



SHEPHERD UNIVERSITY

BOARD OF GOVERNORS



Meeting Agenda

June 19, 2025

Board Members

Dr. James Cherry, Chair

Austin J. Slater, Jr., Vice Chair

Susan Mentzer-Blair, Secretary

David Avella

Guillermina Garcia Moore

Gat Caperton

Karl Wolf

Henry Kayes, Jr.

Dr. Heidi Hanrahan, Faculty

Jonathan Mason

Kevin Murphy, Classified Staff

Paul Teter, Student

Dr. Mary J. C. Hendrix, President



Board of Governors Meeting

June 19, 2025

Virtual Only

Shepherdstown, WV

4:15 – 6:00 p.m.

[Zoom Link](#) / Meeting ID: 867 3578 2293 / Passcode: 828395

AGENDA

- | | | |
|-----------|---------------------------------------|------------------------|
| 4:15 p.m. | 1. Call to Order | Chair Dr. James Cherry |
| 4:16 p.m. | 2. Public Comments | |
| 4:17 p.m. | 3. Oath of Office – New Member | |
| 4:19 p.m. | 4. Advice of Counsel | |
| | a. Implementing HB3279 | |

Consent Agenda

- | | | |
|-----------|---|--------------|
| 4:25 p.m. | 1. Consent Agenda Items | Chair Cherry |
| | a. Consent Agenda | |
| | b. Approval of the Addendum to the Minutes of the Meeting of February 13, 2025 | |
| | c. Approval of the Minutes of April 17, 2025 Board Meeting | |
| | d. Approval of the Athletic Program Philosophy | |
| | e. Approval of Changes in Administrative Alignments | |
| | f. Ratification of the Approved Consent Agenda Resolution in the April 17, 2025 Meeting | |

Presentation Agenda

- | | | |
|-----------|--|--|
| 4:26 p.m. | 1. President's Report | President Hendrix |
| 4:40 p.m. | 2. Faculty Senate Annual Report | Dr. Larry Daily, President of the Faculty Senate and Professor of Psychology |
| 4:50 p.m. | 3. Report of the Academic Programs and Development Committee | Mr. Gat Caperton |
| | a. Academic Affairs Division Update | |
| | b. University Foundation Update | |
| 5:00 p.m. | 4. Report of the Enrollment, Student, and Community Affairs Committee | Ms. Susan Mentzer-Blair |
| | a. Athletics Director's Annual Report | |
| | b. Enrollment Management Division Update | |
| | c. Student Affairs Division Update | |



- 5:10 p.m. 5. **Report of the Finance and Facilities Committee** Mr. Henry Kayes, Jr.
- a. Capital Projects Annual Report
 - b. Quarterly Financial Report: 3rd Quarter FY2025
 - c. Proposed FY2026 Annual Budget
 - d. Proposed FY2026 Capital Initiatives
 - e. Approval of the FY2027 Capital Funding Priorities
- 5:30 p.m. 6. **IT Systems Compliance with Gramm-Leach-Bliley Act (GLBA)** Dr. Scott Barton, Vice President for Finance and Administration
- Discussion Agenda
- 5:40 p.m. 1. **Election of Officers for 2025-2026**
- 5:41 p.m. 2. **Election of Audit and Nominating Committees**
- 5:42 p.m. 3. **Proposed Meeting Schedule for 2025-2026**
- Regular Session
- 5:43 p.m. 1. **New Business** Chair Cherry
- 5:45 p.m. 2. **Possible Executive Session**
- a. Briefing on Pending Legal Matters and potential real property transactions
- 6:00 p.m. **Adjournment**

CONSENT AGENDA

Per the Board's Consent Agenda protocols:

- 1) Any member may email the Board Chair and the President to request extraction of one or more items from the Consent Agenda and inclusion in the Discussion Agenda. Any such request should be emailed before end of day Sunday, June 15, 2025. The Agenda Book would not be re-formatted, but the formal Agenda for the meeting would be adjusted to accommodate such requests, and modified draft resolutions would be completed and distributed prior to the June 19 meeting.
- 2) During the Board meeting, as the Consent Agenda is initiated, any member may move the extraction of one or more items to the Discussion Agenda. Upon a majority vote of the Board, the agenda would be so modified.

The following resolution is recommended for adoption by the Board:

RESOLVED, That the Shepherd University Board of Governors approves:

- 1) Addendum to the Minutes of the Meeting of February 13, 2025;
- 2) The Minutes of the Meeting of April 17, 2025;
- 3) The Athletic Program Philosophy;
- 4) Changes in Administrative Alignments; and
- 5) Ratification of the Approved Consent Agenda Resolution in the April 17, 2025, Meeting, each as presented in the Agenda materials of June 19, 2025.

**SHEPHERD UNIVERSITY
BOARD OF GOVERNORS**

**ADDENDUM TO THE MINUTES OF THE MEETING OF
FEBRUARY 13, 2025**

During the Executive Session of the meeting of February 13, 2025, the Board took up the following matters of honorary content, public notice thereof to be withheld until after the public announcements relating to the May 2025 Commencement ceremonies.

AWARDING OF HONORARY DEGREE TO HOPPY KERCHEVAL

M (Teter), S (Cherry), PASSED, all members participating by audio feed were polled, that the following resolution be adopted by the Board:

RESOLVED, That the Shepherd University Board of Governors approves the awarding of the Honorary Doctor of Humane Letters to Hoppy Kercheval and directs that this action be reflected in the Board's meeting minutes following the public announcement of this conferral of honors.

AWARDING OF HONORARY DEGREE TO PETER LOGE

M (Slocum-Schaffer), S (Caperton), PASSED, all members participating by audio feed were polled, that the following resolution be adopted by the Board:

RESOLVED, That the Shepherd University Board of Governors approves the awarding of the Honorary Doctor of Humane Letters to Peter Loge and directs that this action be reflected in the Board's meeting minutes following the public announcement of this conferral of honors.

Dr. James Cherry
Chair

Susan Mentzer-Blair
Secretary

SHEPHERD UNIVERSITY BOARD OF GOVERNORS

MINUTES OF THE MEETING OF APRIL 17, 2025

The Shepherd University Board of Governors met on April 17, 2025, in a regular meeting. Members participating were: Gat Caperton, Dr. James Cherry, Henry Kayes, Jr., Susan Mentzer-Blair (audio-visual feed), Guillermina Garcia Moore, Kevin Murphy, Austin J. Slater, Jr., Dr. Stephanie Slocum-Schaffer, Paul Teter, and Karl Wolf.* Also present were Shepherd University President Mary J.C. Hendrix, members of the executive leadership team, and others. Board members David Avella and Jonathan Mason were absent from the meeting.

