitoring

III. Information Requested by Finance Committee and BOG

- FY23 Budget Status Report through 10/31/22 (attached)
- FY22 Audit Update will be given at both the Finance Committee meeting scheduled for November 30 and BOG meeting scheduled for 12/7/22

IV. Action Items

- Working with Interim Provost Monteroso and Interim VP of Enrollment on tuition and fees for FY24

Respectfully submitted,

Lori Hudson

West Liberty University
FY23 Operating Budget Status (through 10/31/22)

<u>Sources:</u>	<u>FY23 Original Budget</u>	<u>10/31/2022 YTD Actual</u>	<u>FY23 Less Actual</u>	<u>% of Budget</u>
Undergraduate Tuition and Fees:	20,021,752	10,252,564	9,769,188	51.21%
<i>Related Discounts:</i>	<i>(4,388,176)</i>	<i>(2,188,078)</i>	<i>(2,200,098)</i>	
Net:	15,633,576	8,064,487	7,569,089	51.58%
Graduate Tuition:	4,452,619	1,578,232	2,874,387	35.45%
<i>Related Discounts:</i>	<i>(525,661)</i>	<i>(241,128)</i>	<i>(284,533)</i>	
Net:	3,926,958	1,337,104	2,589,854	34.05%
Room and Board:	9,812,817	5,578,126	4,234,691	56.85%
<i>Related Discounts:</i>	<i>(1,553,163)</i>	<i>(697,636)</i>	<i>(855,527)</i>	
Net:	8,259,654	4,880,490	3,379,164	59.09%
State Appropriation	9,552,600	4,012,092	5,540,508	42.00%
Other	1,583,678	1,133,617	450,061	71.58%
	38,956,466	19,427,790	19,528,676	49.87%
<i>Discounts</i>	<i>6,467,000</i>	<i>3,126,842</i>	<i>3,340,158</i>	
Total FY23 Revenue Budget	45,423,466			
<u>Uses:</u>				
Personal Services*	19,426,786	6,514,492	12,912,294	33.53%
Fringe Benefits	4,945,030	1,550,975	3,394,055	31.36%
Utilities	2,356,055	918,128	1,437,927	38.97%
Debt	2,659,121	1,156,019	1,503,102	43.47%
Rent	1,394,778	456,894	937,884	32.76%
Contractual Services	3,215,034	873,403	2,341,631	27.17%
Other	4,884,483	2,102,956	2,781,527	43.05%
	38,881,287	13,572,867	25,308,420	34.91%
<i>Discounts</i>	<i>6,467,000</i>	<i>3,126,842</i>		
Total FY23 Expense Budget	45,348,287			
<u>Net Income (+)/Loss (-):</u>	75,179	5,854,923		
Total Tuition / Room and Board Revenue	34,287,188	17,408,923		50.77%
Total Discount	(6,467,000)	(3,126,842)		48.35%
Total Net Tuition / Room and Board Revenue	27,820,188	14,282,081		51.34%

*Personal Services/Fringe Benefits (includes 9 out of 26 pays + increment)
 All Other Expenses (4/12 months)

35%

33%

FISCAL AFFAIRS

Objective 4.1: Sustain and grow the university's image as a leader in the region by effectively telling our story.

1. New Website Procurement
 - Initiated a major initiative to seek and create a new website to be completed by August 1, 2023.
 - RFP to be completed by December 15, 2022 and published by Feb. 2023
2. Governor's Nursing Enrollment Grant (Increase Nursing students by +20)
 - \$100,000 marketing spend with awarded grant funds secured over 500,000 impressions via traditional and digital marketing platforms.
 - WLU Admissions Fall 2022 - Goals achieved with 20+ newly committed nursing students

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

1. Governmental Relations
 - Working with Senator Weld regarding new legislation for the 2023 Session to approve licensure for Masters level Art Therapy graduates.
2. *ALUMNI AFFAIRS*
 - Survey on Homecoming 2022 created and disseminated. Survey results indicated SUCCESS from majority of respondents.
 - National Alumni Advisory Board Inaugural Meeting was held on October 21, 2022.
 - Sustaining Membership Program Rolling Out "Giving Tuesday" Nov 29, 2022. The goal is to seek and secure 100 Members.

