

Marshall University Faculty Senate
MEETING MINUTES
Thursday, January 23, 2025, 4:00 PM
Memorial Student Center, Don Morris Room/Microsoft Teams

MEMBERS PRESENT:

Nathanial Ramsey, Sarah McDermott, Heather Stark, Sandy York, Jamey Halleck, Uyi Lawani, Kevin Levine, Margie Phillips, Jerry Dooley, Conrae Lucas-Adkins, Mike Huesmann, Tim Melvin, Feon Smith, Ammar Alzarrad, Tanvir Chowdhury, Ross Salary, Simon Shim, Jodi Cottrell, Zach Garrett, Angela Graham, Shikeal Harris, Susanne Konz, Lisa Muto, Alysha Nichols, Marybeth Beller, Clinton Brown, Shoshannah Diehl, Marianna Linz, Megan Marshall, Boniface Noyongoyo, Daniel O’Malley, Shawn Schulenberg, Jana Tigchelaar, Raid Al-Aqtash, Kelly Beatty, Rick Gage, Philippe Georgel, Sean McBride, Kyle Palmquist, Devon Wright, Stephen Young, Jessica Buerk, Nitin Puri, Usha Murughiyan, Jinju Wang, Ruhul Amin, Tiffany Davis, Mindy Varney, Tom Hisiro, Larry Sheret

MEMBERS ABSENT: Leah Turley, Ed Bingham (sabbatical substitute for Henning Vauth), Amanda Thompson-Abbott, Puspa Damai, Anthony Viola, Ji Bihl, Eva Patton-Tackett, Michael Hambuchen, Mary Platz, Jen Sparks, Kelli Johnson

EX-OFFICIO, VOTING/NON-VOTING MEMBERS PRESENT: Amine Oudghiri-Otmani, Brea Belville

EX-OFFICIO, VOTING/NON-VOTING MEMBERS ABSENT: Richard Egleton

PARLIAMENTARIAN: Zelideth Rivas, Andrew Morelock

SENATE STAFF: Hailey Bibbee

GUESTS: In person – Brad Smith, Avi Mukherjee, Doohee Lee, Brian Morgan, Matt Tidd, Ginny Painter, Maria Gindhart, Brandi Jacobs-Jones, Gary McIlvain, Karen McComas, Robin Riner, Mary Beth Reynolds, Jerry Ross, Stephen Tipler, Wesley Stites, Vicki Stroehner, Jodie Penrod, Mark Zanter, Kateryna Schray

Via Teams – Michael Prewitt, Ben Eng, Bruce Felder, R.B. Bookwalter, Monica Brooks, Sonja Cantrell-Johnson, Teresa Eagle, John Maher, Marcie Simms, Charlotte Weber, Eryn Roles, Leah Payne, Allison Carey, David Dampier, Jessica Lowman, Puspa Damai

The meeting was convened at 4:00pm by Chair Shawn Schulenberg. Chair Schulenberg reviewed meeting procedures and expectations.

1. Approval of Proposed Agenda – moved/seconded/approved as written
2. Approval of Minutes
 - a. November 21, 2024 – approved as written
3. Chair Announcements – Shawn Schulenberg
 - a. The President has signed the following documents:
 1. October 14 Executive Committee Meeting Minutes
 2. October 24 Faculty Senate Meeting Minutes
 3. All Senate Recommendations/Resolutions, except for our Shared Governance Charter (03), which has been on hold, and program reviews (07, 08, and 09), which always come later in the year.
 - b. A question came up during our Executive Committee meeting about the rights of our ex-officio, non-voting members, specifically whether they can make motions. The

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parliamentarian has advised that, since our Constitution does not explicitly prohibit the other rights of all members listed in Robert's Rules of Order, 12th Ed. (1:4)—to attend, to speak, and to make motions—that they should retain these rights since they are not explicitly prohibited. I agree with that counsel, and it will be my interpretation of The Faculty Constitution for all committees in the Faculty Senate system moving forward.