1. PUBLIC COMMENTS

Dr. Carrie Messenger made public comments regarding constituent-member voting rights being removed by new legislation. The Chair thanked Dr. Messenger for sharing her comments. He said he wants to make it crystal clear that the Board understands that the faculty, classified employees, and student government representatives work hard to represent their constituents. He further stated that the Board and University President had made efforts to support these representatives during the legislative process but had felt it was important and might be more effective to do so through private communications rather than public statements. He acknowledged that some people had perceived otherwise and emphasized that they were incorrect in those assumptions.

2. RECOGNITION OF EMERITUS/EMERITA FACULTY AND STAFF

Dr. Jack DeRochi, Provost and Vice President for Academic Affairs, presented to the Board: Dr. Kathleen Reid, Professor of Economics, *Emerita*, and Dr. James B. (JB) Tuttle, Associate Professor of Education, *Emeritus*. Ms. Tammy Gill, Director of Human Resources Operations, presented to the Board: Ms. Sharika Abdul-Muhaimin, Administrative Associate, *Emerita*.

3. CONSENT AGENDA ITEMS

M (Caperton), S (Slocum-Schaffer), PASSED, all members participating by virtual feed were polled, that the following resolution be adopted by the Board:

RESOLVED, That the Shepherd University Board of Governors approves:

- 1) The Minutes of the Meeting of February 13, 2025,
as presented in the Agenda materials of April 17, 2025.

4. **PRESIDENT'S REPORT**

President Hendrix provided an overview of the University's progress on meeting goals for 2024-2025, and updates on the outcome of Administrative Prioritization, the East Campus Gateway Project, the Agri-business Building at Tabler Farm, newly awarded grants, and Day of Giving. An update was also provided on the Governor's Special Initiatives and the 2025 Legislative Session. Dr. Hendrix noted that the new Vice President for Development and Annual Giving will join the staff on June 2, 2025.

5. **DINING HALL / MULTIPURPOSE BUILDING PRESENTATION**

Dr. Scott Barton, Vice President for Finance and Administration, and Mr. Eric Lewis '95, provided the Board with an update on the Dining Hall / Multipurpose Building project.

6. **REPORT OF THE ACADEMIC PROGRAMS AND DEVELOPMENT COMMITTEE**

On behalf of the Academic Programs and Development Committee, Dr. Slocum-Schaffer provided a brief update of the Committee's discussions which included an Academic Affairs Division Update and a University Foundation Update. Dr. Slocum-Schaffer invited Dr. DeRochi to provide a Dual Enrollment update as well as his vision for his new role.

7. **REPORT OF THE ENROLLMENT, STUDENT, AND COMMUNITY AFFAIRS COMMITTEE**

On behalf of the Enrollment, Student, and Community Affairs Committee, Ms. Mentzer-Blair invited Mrs. Holly Morgan-Frye, Vice President for Student Affairs and Director of Community Relations, to provide a brief update of the Committee's discussions which included the Campus Safety Annual Data Report, the Faculty Athletics Representative (FAR) Annual Report, an Athletics Division Update, and a Student Affairs Division Update. Ms. Mentzer-Blair invited Mr. Will Bell, Interim Vice President for Enrollment Management, to provide an enrollment update. Following that, Chief Maraugh was invited to the podium to provide an update regarding specific items in the Campus Safety Annual Data Report and discussion among members ensued.

8. **REPORT OF THE FINANCE AND FACILITIES COMMITTEE**

On behalf of the Finance and Facilities Committee, Mr. Kayes provided a brief update of the Committee's discussions which included the Human Resources Annual Data Report, a FY2026 Capital Initiatives Preliminary Discussion, a FY2027 Capital Funding Priorities Preliminary Discussion, and a FY2026 Proposed Annual Budget Preliminary Discussion. Dr. Slocum-Schaffer noted that we have heard for years that Shepherd has too many full-time faculty members. She highlighted in the report that Shepherd has a 27-to-1 student-to-full-time-faculty ratio. She further stated that our peer institutions generally have smaller ratios, and several much smaller ratios. She also noted that faculty salaries at Shepherd are below those of our competitors.

9. **NEW BUSINESS**

Slater commented that the Waiver Committee should be reconvened.

10. **EXECUTIVE SESSION**

M (Caperton), S (Moore), PASSED, all members participating by virtual feed were polled, that the following resolution be adopted by the Board:

RESOLVED, That pursuant to Section 4 of Article 9A of Chapter 6 of the W V Code, that the Board enter into executive session for the purpose of discussion of matters relating to personnel matters as to one or more specific persons and as to matters that would be an invasion of privacy if publicly discussed.

Upon arising from the Executive Session, the Board meeting was adjourned.

* The West Virginia Legislature adopted HB3279, which relates to boards of governors, on April 12, 2025. The Legislature adopted the bill as “effective from passage.” HB3279 was approved by the Governor on April 30, 2025. To the degree that HB3279 is deemed to apply to board of governors meetings and actions occurring after April 12 but prior to April 30, it is noted that seven of nine gubernatorial appointees were present and participated in the meeting. On each vote, all seven appointees who were present voted in the affirmative, and on each vote, each constituent member voiced support for the pending motion.

As to each motion or resolution adopted by the Board, each of the three constituent representatives supported the action of the Board.

Dr. James Cherry
Chair

Susan Mentzer-Blair
Secretary

APPROVAL OF THE ATHLETIC PROGRAM PHILOSOPHY

National Collegiate Athletic Association (NCAA) regulations require the Shepherd University Board of Governors to review and approve the institutional Athletic Program Philosophy on an annual basis. The current Athletic Program Philosophy is contained on the following page, and there are no staff recommendations for updates.

SHEPHERD UNIVERSITY
Athletic Philosophy

At Shepherd University, athletes shall be treated as all other students in reference to admissions, scholarships, programs of study, part-time employment, eligibility, and participation in activities representing the University. Shepherd University provides opportunity to all prospective and current members of the student body, faculty, and staff on the basis of individual qualifications and merit without regard to race, sex, sexual orientation, religion, age, national origin, or disability.