* * *

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

1. Highlands Center Recommendations
 - Downsize to about 1/3 of the current space at the Highlands Center
 - Explore the idea of exiting the Highlands Center
 - Cabinet Touring former "Payton's Pretties" location (1,800 sq. ft. as an optional space)

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.

- A large number of future student-athletes signed national letters-of-intent to attend West Liberty during the NCAA's November early-signing period.

1.6 Increase the number of students exemplifying academic excellence through enrollment, retention, and graduation rates.

- Final grades for the 2022-23 fall semester will not be posted until mid-December. As a result, no conference, regional or national academic honor rolls are currently available.

• Priority #2: CULTIVATING DIVERSITY, EQUITY, AND INCLUSION

2.4 Provide programs that build and strengthen inclusive teamwork

- The West Liberty University athletic department, led by Associate Head Women's Basketball Coach Cassie Seth, took a leadership role in the NCAA Diversity and Inclusion Social Media Campaign in October.

• Priority #3 BUILDING AN INNOVATIVE STUDENT EXPERIENCE

3.1 Engage students in experiences that extend beyond the classroom.

- The women's basketball team continued its Women in Leadership program by welcoming Kara Hunter, an NCAA women's and men's basketball official, as their fall speaker. Plans are in the works to host speakers in winter and spring.
- A number of athletic teams hosted events over Homecoming to connect current players with returning alums

• Priority #4: ENHANCING COMMUNITY ENGAGEMENT

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

- Hosted two "Friday Night Lights" high school football games at West Family Stadium. These games provide opportunities for area high school student-athletes and their families to experience the WLU campus and athletic facilities
- West Liberty University was selected as the host for the 2022-23 Acrobatics & Tumbling (NCATA) National Championships in April

• Priority #5: STRENGTHENING OPERATIONAL AND FINANCIAL EXCELLENCE

5.1 Support the university mission through solid business decisions and ongoing campus maintenance

- Collaborated with Student Employment Office to develop a weekly tracking system for student employment
- Collaborated with Topper Station to use unpaid student support at athletic events, focusing on students who are internship eligible

II. OTHER SIGNIFICANT ACCOMPLISHMENTS

- Sophomore women's tennis standout Emma Arnal was ranked among the top 50 singles players in the nation by the Intercollegiate Tennis Association and joined several teammates with Top 10 regional singles and doubles rankings
- The women's volleyball team defeated regionally-ranked West Virginia State to earn the program's first NCAA D2 Tournament bid
- Volleyball standout Nyia Setla was a first-team All-Atlantic Region selection and the MEC Libero of the Year; Teammate Ruby Countryman received second-team All-Region honors
- The men's cross country team placed 8th at the NCAA Atlantic Region D2 Championship Meet; Danah Phillips was named to the All-Atlantic Region Team
- In football, defensive lineman Cam Rice was voted MEC Defensive Freshman of the Year by the league coaches
- Junior defensive back Shon Stephens was a first-team All-MEC honoree after his 8 interceptions tied for No. 1 in the nation
- The men's basketball team was once again voted No. 1 in the MEC coaches' preseason poll and ranked 8th in the NCAA D2 coaches' preseason Top 25
- The wrestling team was once again voted No. 1 in the MEC coaches' preseason poll and ranked 6th in the NCAA D2 coaches' preseason Top 25
- The men's soccer team came on strong down the stretch to earn the first MEC Tournament berth in program history

III. OTHER MATTERS OF FOCUS

- n/a

IV. NEW (ESSENTIAL) PERSONNEL

V. INFORMATION REQUESTED BY COMMITTEE

- n/a

VI. ACTION ITEMS

- n/a

Respectfully submitted,

Lynn Ullom

ATHLETIC DEPARTMENT

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/staff

- **Partnered with Provost and Search Committee for Dean of Graduate Studies**
- **Supported Search Committee and Chair with VP of Student Affairs**
- **Developing Orientation Video for all new employees**

CULTIVATING DIVERSITY, EQUITY, & INCLUSION

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

- HR Recruiter attended BambooHR Summit which included DEI hiring courses
- Explored training topics for campus with the Special Assistant to the President, DEI and Strategic Initiatives and General Counsel. Office of DEI to drive education.