- c. The Faculty Personnel Committee held an open forum last Thursday in the Shawkey Dining Room to review the committee's proposal for revisions to MU BOG AA 6, AA 7, and AA 9, our Promotion and Tenure Rules. In my opinion, it was a fantastic discussion where all participants worked through a lot of constructive feedback. The FPC is currently reviewing that feedback and will vote on a final version to send to the Executive Committee and this body for final approval. We will send this version to all faculty members so please keep an eye open and read it thoroughly.
- d. All faculty received an email two weeks ago that the 2024 Title IX updates are effectively dead for now, and Marshall University will continue operating under the 2020 rules.
- e. The Budget Advisory Committee has met twice so far this semester, and we have begun reviewing support unit budgets for FY26, in addition to discussing scenario planning should our budget situation turn for the worse due to external factors.
- f. As I am sure you have seen in the news, Governor Patrick Morrissey has signed Executive Order 25-3, which affects DEI initiatives through WV state agencies and institutions, including Marshall.
- g. Marshall Day at the WV State Capitol is scheduled for March 4. Please put it on your calendar and attend if possible. The format will change slightly—please keep your eyes out for more information soon.
- h. Today, we will be asked to reconsider SR 24-25-03 EC, our Shared Governance Charter. This document was initially approved by all our Shared Governance partners, but many, including us, added several amendments. None were controversial, in my opinion, and all family heads met in December to approve a final version. It was approved with no discussion. Please keep in mind that any additional amendments, beyond editorial, would require us to all meet again, including asking the other bodies to approve it for a third time (for those that already have approved this version).
- i. Upcoming Meetings/Events
 1. The Spring General Faculty meeting is scheduled for April 10th, 2025, at 4:00 PM in the Joan C. Edwards Playhouse. Agenda items include honoring retiring faculty and the recognition of award-winning faculty.
 2. We have several visitors tentatively scheduled to visit the Senate this semester.
 - i. Mr. Geoffrey Sheils, our Board of Governors Chairperson, is scheduled to come to our February meeting. I will be out of the country during that meeting, my first Senate absence ever, so Assistant Chair Varney will preside.
 - ii. Dr. Susan Tusing, a Professor of Music and Academic Affairs Fellow, who is leading our HLC accreditations efforts, will visit in March.

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3. The next Executive Committee meeting is scheduled for February 10 for items to be taken up at the February 20 Faculty Senate meeting. All recommendations and resolutions for those meetings are due at senate@marshall.edu by January 31.

4. Recommendations/Resolutions

- a. **SR 24-25-03 EC Recommends Reconsideration of Adoption of Marshall University Shared Governance Charter.** – Approved
- b. **SR 24-25-13 EC Recommends updating Marshal and Usher Rotations.** - Approved as amended
 1. Amended to account for an editorial adjustment: The resolution number on the document was changed from “SR 24-2-13” to correctly reflect that it is “SR 24-25-13.”
- c. **SR 24-25-14 FPC Recommends updates to UPAA-8 to Reflect Education Credentials.** – Approved
- d. **SR 24-25-15 CC Recommends approval of the listed UNDERGRADUATE DEGREE PROGRAM ADDITION, DELETION, CHANGE** in the following college and/or schools/programs: **Pre-Chemistry nondegree; Pre-Digital Forensics nondegree; Pre-Criminal Justice nondegree; BS Geology; Engineering Geology; Environmental Geoscience; Pro-Prof Health care Studies.** – Approved
- e. **SR 24-25 -16 CC Recommends approval of the listed UNDERGRADUATE DEGREE COURSE ADDITION, DELETION, CHANGE** in the following college and/or schools/programs: **MUSA 276; MUSE 434; ENT 300H; ESS 492; SWK 270; SWK 350; SWK 372; GRK 401; PHL 380; RST 380; SCLA 102H; MI 402; GRK 150; GRK 151; GRK 250; GRK 251; MUS 180; MUS 181; MUS 182; MUS 183; MUS 184; MUS 185; MUS 186; MUS 187; MUS 188; MUS 189; MUS 190; MUS 191; MUS 192; MUS 193; MUS 194; MUS 195; MUS 196; MUS 197; MUS 198; MUS 199; MUS 375; MUS 376; MUS 380; MUS 381; MUS 382; MUS 383; MUS 384; MUS 385; MUS 386; MUS 387; MUS 388; MUS 389; MUS 390; MUS 391; MUS 392; MUS 393; MUS 394; MUS 395; MUS 396; MUS 397; MUS 398; MUS 399; MUS 371; MUS 403; MUS 404; MUS 406; MUS 405; MUS 408; MUS 435; MUS 460; MUS 469; MUS 437; MUS 445; MUS 453; MUS 455; MUS 456; MUS 457; MUS 458; MUS 459; MUS 460; MUS 465; MUS 466; MUS 467; MUS 468; MUS 476; MI 309; GRK 301; GRK 302.** – Approved
- f. **SR 24-25-17 APC Recommends ITP for BS in Health and Movement Sciences.** – Approved