The purposes of the University's Athletic Program are to:

- provide friendly competition and cooperation with other colleges and universities in a sportsmanship-like game environment;
- develop the physical, mental, emotional, social and moral well-being of each participant;
- stimulate participants to a high caliber of citizenship;
- furnish recreational value to University students, faculty, and community;
- provide practical experiences for careers in coaching and teaching; and
- provide opportunities for community engagement between athletes, Shepherd University and the greater Shepherd community.

In order that the University may continue to carry on intercollegiate athletics programs pursuant to policies recommended by the Higher Learning Commission, the following minimum standards have been specifically approved by the University.

- a. The conduct of the intercollegiate athletics program is exercised by the President upon the recommendation of the Athletics Committee, which is composed of representatives of the faculty, staff and the student body.
- b. Students who plan to participate in athletics, like all other students, are admitted by the Office of Admissions subject to policies set by the Committee on Admissions and Credits. Athletes are required to maintain the same academic standards as non-athletes.
- c. The award of any student aid, student loan, or student employment to an athlete is made through the regular agency of the University for aid to all students. Such aids are awarded on a basis, which will not discriminate for or against presumed or recognized athletes. An athlete is required to give full and honest return for aid received.
- d. All athletic funds are controlled by the Vice President for Finance and Administration. An audit of the receipts and disbursements of these funds is made annually by the auditors of the State and a report made to the President and to the Board of Governors.
- e. An effort is made to compete with colleges having similar educational and athletic policies.
- f. Consistent with our obligations in the National Collegiate Athletic Association and in our athletics conference, Shepherd University is committed to the principles of sportsmanship and ethical conduct, rules compliance and amateurism. All eligibility rules from these associations govern the intercollegiate program.

APPROVAL OF CHANGES IN ADMINISTRATIVE ALIGNMENTS

In joining the Executive Leadership Team at Shepherd, Dr. Jack DeRochi adds valuable leadership experience in academic administration. As we explore opportunities to enhance the effectiveness of our administrative operations without adding undue cost, we believe it will be helpful to implement a few administrative adjustments during summer 2025. Provost DeRochi has led a dialogue toward the following modest changes, now recommended by our leadership team.

One proposed change would move Enrollment Management within the structure of Academic Affairs. Aligning Enrollment Management under the Provost/Vice President for Academic Affairs (VPAA) will foster improved communication and cohesiveness in the integrated work of enrollment staff and academic administrators and faculty. As the largest division, Academic Affairs will also provide the strongest support and engagement possible for future recruitment and enrollment strategies. Dr. DeRochi's career experiences will serve as a helpful framework and support for Will Bell, who has served as Interim Vice President for Enrollment Management with commitment and dedication, and he will continue to be a vital part of our leadership team as Associate Vice President of Enrollment Management.

Our second proposed change arises in conjunction with our evolving planning toward the future for our Business and Education programs. We would realign the School of Education from the College of Business, Recreation and Education to a direct report to the Provost/VPAA. This change will help in two concrete ways. First, this recognizes Shepherd's history and tradition as a normal school and reinforces our University's continued leadership role in teacher education across the State. Moreover, this realignment will allow the School of Education to continue to be responsive to the ever-changing needs of teacher education, focusing first on the development of strategic objectives in the domain of 100% online graduate programs, in direct partnership with the Provost. Second, this change also will help the Business programs. Dr. Ben Martz has announced a plan of retirement with sufficient advance notice to allow an effective search and recruitment process. As we initiate that process, this will allow the College of Business and Recreation to move forward with a clearer and more consolidated mission and vision.

If approved by the Board, the implementation of this change for the School of Education will be carried out with a temporary preservation of the existing ways in which faculty of the School engage in faculty participatory governance and committee structures, integrated with the College of Business and Recreation. During the coming academic year, opportunities for broader discussions of our academic structure and our long-term planning across the entire University will be pursued.

These changes would be reflected in a revised Exhibit A to Policy 2, Change In The Organization Of Colleges, Schools, Divisions, Departments Or Other Administrative Units.

Following some informal discussions within Academic Affairs and with the Interim Vice President of Enrollment Management, this vision for realignments was shared with the campus, for comments, in the first week of April. Only a few comments were received.

- Concern was expressed as to Enrollment Management that the offices of Admissions and Registrar each have administrative and regulatory concerns, which may not be adequately represented if there is no longer a Vice President (VP) for Enrollment. Reciprocally, a concern was expressed that the Provost should not be distracted by Enrollment concerns but should focus on faculty and curriculum.
 - During the Assembly meeting in late April, Dr. DeRochi spoke to this. Functionally, he and Interim VP Will Bell are already working dynamically and interactively to improve the integration of faculty into a more effective intuitional student recruitment model. Integrating Mr. Bell more completely into a structural partnership within Academic Affairs leadership will actually help the two of them to work more effectively and efficiently.
- Concern was expressed that the realignment implies some negative connotation as to Enrollment Management staff. That concern is entirely misplaced. The University President and the entire Executive Leadership Team have felt and have expressed great respect and appreciation of the ongoing work of the entire Enrollment Team; they have provided remarkable service to new and continuing students in some very challenging regional and national conditions.
- Concern and question was made as to the suitability and purpose of aligning one academic unit, School of Education, directly under the Provost.
- As addressed at the Assembly, the Provost and the School's faculty agree that it is important to engage the School in this close alignment of the Provost during this transitional year in which the on-line graduate program planning will develop and Dr. DeRochi's experience will be of great assistance to them.

APPENDIX A – JUNE 2025

PRESIDENT

Academic Affairs (Provost and Vice President for Academic Affairs) [1]

College of Arts, Humanities, and Social Sciences (Dean of) [1]

Department of Contemporary Art, Communications, and Theater [2]

School of Music [2]

Department of English, History, and Modern Languages [2]

Department of Social and Applied Behavioral Sciences [2]

College of Business and Recreation (Dean of) [1]

Department of Business, Accounting, Economics, and Finance [2]

Department of Recreation, Sport, and Exercise Science [2]

College of Science, Technology, Engineering, Mathematics, and Nursing (Dean of) [1]

Department of Natural and Physical Sciences [2]

Department of Computer Science, Mathematics, and Engineering [2]

School of Nursing [2]

School of Education [2]

Graduate Studies [2]

Ruth Scarborough Library [2]

Admissions [2]

Registrar [2]

Finance/Administration (Vice President for) [1]

Finance [2]

Financial Aid (Director of) [2]

Information Technology Services [2]

Office of Sponsored Programs [2]

Physical Plant [2]

Student Affairs (Vice President for) [1]

Campus Services [2]

Athletics [1]

Development [1]

University Communications [1]

General Counsel [1]

RATIFICATION OF THE APPROVED CONSENT AGENDA RESOLUTION IN THE APRIL 17, 2025 MEETING

During the April 17, 2025 meeting, the Consent Agenda consisted solely of the adoption of the Minutes of the February meeting. The April 17 motion on the Consent Agenda was seconded by Faculty Representative Dr. Stephanie Slocum-Schaffer, before being voted in approval by all board members. As noted in Section 1-c of this Agenda Book, preceding:

The West Virginia Legislature adopted HB3279, which relates to boards of governors, on April 12, 2025. The Legislature adopted the bill as “effective from passage.” HB3279 was approved by the Governor on April 30, 2025.