BUILDING AN INNOVATIVE STUDENT EXPERIENCE

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

- Revamping Graduate Assistant hiring process with Provost, CFO, and Office of Graduate Studies

STRENGTHENING OPERATIONAL & FINANCIAL EXCELLENCE

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

- New performance evaluation tool and process delivered to division heads and People Managers. Staff members to receive before holiday break.

II. Significant Accomplishments**Department of Health/Safety Employee Training:**

○ Fleet	14
○ Passenger Van Driving	6
○ Blood borne Pathogen	6
○ Lab Safety	2

- Sprinkler Inspections completed

III. Other Matters of Focus

- Search firm RFP for President
- eNPS Employee Survey completed through BambooHR; results pending review
- Legal Matters
- Employee Relations/Investigations
- Continued HR policy review with General Counsel
- Employee Separations (September 29, 2022 – November 28, 2022): 5 Staff

Total Headcount is 314*: 176 Staff and 138 Faculty

**Number does not include adjuncts and temporary/casual staff*

HUMAN RESOURCES

IV. New Personnel (September 29, 2022 – November 28, 2022)

- Dean of Library & Learning Resources
- 2 full-time staff
- 1 part-time staff
- 1 adjunct faculty
- 3 temporary/casual staff

Additional Hires for January 2023:

- Dean of Graduate Studies
- (4) Faculty positions

V. Governance Committee

- The Governance Committee did not meet.

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 Live Date TBD
 - Surveillance implementation in progress
- **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
 - There is also an ADA Audit in the project.
 - Phase 1 – System live Spring 2023
- **CARES Act Funding- Strategic Objective 5.1**
 - Remaining CARES funding is being allocated to Library HVAC system replacement
 - Design stage in progress
- **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
 - Implementation in Progress
- **Solar Project**
 - Investigation of reducing utility spend by adding Solar generation (electricity currently \$125k/month)
 - Zero Capital Cost / Zero Ongoing Maintenance Cost
 - Assists Admissions Department – Promote Carbon Neutral Targets to prospects

II. Other Matters of Focus

- **Main Hall Roof - Complete**
- **Campus Domestic Water Repairs**
 - Funding secured (HEPC 0% Interest Loan) to replace campus water mains
 - Coupled with the Library HVAC project, this will save the University approximately \$105,000 per year
 - Bid preparation underway
- **Aquatic Conservation Center- New Facility**
 - On the site of the West Events Center
 - Site Planning In Progress
- **Student Housing Wi-Fi and Dorm Entertainment Project**
 - Investigating wireless and streaming entertainment upgrades for students
 - Cost Estimates in house and under evaluation
 - Better service, better product, less expensive
- **Watermark Software Upgrade**
 - Accreditation Data Automation
 - Kickoff in December
- **Nursing Program Upgrades- Complete**
 - Simulation Mannequins Implemented
 - VR Simulations Configured
- **The Chapel is being temporarily closed for sewage concerns**
 - Repair Investigations Underway

- **Campus Roof(s) under Evaluation**
 - Fine Arts
 - ASRC
 - Krise Hall – Need Replacement

III. Personnel

- Physical Plant seeking:
 - 3 Maintenance workers to replace resignations
 - Physical Plant and Housekeeping are experiencing significant turnover as our wage scale is non-competitive.
 - The Physical Plant Administrative Assistant has been moved to Fleet Administration. A Part Time Administrative Assistant has been hired.

Respectfully submitted,

Joe Rodella

IT/PHYSICAL PLANT

- 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 FY23 Quarter 1 & Part of Q2:

- \$765,128 in fundraising revenue from July 1, 2022, through 09/29/22
- Paid \$203,180 toward the scholarship bill and in process of paying the remaining \$255,200 for Fall 2022. The total of these two amounts includes the increased University request of \$200,000 from unrestricted foundation funds to help balance the budget.
- Raised \$24,500 toward the WLU Presidential Search Firm effort
- Raised \$100,000 to date in unrestricted annual fund dollars
- Sent Annual Fund Brochure to over 28,000 households in mid-October
- Held Recognition Banquet in other Homecoming events during Homecoming 2022 weekend
- Sent Scholarship Mailing to scholarship donors announcing their recipients and including an information packet on each student in early November
- Worked with Alumni to begin promotion of their Alumni Sustaining membership

III. Other Matters of Focus

- Annual Report has been drafted and will be printed and mailed by mid-December.
- President, Angie Zambito Hill resigned and will be working for the WLUF until the end of December to help with a transition. The BOD Executive Committee is acting as the Hiring Committee and the position of Executive Director has been posted on various sites. It will be open until filled. To view posting, please visit: wlufoundation.org/careers
- Next WLU Foundation BOD meeting will be held on January 20, 2023

IV. New (Essential) Personnel

V. Information Requested by Committee

VI. Action Items

Respectfully submitted,

Angie Hill

WLU FOUNDATION

- 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 Goal #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.

