

Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

**MEMBERS PRESENT:**

Nathaniel Ramsey, Sarah McDermott, Heather Stark, Sandy York, Jamey Halleck, Uyi Lawani, Kevin Levine, Margie Phillips, Amanda Thompson-Abbott, Jerry Dooley, Conrae Lucas-Adkins, Mike Huesmann, Tim Melvin, Feon Smith, Ammar Alzarrad, Simon Shim, Jodi Cottrell, Angela Graham, Shikeal Harris, Lisa Muto, Alysha Nichols, Marybeth Beller, Puspa Damai, Shoshannah Diehl, Marianna Linz, Boniface Noyongoyo, Daniel O'Malley, Shawn Schulenberg, Jana Tigchelaar, Anthony Viola, Raid Al-Aqtash, Kelly Beatty, Rick Gage, Philippe Georgel, Sean McBride, Kyle Palmquist, Devon Wright, Stephen Young, Eva Patton-Tackett, Nitin Puri, Ji Bihl, Ruhul Amin, Tiffany Davis, Mindy Varney, Tom Hisiro, Kelli Johnson, Larry Sheret.

**MEMBERS ABSENT:** Leah Turley, Henning Vauth, Tanvir Chowdhury, Ross Salary, Zach Garrett, Brandy McGhee, Clinton Brown, Megan Marshall, Jessica Buerck, Usha Murughyan, Jinju Wang, Michael Hambuchen, Mary Platz, Jen Sparks.

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

**EX-OFFICIO, VOTING/NON-VOTING MEMBERS ABSENT:**

**PARLIAMENTARIAN:** Zeli Rivas

**SENATE STAFF:** Hailey Bibbee

**GUESTS:** In person – Brad Smith, Avi Mukherjee, Anne Axel, Matt Tidd, Stephen Tipler, Doohee Lee, Mary Beth Reynolds, Shane Welch, Brian Morgan, Karen McComas, Jerry Ross, Wesly Stites, Brian Antonsen, R.B. Bookwalter, Maria Grindhart, Vicki Stoeher, Jodie Penrod, Brandi Jacobs-Jones

Via Teams – Timothy Long, Michael Prewitt, Uyi Lawani, Glen Midkiff, Margie Phillips, Sherri Step, Jerry Ross, Sonja Cantrell-Johnson, Paris Webb, Teresa Eagle, Penny Koontz, Michelle Biggs, Jodie Penrod, Larry Sheret, Juan Sanabria, Julia Spears, Ji Bihl, Jessica Lowman, Nancy Lankton

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

1. Approval of Proposed Agenda - approved

2. Approval of Minutes – approved with an amendment to correctly identify Amine Oudghiri-Otmani, Advisory Council of Faculty, as present and an Ex-Officio, Voting member of Faculty Senate.

3. Chair Announcements – Chair

1. *The President has signed the following documents:*
  - a. *September 16 Executive Committee Meeting Minutes*
  - b. *September 26 Faculty Senate Meeting Minutes*
  - c. *Recommendations 04 and 05. This means the President has signed all recommendations/resolutions that we have sent his way, except 03, which is the Shared Governance Charter.*
2. *At the Executive Committee 10 days ago, there are two items to report:*

Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

- a. *SR 24-25-12 EC: We passed a measure to create an Ad Hoc Catalog Standardization Committee. This committee is charged with proposing recommendations to the Senate regarding:*
  - i. *Determining the standardized placement of content within each section of the undergraduate and graduate program catalogs to promote consistency across all academic programs while respecting the autonomy of programs over their content.*
  - ii. *Defining the types of catalog changes that require approval from curriculum committees versus those that may be deemed editorial and approved administratively.*
  - iii. *Recommending a staggered three-year process for programs to update their catalog entries, thereby minimizing administrative burdens on curriculum committees and program administrators.*
  - iv. *Providing additional recommendations regarding catalog structure or policies as deemed necessary to enhance the utility and coherence of the catalogs for students and faculty.*
- b. *SR 24-25-13 EC: We considered a measure to update our commencement Marshal and Usher Rotation. There was a question about some ambiguity regarding which colleges are included in the rotation, so this motion was tabled until January.*
3. *The Commencement and Honorary Degree Committees met earlier this month and forwarded relevant names to the President. He will return to us in early spring with recommendation(s).*
4. *The Faculty Technology Committee had its first meeting last week, electing a chair and recording secretary, and began discussing business.*
5. *Search committees are being formed for three upcoming dean searches: the Lewis College of Business, the College of Liberal Arts, and the College of Education and Professional Development. The university hopes to hire all three positions this spring.*
6. *Shared Governance Charter: Each of the families has approved the Shared Governance Charter, except the Graduate Council, who is voting tomorrow. A Meeting of the Families is scheduled for December 9 to discuss any amendments approved by each of the bodies. We hope to bring a version of the charter back to each of the Families for final approval in January. If you have any additional comments/concerns, please email them to me.*
7. *The Campus Community and Safety Work Group met on November 15 and discussed several working topics. Tim Bryan from the LCOB is our Senate liaison there. You all should have received his report earlier today via email. Please reach out to Tim directly if you have any questions or concerns.*
8. *Our next Executive Committee meeting is scheduled for January 13, 2025, for items to be taken up at the Faculty Senate meeting on January 23, 2025. All recommendations and resolutions for those meetings are due at [senate@marshall.edu](mailto:senate@marshall.edu) by January 3, 2025, at 5:00 PM.*

#### 4. CIM Walkthrough - Chair

#### 5. Recommendations/Resolutions

- a. **SR 24-25-06 APC Recommends approval of the Intent to Plan for a B.A., Biological Sciences.**  
– approved
- b. **SR 24-25-07 APC Recommends Programs to Continue at Current Level.** - approved
- c. **SR 24-25-08 APC Recommends the Following Program Develop or Expand due to Demand (BSEE).** - approved
- d. **SR 24-25-09 APC Recommends the Following Programs Develop or Expand due to Demand (BS in MLS, AAS in MLT).** - approved

Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

- e. **SR 24-25-10 CC** Recommends approval of the listed **UNDERGRADUATE DEGREE PROGRAM ADDITION, DELETION, CHANGE** in the following college and/or schools/programs: **CAM; COS; UC (CIM)**. - approved
- f. **SR 24-25-11 CC** Recommends approval of the listed **UNDERGRADUATE DEGREE COURSE ADDITION, DELETION, CHANGE** in the following college and/or schools/programs: **ART 431, JMC 431, PEL 136, PEL 185, ENG 479, DS 210, DS 310, DS 430, DS 450, DS 470, DS 491, STA 426, MUS 171, MUS 260, MUS 172, MUS 203, MUS 204, MUS 206, MUS 207, MUS 208, MUS 235, MUS 237, MUS 245, MUS 252, MUS 253, MUS 254, MUS 255, MUS 256, MUS 257, MUS 258, MUS 265, MUS 266, MUS 267, MUS 268, MUS 269, MUS 374, MUS 174, MUS 407, PSY 430, GLY 100 (CIM)**. - approved

6. Regular Reports

- a. President – Brad Smith (15 minutes)
  - *Thank you, Mr. Chairman.*
  - *Good afternoon from Seattle, Washington.*
  - *I wish I could be with you in person, but I appreciate the opportunity to join you via Teams.*
  - *As we enter the holiday season and wind down the final weeks of the semester, I'm reminded that I'm also approaching my 3<sup>rd</sup> anniversary in this role.*
    - *This confluence of events led me to two reflections:*
    - *The first is how quickly time passes when you count by semesters!*
    - *And the second is how grateful I am to serve alongside you in support of our students and this wonderful institution.*
    - *They say gratitude is when a memory is stored in your heart, and not in your mind ... and as we enter this holiday season, I want to thank you for the gift this experience of serving with you.*
  - *With that sentiment expressed, I want to focus my update today on 3 topics:*
    - *Our continued investment in strengthening our campus culture.*
    - *The shifting post-election landscape & our engagement model.*
    - *And a brief update on our financial health and outlook.*
  - *Let me begin with our campus culture.*
    - *Marshall is a special place.*
    - *At every moment of truth, I'm inspired by the collaboration and commitment that is evident across our campus and community.*
      - *From high school visits, Community & Technical College agreements and record-setting Green & White Days, prospective students, parents and administrators are experiencing Marshall's*

Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

*warmth, growth and potential ...*

- *In classrooms, auditoriums and labs, our faculty continue to inspire minds, advance scholarship, creativity and research ... with strong participation in research symposiums, faculty readings of scholarly publications, and student presentations that showcase their scientific and artistic creations.*
- *In addition, your collective engagement and service on committees is codifying and strengthening our shared governance, advancing our understanding and capabilities in AI, and empowering our shared financial stewardship of the academy through the Incentivized Budget Model ...*
- *Together, we are leading this institution into the next chapter of great, unified by a shared blueprint – Marshall For All, Marshall Forever.*
- *Every voice matters and every contribution counts ... with a commitment to learn and adjust as we lean forward together.*
  - *In that context, we recently closed out our second annual employee engagement survey ... also known as our virtual listening tour.*
  - *Nearly two-thirds of our campus participated in completing the survey, which will help us identify areas where we feel things are working well ...*
  - *As well as prioritize areas where we need to take our game to the next level.*
  - *Just as we did last year, we will summarize the results in the coming weeks and share the campus-wide insights and actions to be taken ...*
  - *While teams will focus on what needs to be done in their local areas to create the best environment for our talent to do the best work of their lives.*
- *Which takes me to my second topic, the shifting post-election landscape and our engagement model to ensure Marshall continues to be viewed as a valuable resource to our federal and state leaders in service to advancing our civic and economic aspirations as a state, and as a nation.*
  - ***At the federal level,** West Virginia has strong representation, as Senator Capito ascended to the Chair of the Senate's Republican Policy Committee, the fourth highest ranking Republican in the Senate's GOP majority leadership.*
  - *Partnering with Senator Capito are Senator-elect Justice, a proud son of Marshall, along with Representatives Riley Moore and Carol Miller.*
  - *Across the board at the federal level, we have strong relationships and alignment on the key priorities for the state and how Marshall can play an important role in delivering on these priorities.*
  - ***At the state level,** we have many new players, but they are not new relationships:*
    - *Governor-elect Patrick Morrisey*
    - *Secretary of State Kris Warner*
    - *Attorney General JB McCuskey*
    - *Auditor Mark Hunt*
    - *Treasurer Larry Pack*
    - *And Agriculture Commissioner Kent Leonhardt*
  - *The Legislature's make up has changed slightly:*

Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

- ***In the Senate:** we now have 32 Republicans and 2 Democrats*
- *Senator Bob Plymale retired and we thank him for his many years of steadfast service.*
- *Senator-Elect Scott Fuller and Minority Leader Mike Woelfel will now represent the main campus in the Senate.*
- *A new Senate President will be elected in the coming weeks and new Committee Assignments will be announced at that time.*
- ***In the House:** we now have 91 Republicans and 9 Democrats*
- *Speaker Hanshaw is expected to continue in his leadership role, a new majority leader will be selected and new Committee Assignments will be forthcoming, as well.*
- *Because of the newly elected governor entering office in January, the Legislative Session will be pushed back to February to provide time for the Inauguration and his transition into the office.*
- *Based on public reports and speeches, Governor-Elect Morrisey's priorities will focus on right-sizing state government, working to facilitate additional cuts to the personal income tax, examining the Certificate of Need process, looking at occupational licensure reform and continuing to lean in on economic development.*
  - *His transition team is developing working groups on a variety of topics including commerce, transportation, taxes, and education, among others.*
  - *Marshall continues to be engaged and at the table in each of these instances in partnership with our peer institutions.*
  - *In our capacity as a prosperity platform, the Governor-elect appreciates that we are an economic driver for the State of West Virginia.*
  - *Our Marshall For All, Marshall Forever blueprint is grounded in the WV Forward work that the state remains committed to achieving ...*
  - *And this work is supported by our six strategic pillars which is also aligned with the performance-based funding formula for higher education.*
  - *As these new leaders assume their roles, we will continue to partner with them to increase prosperity for our students and their families.*
  - *Our unwavering commitment was once again rewarded in the most recent Special Session, where the Legislature and Governor Justice paved the way for our Aviation program to receive additional funding to build a much-needed second hangar to house our 10 planes and a helicopter, as well as provided funding to support our partnership in assisting other colleges and universities across the state scale their aviation efforts.*
  - *We sincerely thank our elected leaders for their ongoing support for these strategic pillars, as well as their recognition that these programs strengthen our state as well.*
- *As we look ahead to 2025, support for our Advanced Manufacturing Center becomes our next collective priority.*
  - *Serving 300+ companies each year and training more than 900 individuals, MAMC is a nationally recognized leader in manufacturing, apprenticeships and supply chains.*

Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

- *Strengthening partnerships with the College of Engineering and Computer Science, as well as our Institute for Cybersecurity, will only deepen our bench of resources and services for industries and students alike.*
- *In addition to support for Advanced Manufacturing, we will also be seeking federal, state and foundation support to advance our healthcare pillar in areas such as substance abuse, obesity, gerontology and rural health.*
- *Finally, our **Government Relations team will continue to monitor key areas such as PEIA and BRIM**, among others.*
- *There is much to navigate, but we are at the table, engaged in the conversations and focused on the things that matter most to Marshall University and the future of our state.*
- *Which takes me to my third and final topic ... the financial health and outlook of the university.*
  - *As I shared in my last update, our growth in enrollment, research/grants/contracts, as well as housing and athletics revenue...*
  - *Coupled with increased spending discipline in supplies and other services through our Save-to-Serve efforts, has reduced our structural deficit from a projected \$28M to roughly \$17M ...*
  - *We have achieved this while adding critical headcount in the past year to fill interim and vacant positions ...*
  - *As well as passing through pay increases that ranged between 4-6% depending on the job and current pay level - as we strive to ensure everyone on campus is paid at least 80% of the midpoint of the market for their respective role by 2027.*
  - *While we're on pace to rectify our structural deficit by 2027 as we've committed, it will not be without continued hard work and sacrifice.*
  - *As we prepare to transition to the Incentivized Budget Model next Fall, everyone will have increased transparency into the revenue and expenses across campus, as well as assume increased accountability for delivering their share of the task.*
  - *This will include our continued commitment to Save-to-Serve, which will once again require us to reduce our spending in supplies and other services by 5% in the upcoming budget cycle.*
  - *On the staffing front, we will continue to hold firm on current staffing levels, as our recently updated benchmarks reflect our faculty-to-student ratios ... as well as our staff-to-student ratios ... remain a little heavy relative to the number of students we serve.*
  - *We are presently staffed to accommodate 12,800 students ... which is north of where our current enrollment sits ...*
  - *To deliver on our financial commitments, new hires will only be approved if it backfills an existing position ... or if the new position is funded by eliminating an existing position in some other area.*
  - *Our Strategic Hiring Committee has been executing this model for several months, but it's important that everyone understands the context, so expectations are aligned.*
- *Putting a bow around it ... our campus is aligned and engaged ... we are working closely with our newly-elected leaders ... and we are continuing to grow our way out of our structural deficit, complemented with the appropriate level of spending discipline.*



Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

- *We have charted a course to become the most admired and studied university in the nation ... powered by our strategy - Marshall for All, Marshall Forever!*
  - *We are committed to being a 21<sup>st</sup> century prosperity platform that offers an in-demand curriculum ... delivered on-demand with the most contemporary mix of technology and human expertise ... and exemplifying areas of distinctive excellence on a national level.*
  - *We have set bold goals for our 200<sup>th</sup> anniversary in 2037:*
    - *Goals that include placing 100% of our students in a job or continuing education upon graduation, with no student graduating with student loan debt.*
    - *Growing our research, grants and contracts from \$73M today, to more than \$150M while increasing the number of start-ups in the state by 3X.*
    - *And increasing our economic impact in West Virginia from what had been a 18X return for every state dollar invested, to a 30X return.*
  - *We have established momentum, but we recognize that we still have hard work ahead of us ...*
  - *But as we are demonstrating ... by working together, we are setting a new standard for others to see and study.*
  - **Marshall For All, Marshall Forever!**
  - *And with that, Mr. Chairman, I'll conclude my comments and will be happy to take questions.*