The general consensus of the West Virginia legal community is that when a bill is “effective from passage” and signed multiple days later by the Governor, the bill’s content is deemed to relate back to the date of passage, and not delayed by the pending gubernatorial signature. The impact of this is that the three constituent representatives might be deemed to not have authority as a voting member of the Board when the Shepherd Board met on April 17. Further, there is substantial concern as to the legal legitimacy of a non-voting, advisory member making a motion or seconding a motion as to substantive resolutions in the Board’s business. The February meeting minutes are of heightened sensitivity as to any conceptual question of validity, because those minutes document the approval of changes in Tuition and Fees. To eliminate any risk of a challenge, this Ratification would confirm the Board’s action as to that resolution.

PRESIDENT'S REPORT

Advancing Shepherd University

Vice President for Development and Annual Giving Named: President Hendrix announced that Dr. Kelly Hart was selected to serve as Vice President for Development and Annual Giving. This will be a homecoming for Hart, who previously served as Shepherd's Vice President of Enrollment Management from 2020 to 2024. She left to become the Chief of Staff at Mitchell College in New London, Connecticut last January.

Students Present at WV Literary Symposium: Shepherd English majors took center stage during the WV Literary Symposium, hosted at Fairmont State University on April 5. Heather Gilman, Alyssa Schlaefli, and Jordan Valdes gave a three-part presentation titled Meet Me at Dawn: An Exercise in Grief, which originated as a group project for Dr. Betty Ellzey's seminar on British drama. The presentation explored how playwright Zinnie Harris utilizes poetic dialogue, formal and dramatic conventions, and characterization to explore grief. Gilman, whose paper focused on Harris's use of poetic dialogue, said the project inspired her recently completed senior capstone.

Global Strategy Session: International leaders in Photobiomodulation (PBM) gathered at Shepherd for a day of strategic planning and recognition. The April 28 session included both virtual and in-person attendees from across the United States and around the world, including participants from Canada, Australia, and France. "Shepherd University continues to play a leading role in PBM research, education, and service, fostering international partnerships and creating new opportunities to positively impact wellness and patient care," said President Hendrix. "We are grateful to the world-class leaders we are privileged to collaborate with and advance the application of PBM technology for the greater good." Dr. Jennifer Flora, Director of the Center of Excellence for PBM and the Suzanne Shipley Wellness Center, agreed. "This was an extraordinary opportunity to gather thought leaders from around the globe to advance the important work being done in PBM," Flora said. "The strategic planning session allowed us to identify key priorities and strengthen our collaborative efforts to improve outcomes and expand access to this promising modality."

Groundbreaking Ceremony: On May 14, Shepherd broke ground on a new Dining Hall/Multipurpose Building. Faculty, staff, and students joined community members, business leaders, and elected officials to celebrate the start of construction on the facility, which is part of an investment in Shepherd's campus made possible through \$30M from the WV Legislature last year. President Hendrix said the funding was identified thanks to collaboration between state lawmakers, the WV Treasurer's office, and the WV Governor's office. She noted that the investment demonstrates a recognition of the vital role Shepherd plays in the state and the region.

Hall Receives Fulbright-LUT University Graduate Award: Eli Hall, a 2025 graduate of Shepherd, has been selected as the University's first student recipient of a Fulbright U.S. Student Program award. He will use the prestigious award to pursue graduate studies in Finland. The scholarship will allow Hall to enroll in LUT University's (Lappeenranta-Lahti University of Technology) master's program in technology, environment, and societal change. Hall, who recently earned bachelor's degrees in political science, global studies, and environmental studies from Shepherd, said this opportunity will allow him to critically engage with the interaction between people, the environment, and technological developments.

Academic Affairs

- Shepherd students took two of the top three spots in this year's WV Innovation + Business Model Competition (WVIBMC). The statewide business model competition was held on April 30 as part of Bridging Innovation Week, the state's premier entrepreneurship event hosted this year at Shepherd. Students competing in the WVIBMC had to design and present a desirable, feasible, and viable business. Bridging Innovation Week is an annual symposium held in WV to advance entrepreneurship-led economic development. The week-long event included networking and educational opportunities for business owners, current and prospective entrepreneurs, and entrepreneur-serving organizations.

Athletics

- The Athletics Department completed its five-year strategic plan in May, outlining its mission, vision, and six key priorities, each with specific goals and annual benchmarks to guide the continued success of the Department. The Plan will be available on the Athletics website and is included as part of the June 19 Athletics Director's Annual Report to the Board of Governors.
- The University will submit a preliminary report to the NCAA by July 1 as part of the agreed-upon penalties in the investigatory process just concluded. The athletics administration is working to implement the changes in 2021-2023 data and statistics impacted by the vacated wins and individual records.
- The women's softball team was runner-up in the PSAC tournament and advanced to the NCAA Regional Tournament making this the third Rams team to advance to a NCAA National Tournament this year.

Campus Services

- Conference Services hosted [Bridging Innovations Week](#) (BIW) the week of April 28, bringing more than 500 guests to campus. Collective revenues across campus departments were approximately \$31K.
- Wellness Center Photobiomodulation Lab net revenue should exceed \$60K for FY2025. There are currently 51 recurring memberships.
- Bookstore course materials cost data FY2025:

<u>HEPC Cost Category</u>	<u>Fall Semester</u>	<u>Spring Semester</u>
Low (<\$75)	27%	31.9%
High (>\$75)	14%	20.3%
Open Educational Resource (OER)/No Cost	59%	47.8%
Avg Cost of Adopted Materials	\$74.47	\$79.80
Sections with Materials +\$150	23	28

Enrollment Management

- For the class of 2025 (August 2024, December 2024, and May 2025) a total of 540 students earned a Shepherd degree. Shepherd had several multiple degree earners: one graduate student earned double graduate degrees, four undergraduate students earned double undergraduate degrees, and one student earned both an undergraduate and graduate degree within the same academic year (courtesy of the 4+1 pathway).
- Indicators continue to be strong for the incoming Fall class. Deposits for first-year students are up 23% and orientation registrations were up 23% as of June 9. Shepherd will continue to receive applications through August, and the Office of Admissions will work through the summer to enroll students for the Fall semester.