- 1.1 Attract and retain students at every level—traditional age and adult, transfer and first-year, graduate, and non-degree-seeking.
- 1.2 Attract and retain an outstanding and diverse faculty.
- 1.3 Pursue innovative, viable, and relevant program development.
- 1.4 Develop high-impact practices for learners through a range of innovative learning platforms.
- 1.8 Pursue continuous improvement through consistent, data-driven assessment and analyses of student learning.

- The Office of Diversity, Equity, and Inclusion is committed to demonstrating academic excellence by launching the inaugural International Conference on Diversity, Equity, and Inclusion on Friday, December 2, 2022, from 12:00 p.m. until 4:00 p.m. There will be students, faculty, and staff presenting from all over the world, including West Liberty University, Howard University, George Washington University, and the University of Costa Rica. There is approximately 200+ confirmed attendees, including student and employee presenters. Select presentations will be published in a

International Virtual Conference on Diversity, Equity, and Inclusion
CONFERENCE

2022

OUR KEYNOTE SPEAKERS

SHIRLEY CAMPBELL BARR
COSTA RICA
RENOWNED AWARD WINNING WRITER,
POET, &
ANTHROPOLOGIST

DR. CLEMENT A. AKASSI
HOWARD UNIVERSITY, U.S.A.
RENOWNED, AWARD WINNING
SCHOLAR, WRITER, AND
RESEARCHER

SCHEDULE

12:00-12:55	1:00-1:55	2:00--2:55	3:00-3:55
Welcome & Greetings by President Evans & Diversity, Equity, & Inclusion Conference Itinerary Keynote Address by Dr. Shirley Campbell Barr and Dr. Clement A. Akassi	First round of presentations, workshops, and round table discussions in concurrent running breakout rooms	Second round of presentations, workshops, and round table discussions in concurrent running breakout rooms	Third round of presentations, workshops, and round table discussions in concurrent running breakout rooms Closing Remarks

TIME: 12PM-4PM
DATE: December 2, 2022

Virtual
West Liberty University
208 University
West Liberty, WV 26074
304-336-8292

Office of Diversity, Equity, and Inclusion
www.wvuindpress.com/view/wluinternationaldeiconference.wordpress.com

DIVERSITY

forthcoming anthology with Cambridge publishers as well as the forthcoming DEI International Journal of Research. The keynote speaker will be Dr. Shirley Campbell of Costa Rica, renowned and award-winning anthropologist, poet, and activist and Dr. Clement Animani Akassi, international award-winning scholar of Howard University. This conference is the first of its kind world-wide and is funded by a grant provided by the Higher Education Policy Commission.

Priority Goal #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 2.3 Create retention strategies that support a diverse student community.

Objective 2.4 Provide programs that build and strengthen inclusive teamwork.



alcove where the Alumni Wall of Honor is located, the event was intimate and touching.

- On November 9, 2022 the Office of DEI provided a DEI Case Study Workshop to Dr. Vishakha Maskey's Principles of Management class.

• On October 28, 2022 the Office of DEI brought diversity and inclusion to the campus in honor of [Breast Cancer Awareness Month](#) and West Liberty University reminded campus of this with a special program honoring survivors and those who lost their lives to the disease." The Office of Diversity, Equity, and Inclusion joined Campus Ministries in presenting a keynote address and a special service in memory of our loved ones. We were pleased to show support and solidarity in this manner," said Dr. Monique Akassi, Special Assistant to the President for DEI and Strategic Initiatives. Held in Elbin Library, in the



Priority Goal #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.

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

DIVERSITY

- On October 19, 2022 West Liberty University's annual Homecoming Tent Day, sponsored by the Student Government Association (SGA) and the Office of Student Life, offers Homecoming candidates a chance to welcome students, faculty and staff to their personal tents designed to share tasty treats and a fun message as they encourage students to vote for them for King and Queen 2022.