**b. Provost – Avinandan Mukherjee (15 minutes)**

*Applications – we are over half way to our goal; distance and grad apps are up, metro is down and transfer is even*

*Enrollment – on our way to meet goal of 2000 first-time freshmen*

*Green and White days have been very popular. Next G & W days are 1/31, 2/1, 3/29*

*Retention – 85% from f24 to s25, University College exploring suspension exemption*

*Dean searches – 3 active searches*

*Moon tree dedicated*

*Commencement is 12/14*

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

*Next meeting is 12/4, agenda will be on the BOG website*

**d. Advisory Council of Faculty – Amine Oudghiri-Otmani (5 minutes)**

*Met 11/21; updates from HEP; discussion about generative AI; discussion about faculty salaries; discussion about evaluation procedures, Corley Dennison state of HEPC update; discussion about West Virginia Educational Resources (WVER) library consortium; OER discussion; ACF business meeting.*

*Upcoming meetings: 1/24/25, 2/21/25, 4/18/25.*

**e. Graduate Council – Richard Egleton (5 minutes)**

*Meeting 11/22, discussing Shared Governance Charter, Grad Studies Plan on a Page, and benchmarking grad support.*

**Marshall University Faculty Senate**  
**MEETING MINUTES**  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

**f. Student Government Association – Brea Belville (5 minutes)**

*Just completed Memorial Fountain Ceremony, Month of Service (MU collected 1248, WVU couldn't count... I mean get an accurate count), club funding is still available*

**7. Standing Committee Liaison Reports**

**a. Legislative Affairs Committee – Marybeth Beller (4 minutes)**

*The Legislative Affairs Committee will meet on December 2, at 11:00 in Teams.*

*Our current concerns lie with proposed PEIA increases and Governor-Elect Morrissey's indications that he favors privatization, which will likely mean more money being reallocated from public education to home schooling and charter schools. It may also mean the privatization of PEIA and other state organizations.*

*PEIA is proposing the following increases for state agencies (includes higher education), to take effect July 1, 2025:*

- Premium of 14% (average state employee increase will be \$31.50/month)*
- Deductible of 40%*
- In-patient copay increases to \$250*
- Outpatient copay increases to \$250*
- Massage Therapy copay to \$30/\$35*
- Emergency Room copay to \$200*
- Prescription copay to double. Currently \$10/\$25 for generic - will become \$20/\$50 for generic*
- Spousal surcharge of \$350 on average*

*These increases will affect non-Medicare retirees as well.*

*In the West Virginia legislature, the Republican majority gained two seats in the House of Delegates, for a 91-9 majority. In the Senate, the Republicans gained one seat, for a 32-2 majority. Delegate Hanshaw is likely to remain Speaker of the House. The Senate has not yet settled on a new president.*

*December Interim meetings of the Legislature are scheduled for the 8th – 10th.*

*The Legislature will reconvene January 8, 2025 but only for one day, in order to give the new governor more time to put his cabinet and budget proposal together. It will then adjourn and resume the session full-time on February 12th, when session will continue for 60 days.*

**b. University Curriculum Committee – Tim Melvin (4 minutes)**

*The following course changes and additions were approved, with 2 caveats:*

- 1. They will need to be entered in the CIM system*
- 2. The Campus Carry and AI policies will need to be added to the syllabi when the courses are taught.*

*FIN 415 – Not in CIM at all*

*ESS 450 (but a new course number will need to be assigned) – Up to HP chair PEL 136 – HP chair*