Office of Sponsored Programs *(For detailed information, please visit: [June 2025](#))*

Pending Grant Proposals to Date: May 22, 2025

- Submitted and awaiting decision on award.
- Total FY2025 current pending proposals: \$21,450,557

FY20xx Active Grant Awards to Date: May 22, 2025

- Projected FY2025 revenue from active and closed grants: \$15,125,669
- Total current value of all FY2025 grants (active, awarded and/or closed): \$36,733,988

Grants Snapshot



Student Affairs

- Eight international students were approved for Optional Practical Training (OPT) and are now working in their field of study for one year post-graduation. Three international students were approved for Curricular Practical Training (CPT) and are currently interning in their field of study. Additionally, four international students graduated. In total, 21 international students were enrolled in spring 2025, representing 14 countries: China, Ivory Coast, Germany, India, Israel, Nepal, Sierra Leone, South Korea, Tanzania, Thailand, Trinidad and Tobago, Uganda, Vietnam, and Zimbabwe.
- The Ram Pantry saw 42 more active users this spring compared to spring 2024. Clients made 527 visits—a 52% increase from last spring and 31% from Fall. On average, clients visited 4.6 times per semester. The Pantry was supported by ten dedicated volunteers.
- The Ram Closet saw a significant rise in usage in FY2025 following its relocation to Gardiner Hall and improved organization by volunteers. The number of items adopted increased by 86%, from spring 2024 to spring 2025, and visits by students and employees rose by 88% during the same period.

University Foundation

- WISH (Women Investing in Shepherd) is hosting two June events at Popodicon: The 2nd annual Game Day on June 20, a “friendraising” event with table games, food, and raffles supporting the WISH Operating fund; and the annual Summer Social on June 30, where members welcome prospective new members and highlight the house and grounds.
- The Scarborough Society will host two major events in August: The Annual Gala on August 8 at the Bavarian Inn, featuring a “Phantom of the Opera” masquerade to support major Scarborough Library projects, and the Annual Meeting on August 21 in the Library reading room to celebrate the year’s accomplishments - - all are welcome.

Upcoming Events (For detailed information, please visit: [Shepherd Calendar](#))

FACULTY SENATE ANNUAL REPORT

Dr. Larry Z. Daily, President of the Faculty Senate and Professor of Psychology, will present a report to the Board on the Senate's activities and concerns. His report is included below.

The Faculty Senate has had a busy year and has dealt with several substantive issues. The Senate's work this year involved long and often difficult discussions. I wish to emphasize that the brevity of my summaries below does not reflect the effort expended by the members of the Senate and those we worked with. The issues that the Faculty Senate has worked on include:

- **Administrative Prioritization.** The Senate regularly requested updates from Doctors Tudor and Barton on the administrative prioritization process. The Senate also received a report from the faculty representative on the Administrative Prioritization Committee, Dr. Heidi Hanrahan. In addition, we held a discussion with Dr. Amy DeWitt and Vice President Holly Frye centered on proposals concerning Student Academic Enrichment and Student Success Center and later received feedback from Student Government Association President Paul Teter and Vice President Jackson Heath. Following those conversations, the Senate provided feedback that helped shape the final report which was released on March 17.
- **Approval Process for New Academic Programs.** A significantly revised approval process for new academic programs was announced at the beginning of the 2024-2025 academic year. That process was developed with no input from the faculty and, upon reviewing it, members of the faculty expressed many concerns. After several discussions with Interim Provost Tudor, some of those concerns have been addressed. I am hoping that in the near future, we can come to a resolution about the remaining issues.
- **Department Chair Compensation.** The academic prioritization process created fewer, larger departments. Those "mega departments" require significantly more from the chairs, but the restructuring and prioritization process did not increase compensation commensurate with those increased duties. The Faculty Senate has worked with President Hendrix, Interim Provost Tudor, Provost DeRochi, and Vice President Barton to address the issues, and much progress has been made. Efforts to address the remaining issues are ongoing.
- **Dual Enrollment.** At the beginning of this academic year and in the context of attempts to address the structural deficit, concerns were expressed by members of the Faculty Senate about the financial impact of dual enrollment on campus finances. A series of conversations with Interim Provost Tudor, Vice President Barton, and Interim Vice President Will Bell revealed that dual enrollment is revenue-positive, but that care must be taken to offer sufficient seats to accommodate both dual enrollment students and full-time matriculated Shepherd University students, especially in high demand classes such as core curriculum English and Mathematics offerings.

- **West Virginia House Bill 3279.** This bill stripped the faculty, staff, and student representatives to the Board of Governors of their votes, severely limiting the effectiveness of their representation. The Faculty Senate moved quickly to pass a resolution urging the WV Senate to vote down the bill. That resolution was forwarded to the four Eastern Panhandle Senators and the Senate President. Following the conclusion of the legislative session, the Senate discussed the outcomes of that session with President Hendrix and General Counsel Perdue and held a special meeting to discuss possible responses. In that meeting, the Senate urged that President Hendrix sign onto the public statement from the American Association of Colleges and Universities (see <https://www.aacu.org/newsroom/a-call-for-constructive-engagement>) and we supported her proposal to write a letter to our federal representatives from West Virginia.
- **Document Shredding.** In the context of discussing recycling on campus (there is none), the Senate found that there was a need for a secure way to dispose of old student coursework, advising records, etc. The Senate thanks the President's Office for arranging the May 6 campus-wide shredding event.
- **Technology Strategic Plan.** Senators expressed concerns that there is no campus strategic plan concerning technology. The Shepherd University Constitution charges the Technology Oversight Committee (TOC) with developing a campus strategic plan, but that group had not been meeting. Senate held a discussion with Dr. Robert Warburton (chair of the TOC) and Joanie Raisovich from IT. The TOC has since met and some initial steps toward developing a strategic plan have been accomplished.

ACADEMIC AFFAIRS DIVISION UPDATE

Dr. Jack DeRochi, Provost and Vice President of Academic Affairs will provide the Committee with an Academic Affairs Division Update.