5. Regular Reports

- a. President - Brad Smith (15 minutes)
I hope that everyone had a wonderful winter break with a chance to recharge and relax. I am ready for Spring and am filled with optimism for what we are achieving together, the strides that we’re making, and the opportunities that lie ahead. I will focus my comments on three things: people, purpose, and perseverance in times of uncertainty.
 1. People – Marshall is and always will be defined by our people.

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- i. Second Annual Employee Engagement Survey Highlights:
 1. Our participation rate was 66% (up year over year).
 2. We saw improvement in 20 of 52 dimensions, and zero dimensions had a decline. Marshall's employees (83%) feel proud to work at this university and are motivated to go above and beyond in their roles (76%).
 3. Marshall scored significantly higher in 18 areas compared to our peers.

Highlights: We outscored our peers in confidence in our university's future (10 points higher). Our leadership's words aligned with actions (nine points higher). We have an environment that supports innovation (12 points higher). Clear direction is being set by our senior leaders (12 points higher). We are making necessary changes to compete effectively in today's environment (14 points higher).

4. We have opportunities to continue to work and improve. Those areas include accountability, collaboration, and compensation. On accountability, only 45% feel that expectations are clearly set and measured. Collaboration is up across departments. Fifty-four percent see this as a positive, but we have room to grow. Compensation is up year over year, but we know it is not where it needs to be. It is nine points lower than our peers. We will continue to take action to strengthen accountability with rolling out a performance management system. Faculty have annual reviews. Classified and non-classified staff will have performance reviews as well each year. We will set clear goals. We will celebrate goals and invest in opportunities to improve. We will continue to focus on taking targeted action to raise employees pay to 80% or higher of the midpoint of their position by 2027. We will also work to break down silos. I'm very proud that Marshall University took the time to develop what I consider to be a gold standard in a shared governance charter. The journey is about creating a place where everyone feels valued, heard, and empowered.
- 2. Purpose – Purpose is defined in our strategic blueprint.
 - i. Marshall for all, Marshall forever! This starts with our mission statement to inspire learning and creativity that ignites the mind. It nurtures the spirit, and it fulfills the promise of a better future. The role this university has played and continues to play is a prosperity platform. We accelerate every individual success, every innovative idea, and we're proud to have an economic impact not only in their families lives, but in this state in Appalachia. Together we have set a course to head into the headwinds that are flying into higher education: demographics, digital, and doubt. We are doing that with courage and innovation.
 1. Student success rates tend to be 20 points lower for students coming from challenging socioeconomic backgrounds (Pell eligible

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students, families who can show extreme financial need). Results are coming out of our purpose and are available for our first two cohorts of the Marshall for all Marshall forever program.

- a. The average G.P.A. is 3.08. Pell eligible peers have an average G.P.A. of 2.69.
- b. Retention is 79%. Pell eligible peers have a retention rate of 66%.
- c. Students were 20% less likely to be on academic probation.
- d. Thirty-nine percent of students made the dean's list.

By leaning in and having targeted support, we can level the playing field of opportunity. We can not only create an opportunity for our students but set a demonstration model for the rest of the nation. I am proud of the work we are doing in service to our purpose.