President W. Franklin Evans welcomed students to Tent Day in Blatnik Hall at noon, speaking briefly and sharing his best wishes for a happy Homecoming 2022. Tent Day was moved from the quad to an indoors location due to inclement weather.

This fall, the Office of DEI added a reminder of the serious topic of oppression to Tent Day. "The Wall of Oppression initiative is a way for students to display phrases and terms that have made them feel oppressed. Art supplies and bricks were provided," explained Dr. Monique L. Akassi, special assistant to the president in charge of DEI and Strategic Initiatives.ⁱ

Priority Goal #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 4.2 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.

- November marked International Education Month, and West Liberty University kicked off its month of events with the first of several visual contemporary culture activities featuring visiting scholars from the [Jan Kochanowski University](#) of Kielce, Poland.

These visiting Polish professors, Dr. Zdanowicz and Dr. Domagalski, presented several other topics throughout the month during their visit which was coordinated by the College of Liberal and Creative Arts and Dr. Martyna Matusiak as its [Visual Contemporary Culture Lecture Series \(please click this link to view all titles, dates and times of the lecture series.\)](#)

International Education Month included a celebration of Día De Muertos or Day of the Dead, on Nov. 2 in the College Union and open to all. Ryan Glanville, coordinator of International Programs and Recruiting said that WLU's Rollie Williams International Center incorporated these art lectures with the help of the Department of Media and Visual Arts for the first time ever for this year's celebration of International Month events.

On **Monday, Nov. 7**, a guest performer, [Devon Osamu Tipp](#) from the University of Pittsburgh, performed on a Shakuhachi, a Japanese musical flute. Tipp is a graduate student at Pitt and shared information on the history of the musical style in a brief lecture. Another new event was a discussion entitled: "Revisiting the Eubonics Debate in the Wake of the Diversity, Equity and Inclusion Movement," took place on **Nov 17**. Also new this year is a presentation by WLU's Vice President of External Affairs, Jason Koegler, on his family's adventures in India during March 2020, the start of the COVID-19 Pandemic. This presentation takes place in the College Union's Student Leadership Center (formerly the Alumni Room).

Glanville, along with Director of International Enrollment Services Mia Szabo, coordinates the International Program, from recruiting to student life. Their offices are located in the International Center, housed in historic Shotwell Hall, near the center of campus, and include many amenities and services for students while studying and living on campus. WLU's students (both domestic and international) and faculty planned all of the events in celebration of International Education Month to share their culture with the Hilltop community and beyond, he explained.



Tea Time was one of the most popular events of International Education Month and took place on Nov. 8 in College Union.

Sixty-eight international students are enrolled at WLU for this semester from 31 countries including: Angola, Armenia, Bolivia, Brazil, Canada, China, Colombia, Dominican Republic, France, Georgia, Germany, India, Indonesia, Ireland, Italy, Macedonia, Mexico, Mongolian People's Republic, Montenegro, New Zealand, Nigeria, Russia, Serbia, Spain, Sweden, Switzerland, Thailand, Ukraine, United Kingdom, Venezuela and Zambia.ⁱⁱ

- On Oct. 14, 2022 — West Liberty University College of Education and Human Performance continued its effort to support community mental health by partnering with [NAMI Wheeling](#) once again for its October conference, "Shedding Light on Mental Illness." Dr. Monique L. Akassi brought the subject of DEI to the table as she presented a talk entitled: "A (Re) Examination of the Critical Role of Mental Health for a Diverse, Equitable, and Inclusive in Higher Education and Beyond."ⁱⁱⁱ



Priority Goal #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:

DIVERSITY

Objective 5.1 Support the university mission through solid business decisions and ongoing campus maintenance

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

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

Objective 5.4 Continue to enhance technology to meet the changing needs of the University

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

Objective 5.6 Comply with local and state regulations for efficiency in finances

IV. Other Matters of Focus

V. New (Essential) Personnel

VI. Information Requested by Committee

VII. Action Items

Respectfully submitted by:

Dr. Monique L. Akassi

ⁱ Select passages from this report have been republished from Maureen Zambito's, Director of Media, West Liberty University's News.

ⁱⁱ Republished from WLU News Archives by Annalise Murphy.

ⁱⁱⁱ Republished select passages from WLU News archives by Maureen Zambito.