In addition to itemized highlights presented by each unit below, the following are division-wide initiatives that are underway in Academic Affairs:

- Launch of “Shepherd Online”: Following an analysis of potential models to support online education at Shepherd, the University will launch “Shepherd Online” in the next six months. This strategic initiative will intentionally build a portfolio of market-driven 100% online graduate programs that directly serve our region.
- Transformation of Academic Affairs: Based on feedback from faculty and staff, we are initiating a comprehensive and collaborative process to transform our organization to drive programmatic innovation and optimize current successes to scale student enrollment.
- Spring Retention Pilot: Early enrollment data continues to be positive following a collaborative pilot with Student Affairs, Student Academic Enrichment, Enrollment Management, and the Student Government Association. June enrollment report shows 33 more “Continuing Students” registrations than at the same point in 2024.
- Search for New Dean of Science, Technology, Engineering, Math, and Nursing launched on May 18. Review of applications to begin August 1; campus interviews scheduled for the middle of October.

COLLEGE OF ARTS, HUMANITIES, AND SOCIAL SCIENCES

- Shepherd alumna, Lilli Sutton, published her debut novel *Into Thin Air* with HarperCollins.
- Under the guidance of faculty advisor Dr. Jason McKahan, Communication students have launched a student-run TV station, *HerdTV*. The station uses a Comcast PEG (Public, Educational, and Government) channel and fiber-optic infrastructure providing students with a learning experience in a professional-grade media production environment. Unlike traditional internships, Shepherd TV will offer year-round experience and leadership roles for students.
- The School of Music will host the Maryland Boys Choir for their summer camp June 16-20 in the Frank Center and the following week host their own Community Music Program and summer music camps.
- Dr. Denis Berenschot from the Department of English, History, and Modern Languages will present his research at the Congreso Internacional de Literatura y Estudio Hispánico on June 25-27 in Madrid, Spain.

COLLEGE OF BUSINESS, RECREATION, AND EDUCATION

- Students in the Department of Business, Accounting, Economics, and Finance have interacted with more than 100 organizations through guest speakers, internships, and events this year.
- Students and graduates have started numerous businesses. Examples include:
 - DinoQuest Adventures was just opened by MBA student Miguel Aguilar.
 - Lightsome Coffee Trailer was just opened by MBA graduate Molly McCook and MBA 4+1 student Madison McCook. (Football Coach Ernie McCook's daughters)
- Bridging Innovation Week had close to 1,000 attendees over four days while receiving rave reviews. Students, faculty, and University administration interacted with numerous state and business leaders, entrepreneurs, and high school students. Students placed 2nd and 3rd in the statewide West Virginia Innovation + Business Model Competition (WVIBMC).
 - Senior biology and entrepreneurship student, Malakai Hanson placed 2nd for his business Humble Hives which is being started in conjunction with Tabler Farms.
 - Freshman business administration major Logan Moiles and his partner, Jefferson High School senior and dual enrollment student McKenna Valasek, received 3rd place and \$1,000 for their food truck, Simply Smoothies.
- We are pleased to announce that the remaining six students pursuing their degree in Nutrition have successfully completed all the requirements for graduation from this program. Congratulations to each student for your continued efforts and fortitude.
- The Department of Recreation, Sport and Exercise Science celebrated the outstanding academic, athletic, and leadership efforts of ten students all of which are to be commended on their dedication to their respective areas of study (Health Promotion/Exercise Science, Physical Education, and Recreation and Sport Studies).
- Over 60 students and their families attended the pinning ceremony for teacher education candidates as part of the University Ceremonies for the 152nd Commencement.

COLLEGE OF SCIENCE, TECHNOLOGY, ENGINEERING, MATHEMATICS, AND NURSING

- The Bachelor of Science in Nursing will be conducting a fast-track pilot program with eight students this summer. This program will allow students to graduate earlier and begin their careers sooner.
- Future of Nursing and Healthcare Summer Camps: Supported by funds from President Hendrix. Three camps June 10, July 9, and August 5 will be provided to rising 9th through 12th graders to participate in hands-on activities in science and nursing skills labs to learn more about careers in nursing, medicine, and health sciences.
- College of Science, Technology, Engineering, Mathematics, and Nursing Alumni Succeed: The spring saw Shepherd alumni complete their professional degrees with two Master in Physicians Assistants Studies, a Master of Science in Pharmacogenomics, two Doctors of Veterinary Medicine, two Doctors of Pharmacy, a Doctor of Dental Science, four Doctors of Osteopathic Medicine, and two Doctors of Medicine.
- The 2025 West Virginia Academy of Science Annual Meeting (WVAS) was hosted by Shepherd on April 4-5. The event was a great success with Shepherd Students presenting their research work as oral and poster presentations.

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS

- Offices and areas across the University continue to implement tactics identified to deliver the strategic objectives outlined in Shepherd's Strategic Plan, *Transforming Our Future*. Deliverables related to each goal are due by June 2025 and will be integrated into Shepherd's Higher Learning Commission (HLC) submission in spring 2026.
- The four writing teams charged with preparing Shepherd's required 2025 –2026 mid-cycle review for HLC accreditation are nearing completion. Dr. Jason Best, in his capacity as HLC Liaison, is directing and facilitating the work of the writing teams. The following individuals are heading up each section of the report:
 - Dr. Kurtis Adams - Criterion 1: Mission
 - Dr. Bob Warburton - Criterion 2: Integrity: Ethical and Responsible Conduct
 - Dr. Richard Stevens - Criterion 3: Teaching and Learning for Student Success
 - Dr. Scott Barton - Criterion 4: Sustainability: Institutional Effectiveness, Resources, and Planning

STUDENT ACADEMIC ENRICHMENT

- In collaboration with Student Affairs, Admissions, and the Registrar, Student Academic Enrichment (SAE) is coordinating academic advising and course registration for new students during this summer's orientations.
- SAE continues to monitor federal support for its impactful TRIO Programs—Student Support Services and Upward Bound. These programs provide vital academic support, mentoring, and college access services to first-generation, low-income, and underrepresented students, helping them succeed in high school and college.
- We are pleased to welcome Robert Haberstroh as the new professional advisor for the College of Arts, Humanities, and Social Sciences, and Andrew Shultz as the new Director of Career Services. The search for a professional advisor for the College of Business and Recreation is ongoing.
- In partnership with Admissions, Student Success, and several campus offices, SAE is also actively reaching out to continuing students who have not yet registered for Fall classes.
- The Common Reading selection for the 2025–2026 academic year is *Black Bear Creek* by Shepherd alumnus Joshua Cross. Plans are underway for an author presentation in mid-September.