3. Perseverance through time of uncertainty
 - i. Our strategy is working. We remain confident in the path forward.
 - ii. It is prudent to anticipate that which we have not considered.
 1. We've charged the budget advisory group to help us anticipate if something happens with enrollment with the demographic cliff coming or if something else happens with budgets.
 - a. We are identifying what we would need to do if we had to find an additional 2% or 4% of the university budget.
 - iii. There is a shifting political landscape. This year brings a new president, a new U.S. senator for West Virginia, a new governor, and many other elected officials. We have welcomed each and every one of those and we're prepared to serve and support and collaborate in ways that we can help advance our shared goals.
 1. There have been new executive orders.
 - a. Our legal and government relations teams are busy interpreting those to make sure we understand the implications of any that affect higher education at Marshall University.
 - b. Many have deadlines. We have begun to put together an implementation team that involves the shared governance heads of the families.
 - iv. For 188 years we have served an important role in the community and in this state. Through all 188 years, we have adapted and evolved to continue that journey in current conditions.
 1. 1863: Salina Hite Mason and her sisters kept Marshall University going through the Civil War.
 2. 1970: We came out of the ashes of that plane crash.
 3. 2022: National rhetoric was that forgiveness programs are not good on student loans. We decided on a different strategy to eliminate student loan debt, but it isn't going to be forgiveness. It is going to

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be skin in the game and support. We're here to help students be successful throughout their lives.

Marshall University has remained true to who we are. We have demonstrated to the world that there is a path forward. We are going to be thoughtful. We are going to look for ways to continue to do the thing we have done for 188 years, and we are going to do that together while honoring and respecting the laws that we have been asked to make sure that we abide by.

I want to thank you all for everything you do to make this university strong. The sun is shining on Marshall University. Our plan is working. We are growing but being prepared for things that we can't anticipate. Together, we are Marshall! I am happy to answer questions.

No questions.

b. Provost – Avinandan Mukherjee (15 minutes)

Welcome everyone in this new year. I think there are a lot of exciting initiatives coming. There is a lot of engagement, innovation, and impact across campus. I'll talk about student initiatives, enrollment, student success, student events, ranking and recognition, and about our leadership searches.

1. Enrollment – It is a story of positivity.

- i. We are 7.5% higher in headcount enrollment (10,984 students). We are very close to that 11,000 mark.
 1. Our undergraduate student population is up 8.4%
 2. Our graduate student population is up 5.1%
 3. Our metro market is up 130 students.
 4. We have 194 international students (50 more than last year).
 5. We have 1,234 dual enrollment students (360 more than last year).
- ii. Thanks to Jerry Ross and his enrollment management team. They had done great work across the board. There is a lot of innovation. We continue to grow on this journey that is impressive at the level of the state and even nationally.

2. Retention – It has grown.

- i. Our overall retention rate is 89.4% (3.5% higher than last year).
- ii. Applications – It is trending a little behind but catching up fast. We have 6,959 applications for Fall 2025. This is 4% less than last Fall. We anticipate matching last year's numbers and go beyond that. Overall, we are on target for meeting our 10,000 applications goal.
 1. Our intention is to enroll 2,000 first-year, full-time freshman students in the Fall. We are at 1,044.
 2. Our graduate applications for Fall are 55% higher than last year.
 3. We have 71% more applications for distance students.
 4. We have 45% more applications for international students.
 5. We have 36% more applications for non-traditional adult students.

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6. We have 5% more applications for transfer students.
7. We have 8% fewer applications for metro students.
8. We have 3% fewer applications for nonresident students.
- iii. State level metrics and initiatives
 1. Marshall University has a 22% market share of the undergraduate student population in the state.
 2. Dual enrollment has been a huge segment of growth due to initiatives at the state level.
 3. The West Virginia Level Up Program has delivered about 2,000 dual enrollment students.
3. Recruitment – We have many events and interesting initiatives.
 - i. Creative Connections: Our enrollment management team is meeting potential students and families at non-traditional events/places such as coffee houses, restaurants, golf courses, and movie theaters.
 1. Example: On January 16th, they hosted 125 juniors and seniors from the metro Kentucky counties for a viewing of We are Marshall at the Camp Landing movie theater.
 - ii. Four events coming up:
 1. Friday, January 31st is our high school Green and White Day.
 2. Saturday, February 1st is our regular Green and White Day.
 3. Saturday, March 29th is our Admitted Students Day.
 4. Saturday, April 12th is our final Green and White Day.
 - iii. Renewal of Governor’s School for Entrepreneurship
 1. Contract is for the next 3 summers.
 2. This is the only governor’s school program on our campus.
4. Student Success – There are many initiatives, particularly with the Center for Student Success and as university/college advising.
 - i. This is in part due to the resolution passed by Faculty Senate to create a moratorium on suspension for first-time, full-time freshman.
 - ii. Our goal is to retain students through a special topics course called UNI 280: Innovating for Success.
 1. Kateryna Schray’s leadership in this has been amazing. MU Advising, the Social Work Department, the College of Business, Dean Ben Eng, and the Innovation Catalyst Program also contributed.
 2. There are 39 freshmen participating.
 3. The course is based in design thinking.
 - iii. Supplemental Instruction: This is going well. The College of Science and the College of Engineering are participating in this. There were 13 supplemental instruction leaders supporting 399 students in 17 sections covering high D/F/W courses.
5. Carnegie Classification – We have received the data for our next classification.
 - i. We are reviewing the data to make sure that we are in a good place, and we look really good.
 1. Critical numbers include:

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- a. Number of research doctorates: FY2023 we had 27. In the previous years we had 22 (FY2022) and 22 (FY2021). They take a 3-year average. We are above the threshold of 20. This should keep us at an R2.
 - b. Total research expenditures: This has grown from \$23 (FY2021) million to \$25 million to 33 million in the past year. We are well above the threshold.
- 6. Student Research and Creativity Symposium – April 2-3, 2025
 - i. Please encourage everyone to come and present their work. Our numbers have gone up from 185 presentations in 2023 to 210 in 2024. We want to see growth again in 2025.
 - ii. On April 2nd, we will have a keynote speaker, Dr. Moshe Szyf (McGill University, Department of Pharmacology and Therapeutics).
 - iii. On April 3rd, we will have presentations.
 - 1. The Touma Foundation will provide an award for the best student presentations in STEM.
 - a. The award ceremony will be at the end of the event on April 3rd.
 - iv. Dr. Philippe Georgel leads this initiative for us and really works with a great advisory board from within our faculty to put this together.
- 7. Dean Searches – We have three searches going on. We are getting great applications, and the searches are being managed by AGB Search. Dean search profiles are available on our Academic Affairs website.
 - i. College of Liberal Arts – This committee is chaired by Dean Stites and has 13 members.
 - ii. College of Education and Professional Development – This committee is chaired by Dean Bookwalter and has 13 members.
 - iii. Lewis College of Business – This committee is chaired by Dean Dampier and has 13 members.
- 8. Rankings – We have good news on several programs being ranked nationally.
 - i. Criminal Justice (online program) ranked 20th.
 - ii. Undergraduate Business Program (online program) ranked 80th.
 - iii. Graduate Business Program (online program) ranked 23rd.
 - iv. M.B.A. Programs ranked 163rd.

Questions/comments: Philippe Georgel, College of Science, mentioned that he has new information regarding Undergraduate Research Day at the Capitol. Marshall students will be well represented at the event (likely exceeding WVU in abstracts accepted). The provost commented that it is fantastic and that we need to be present at the statewide event as well as our own research day. Philippe Georgel, College of Science, acknowledged Ross Salary and Holly Cyphert for their help with Undergraduate Research Day at the Capitol.

- c. Board of Governors – Robin Riner (5 minutes)

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1. We met on December 4, 2024. As always the full agendas are available on the website with all of the details and reports.
 2. Four action items were approved
 - i. Acquisition of property on 4th Ave: This is an expansion of the Cybersecurity property.
 - ii. Re-allocation of some deferred maintenance funds: We came under budget on many projects, so we were able to fund new projects.
 - iii. Final audited financial report: We were no adjustments.
 - iv. Athletics personnel contract
 3. President's report
 - i. We are on pace to eliminate of deficit by 2027.
 - ii. We are now staffed adequately to sustain growth. For now, we are going to be holding our staffing numbers.
 4. Next meeting – February 5th in Shawkey
 5. My virtual office hours will be held on February 3rd from 9-10am
 - d. Advisory Council of Faculty – Amine Oudghiri-Otmani (5 minutes)
 1. We have not met since the last Faculty Senate meeting.
 2. Next meeting – January 24 at 1pm over Zoom.
 - e. Graduate Council – Richard Egleton Absent (Report provided by Chair Schulenberg) (5 minutes)
 1. This committee has not met since the last Faculty Senate meeting.
 2. Next meeting – January 31st at 1pm in a hybrid format in MSC 2W16 and on Teams.
 - f. Student Government Association – Brea Belville (5 minutes)
 1. SGA Approved SRA 225 Resolution in Support of Student Participation in the Marshall University Shared Governance Charter.
 2. Club advisors – We still have funding available. We committed \$20,000 to student organizations and have not met that threshold yet, so please encourage clubs to apply for funding.
 3. In February, we will be participating in the Sunbelt Conference food fights. Last year was the first year for this. Sunbelt schools compete in a food drive. Last year, Marshall won! We would like to continue that tradition. Please encourage clubs or students to donate.
6. Standing Committee Liaison Reports
- a. Academic Planning Committee – Daniel O'Malley (4 minutes)
 1. met twice since last report – Oct. 30 and Dec. 10 and voted:
 - i. to continue 12 programs at the current level,
 - ii. to expand/develop three programs due to increases in demand,
 - iii. to approve two Intent to Plan proposals, using the new Courseleaf CIM system.
 - b. Athletic Committee – Tom Hisiro (4 minutes)
 1. We have not met since the last Faculty Senate meeting.
 - c. Budget & Academic Policy Committee – Jana Tigchelaar (4 minutes)
 1. We met twice (November 22nd and December 13th).