*PEL 185, provided that the grading scale is added to the syllabus – HP chair*

*ESS 386, provided that the title is shortened to the maximum number of characters – Not in CIM*

*ENG 479, provided that the grading scale is added to the syllabus – Nothing in CIM*

*Update: ENG 479 is in CIM and has been approved.*

*3 Course Changes, 9 Course additions, 25 Course Inactivations; 6 New Programs*

**c. Faculty Personnel Committee – Liaison/Chair (4 minutes)**

*Shawn*

**d. Research Committee – Philippe Georgel (4 minutes)**

*The Faculty Senate Research Committee met on October 25 and November 1, 2024*

*October 25 meeting*

- 1. The committee met to discuss the Quinlan, Summer research and Research Scholar awards and application submitted for review.*



Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

*The discussion about the research Committee funding was tabled and postponed for an ulterior date allowing for additional information to be provided. The discussions about the Quinlan awards were postponed, due to technical issues.*

*The number and budget submitted indicated that the budgets requested were above the amount available for the committee to distribute. The committee members considered splitting the available funding 50/50 between the two remaining Academic Year Fall 2024 and Spring 2025 award cycles.*

*2. Discussion about increasing the limit of the Quinlan award to \$1,500 to compensate for the inflation (financial limit at \$500.00 for the award has not been changed in more than 20 years). The current limit prevents MU students and faculty from attending meetings on behalf of their academic units and of the university. Suggestions were made to create a sub-committee headed by Dr. Egleton and Dr. Georgel to investigate possible options to increase funding.*

*3. The committee initiated a discussion about reverting the Quinlan award period from two to three awarding rounds per Academic Year to match the INCO award frequency.*

November 1 meeting

*1. Approval of Minutes for April 4th and October 25th*

*2. Discussions and evaluations of the award applications.*

*a. After evaluation of the 25 initial Quinlan applications, **15 submissions were approved for funding.** One application from College of Arts and Media was pushed to the next awarding cycle, two applications from the College of Business were outside the dates covering the Fall Award cycle, two applications from the College of Health Professions were rejected for non-compliance to the application format. One applicant withdrew. The total awarded amount was \$7,438.43.*

***Current guidelines for Quinlan awards** suggest a 50/50 budget split between Round 1 and Round 2 funding cycles making \$7,250.00 available for Round 1. The committee approved the addition \$188.43 for Round 1 funding. The \$188.43 will be deducted from the Round 2 budget.*

*b. **Two applications for Research Committee Funding were approved** for a total of \$500.00. The Round 1 funding cycle was budgeted at \$500.00.*

*c. **Six applications for Student Research Scholar funds were approved** for a total of \$1,493.00. The Round 1 funding cycle was budgeted at \$1,500.00.*

*3. The committee continued discussions regarding the re-instatement of a third cycle for awards and modification to the awards guidelines to streamline the selection process.*

**e. Student Conduct & Welfare Committee – Tony Viola (4 minutes)**

*Met 11/12; discussed excused absences for online asynchronous classes and the automated defibrillators in the dorms*

**f. Faculty Technology Committee – Nitin Puri (4 minutes)**

*Elected Kelli Prejean as Chair*

*Per Jodie Penrod, one IT security training per year, users must authenticate to use Teams etc on mobile devices; users must resubmit VPN access requests yearly.*

**8. Other Requests to Speak - none**

Marshall University Faculty Senate  
MEETING MINUTES  
Thursday, November 21, 2024, 4:00 PM  
Memorial Student Center, Don Morris Room/Microsoft Teams

The meeting was adjourned at 5:07 p.m.

Respectfully Submitted:

*Kelli Johnson*

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Kelli Johnson, Recording Secretary  
Faculty Senate

**MINUTES APPROVED BY FACULTY SENATE:**

  
\_\_\_\_\_  
Dr. Shawn Schulenberg, Chair  
Faculty Senate

January 23, 2025  
\_\_\_\_\_  
Date Signed

**MINUTES READ:**

  
\_\_\_\_\_  
Brad Smith, President  
Marshall University

1/28/2025  
\_\_\_\_\_  
Date Signed