SCARBOROUGH LIBRARY

- The Scarborough Library has submitted a grant proposal to acquire modern, sound-dampening study pods to help alleviate the ongoing shortage of private study rooms. Demand for dedicated student study space continues to exceed available capacity, particularly during peak academic periods.
- Librarians continue to deliver course-integrated instruction sessions, provide personalized research assistance, and maintain an active presence in classroom instruction, new student orientation, and the LEADS (Leadership. Education. Action. Development. Service) program—equipping students with essential research skills and fostering early engagement with library services.
- The Library is closely monitoring usage statistics and cost-effectiveness of electronic resources to make data-informed decisions about renewals and subscriptions, ensuring prudent use of University funds while preserving access to essential academic content.

UNIVERSITY FOUNDATION UPDATE

Ms. Sherri Janelle, Executive Vice President for the Shepherd University Foundation, will provide the Committee with a University Foundation Update.

COMPREHENSIVE FUNDRAISING SUMMARY New Gifts and Pledges 7/1/2024 – 5/31/2025

Gift Category	7/1/2024-5/31/2025		7/1/2023-5/31/2024		7/1/2022-5/31/2023	
Annual Giving	\$1,267,333		\$1,340,637		\$1,286,203	
Endowments	\$906,160		\$1,177,465		\$263,754	
Capital	\$125,320		\$22,825		\$66,787	
Total:	\$2,298,813		\$2,540,927		\$1,616,744	
Donor Category	#Donors 7/1/2024- 5/31/2025	Donors 7/1/2024- 5/31/2025	#Donors 7/1/2023- 5/31/2024	Donors 7/1/2023- 5/31/2024	#Donors 7/1/2022- 5/31/2023	Donors 7/1/2022- 5/31/2023
Alumni	819	\$518,773	997	\$594,832	1,178	\$583,337
Friends	930	\$758,181	1,159	\$646,538	1,320	\$1,535,222
Corporations/Foundations	118	\$413,717	143	\$407,114	168	\$302,440
Others/Estates	149	\$608,142	116	\$892,443	160	\$195,745
Total:	2,016	\$2,298,813	2,415	\$2,540,927	2,826	\$1,616,744

Comprehensive Fundraising Report: 7/1/2024 through 5/31/2025 – New Gifts and Pledges

The comprehensive fundraising report above provides cumulative data from the beginning of the fiscal year through the end of the reporting period, with comparative data for the same period during the prior two fiscal years. It includes results from fundraising programs managed through the Shepherd University Foundation and the University, inclusive of Athletics.

- Total gifts and pledges for the current fiscal year yielded \$2,298,813. This is a 9.53% decrease over the same period in 2024 and a 42.19% increase over the same period in 2023.
- Total Annual Giving for the current fiscal year yielded \$1,267,333. This is a 5.47% decrease over the same period in 2024 and a 1.47% decrease over the same period in 2023.
- Total capital for the current fiscal year is \$125,320. This increase is due to a \$100,000 gift received in December to resurface the soccer field.
- Total donors for the current fiscal year are 2,016, which is a 16.52% decrease over the same period in 2024. Total alumni donors for the current fiscal year are 819, which is a decrease of 17.85%.

The Shepherd University Foundation and Shepherd University have worked together closely to complete an updated Memorandum of Understanding (MOU) to outline expectations between the University and the Foundation. The Shepherd University Foundation Board voted unanimously to accept the MOU at its May meeting. This is a significant step forward, and we appreciate everyone's hard work in making this happen.

The Foundation has started a Request for Proposals (RFP) for an Investment Management Service. RFPs were sent to candidates on June 1. A committee has been formed to review submissions and a recommendation will be made to the Foundation Board in September.

The Foundation extended congratulations to all 2025 graduates who have received a Foundation Scholarship during their time at Shepherd. A letter signed by our Foundation President, Austin Slater, was mailed in June to celebrate their achievements. It is wonderful to see how the Foundation's support made a difference in their academic journeys.

The Foundation is pleased to share that we have recently established four new endowed awards and one annually funded award in support of our most deserving students.

The Foundation is looking forward to an eventful summer. Some upcoming events hosted by the Foundation can be found below:

- **June 20:** Women Investing in Shepherd (WISH) Game day will be held at Popodicon. For more information contact Anne Small at annesmall2130@gmail.com.
- **June 30:** WISH will be holding its annual summer social at Popodicon.
- **August 8:** The 2025 Scarborough Society Gala will be held once again at the Bavarian Inn. This year's theme will be a Phantom of the Opera masquerade, based on the French novel written by Gaston Leroux in 1909. The annual gala provides funds to support and enhance library collections, programs, and technology.
- **August 21:** The Scarborough Society Annual Meeting will be held in the library reading room. This meeting celebrates the Society's accomplishments.

ATHLETICS DIRECTOR'S ANNUAL REPORT

Ms. Carrie Bodkins, Director of Athletics, will provide the Committee with the Athletics Director's Annual Report.

The Division of Athletics had a very positive year, yet not without its challenges. In Fall 2023 and prior to my arrival, it was discovered there were serious compliance issues between Fall 2021 and spring 2023 which were reported to the NCAA. The University spent the academic year working through the NCAA infractions case with our consultant and the NCAA enforcement staff. The NCAA and the Institution signed a negotiated resolution. The outcomes and sanctions of the negotiated resolution include:

- Public announcement about the case and our sanctions;
- Two-year probation period;
- \$5,000 fine;
- Vacation of team and individual records in which student-athletes competed while ineligible; and
- Prospective student-athletes will receive written notification that the University is on probation and the reasons for that before an official paid visit to campus, or before signing an institutional financial aid agreement.

We continue to improve and update our compliance policies and procedures to ensure effectiveness and minimize violations. We aim to meet the deadline requirements for reporting to the NCAA during our two-year probationary period.

An early concern was that the athletic insurance had not been reviewed since 2018. Upon review, we determined that we needed to improve the coverages under our current insurance plan and there was no established process for an annual review of cost. We contracted a broker firm that will find us the most cost-effective coverage for the University, ensuring we meet the needs of our student-athletes and help our athletic training staff with claims. We will continue with this firm moving forward.