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2. Discussion
 - i. Attendance and excused absence policies
 1. The Office of Student Affairs is being overwhelmed with requests. Faculty may be overwhelmed with requests as well.
 - ii. Policy for AI
 1. We are in an information gathering stage.
 - iii. Non-classified staff representative on BAPC
 1. Requires Faculty Senate approval
 2. Gave Mariah Young approval to speak at that meeting (case by case basis).
 - iv. Deadlines for course withdrawals
- d. Legislative Affairs Committee – Marybeth Beller (4 minutes)
 1. Met on January 15th
 2. There are three things you need to know about
 - i. Executive orders regarding DEI: We are concerned about the impact that Governor Morrissey’s Executive Order # 3-25 will have on Marshall University, as it bans agencies that receive state funding from using those funds or state property to employ staff in any DEI positions or to require DEI training.
 - ii. Proposed revision in the rules for the House of Delegates: Since our meeting last week Speaker Hanshaw has proposed eliminating public hearings from the House floor. Instead, under the new rules, a committee will have only three days to consider assigned legislation. On the first day the public may speak to the committee if the chair recognizes the person wishing to speak. The second and third days will be reserved for the committee to deliberate and make decisions on the bill. The new rule also no longer requires committee agendas to be posted to the public in advance. This lessens the ability of the public to know when legislation is going to be taken up.
 - iii. We have submitted a recommendation for the Faculty Senate to take up next month asking the legislature to recognize the value of the governor’s 7 state schools for high school students: the Honors Academy, the STEM Institute, the School for the Arts, the School of Entrepreneurship, the Computer Science Institute, the School of Literacy through Arts, Culture and History; and the School for Tourism. Traditionally schools, including Marshall, have submitted proposals to house these summer programs on their campuses. The programs bring high school students into campus and is a great mechanism for recruitment and it provides mechanisms for faculty and staff to have employment opportunities in the summer. Funding for the Governor’s programs has gotten so low in recent years that many schools can no longer afford to have them on their campuses. The language in our recommendation is gentle, as we are hoping that, if the Faculty Senate

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passes it, Brad might use it as a vehicle for including funding restoration in his talks with legislators.

- e. Library Committee – Margie Phillips (4 minutes)
 - 1. We have not met since the last Faculty Senate meeting.
- f. Faculty Development Committee – Chair/Liaison (Report given by Chair Schulenberg) (4 minutes)
 - 1. We still need a volunteer to serve as a liaison for this committee.
 - 2. On January 15th, the Chair of the committee sent out an email that INCO applications are due by February 1st.
- g. Physical Facilities & Planning Committee – Jamey Halleck (4 minutes)
 - 1. We have not met since the last Faculty Senate meeting.

7. Other Requests to Speak

The meeting was adjourned at 4:55 p.m.

Respectfully Submitted:

Melinda Varney

Melinda Varney, Assistant Chair, Faculty Senate

MINUTES APPROVED BY FACULTY SENATE:

Dr. Shawn Schulenberg, Chair
Faculty Senate

Date Signed

MINUTES READ:

Brad Smith, President
Marshall University

Date Signed