In August and September, we lost two of our four athletic trainers, creating a strain on our staff to provide the necessary coverage for our programs and student-athletes. We were able to hire three casual employees to help with athletic training coverage for the remainder of the academic year. We also signed clinical education agreements with Shenandoah University, Frostburg State University, Wheeling University, and West Virginia Wesleyan College. By signing these agreements, we are now clinical sites for master's level athletic training students. Beginning in Fall 2025, we will have two students working with the athletic training department. This opportunity allows these students to gain necessary clinical experience but also provides additional support for our athletic training staff. We have also filled the two open positions and will be fully staffed again in June.

I was charged with engaging an athletics working group comprised of individuals across campus to assess the financial stability, potential deficiencies, and overall efficiencies of the Department. Outcomes from the group showed the following:

- The Department is financially responsible with its spending.
- Resources are limited, especially in comparison to our conference peers.
- The discontinuation of tennis was necessary, and the reallocation of resources would support gender equity deficiencies within the Department.
- The immediate need for an Assistant Athletic Director for Operations and Facilities was noted with a proposal to fill this position this summer.

Upon my arrival, I quickly identified specific areas of focus for the Department:

- Athletics Strategic Plan
- Gender Equity Action Plan
- Improved compliance education with athletic staff, student-athletes, and across campus
- Marketing and branding initiatives
- Best practices for mental health programming and support
- Assessment of the student-athlete experience

It is important to focus on an overarching strategic plan to help guide the Athletics Department moving forward. The Athletics Strategic Plan outlines the mission and vision of the Athletics Department while establishing six priorities and detailing specific goals for each. The Plan is developed with a five-year timeline creating annual benchmarks for the continued success of the Department. As part of the strategic plan, a major element was the Gender Equity Action Plan. The Gender Equity Action Plan is driven by key areas: an annual student interest survey, a roster management plan, increases to scholarships in women's programs, increases in salaries to female staff, and exploration of additional women's programs. Both plans are critical to the functionality of the Department and will help us stay goal-oriented, making educated decisions moving forward. (See attached)

In response to the NCAA infractions case, it was imperative we focus on compliance education across campus. As part of our corrective actions this year we implemented the following:

- Increased ongoing collaboration between the Athletics Compliance Officer, the Registrar's Office, and the Faculty Athletic Representative to ensure proper academic certification of all student-athletes before each academic term starts.
- Reinstated the Compliance Committee comprised of representatives from the Registrar's Office, Financial Aid, Admissions, Director of Academic Advising, Student Affairs, and the Faculty Athletic Representative to meet at least bi-monthly. General Counsel will be added to this Committee beginning next academic year.
- Reinstated compliance procedures regarding eligibility certification.
- The Faculty Athletic Representative will review and sign all eligibility checklists along with the compliance officer, athletic director, and coach. Implemented this academic year.
- Will require representatives from the Registrar's Office and Financial Aid Office to review presentations from the NCAA Regional Rules Seminar beginning this summer.
- The Compliance Officer will attend Regional Rules in person yearly. Attended summer 2024 and summer 2025.

- Completed department-wide, focused compliance training and will continue to educate coaches, staff, faculty, and student-athletes on policies and procedures related to compliance.
- Athletic Department staff received monthly compliance education at department staff meetings on critical legislation, changes to legislation, and more.
- Coaches completed one additional Learning Portal Module per month to enhance education on critical topics.
- Completed beginning and end-of-the-year meetings with student-athletes on compliance education.
- Completed monthly compliance education with the Student-Athlete Advisory Committee (SAAC).
- Education and letters of admonishment for all violations were introduced.
- Rules interpretations emailed to staff citing bylaw when questions or violations occur.
- Email communications to the staff monthly supporting rules education.
- Annual NCAA Compliance Report will be provided to the President.

Brand recognition is vital in sports in today's world and is the front porch of the University in higher education. As such, creating marketing and brand initiatives needs to be at the forefront of planning every academic year. A major focus for the Department this year was a brand-new athletic website and a monthly social media calendar. Both help to build our brand, and engage our student-athletes, recruits, fans, and alumni.

The Director of Athletics, athletic training staff, Senior Woman Administrator, and counseling services partnered to improve how we detect potential mental health symptoms and developed best practices to support the mental health of our student-athletes. The athletic training staff sent out a mental health survey twice a semester to evaluate any potential mental health concerns. If anything was detected, the student-athlete was asked to meet with our Head Athletic Trainer and our Director of Counseling services to discuss available resources. As part of this collaboration, Counseling Services attended the Athletics Department's monthly staff meetings and met with our student-athletes twice during the academic year to provide mental health education and resources.

The Athletic Department sent out an end-of-the-year student-athlete experience survey designed to gather valuable feedback to improve the overall student-athlete experience, which help guide Athletic Department decisions. There were 88 responses which was approximately a 27% response rate. The Department met and exceeded expectations in the following areas: athletic training, strength and conditioning, athletic communications, compliance, and the Director of Athletics. Most of the respondents were pleased with team travel, game-day experiences, and belongingness to the team and University. Dining experiences did not meet a majority of the respondents' needs with options, nutrition, and hours of operation so therefore most respondents were dissatisfied with dining, noting an average or below average experience. Housing somewhat met their needs and student-athletes had a good to average overall experience. In response to the feedback received on the survey, I will be doing a focus visit with several athletic programs to assess specific needs or concerns noted on the survey. We are also in the process of planning specific workshops for student-athletes in the areas of nutrition, mental health, leadership, and financial literacy.

We were fortunate to introduce a Nutrition Station this year for our current student-athletes which was housed outside of the weight room in the Butcher Center. The Station provides healthy snacks for our student-athletes after weight training and conditioning sessions. The snacks included peanut butter and jelly sandwiches, granola bars, and fruit snacks. We were able to support this initiative with the NCAA enhancement money provided by the PSAC.

To financially support individual program expenses, coaches held numerous summer camps, golf tournaments, phone-a-thons, and other small fundraisers. Fundraising is crucial for ongoing improvements and continued success within the Athletics Department. To date, we have raised \$56,472 in SUAC (Shepherd University Athletic Club) memberships, \$121,551 in Gridiron memberships, \$99,150 in sponsorships, and approximately \$120,000 in fundraising activities.

The revenue brought in through external relations helped support the following facility improvements:

- New turf for the soccer field
- Bench covers at the soccer field
- Pitch clock for Fairfax Field
- New tarp for Fairfax Field
- Renovation of batting cages at Sara Cree Field
- Annual maintenance program for baseball and softball implemented

Our students continue to succeed in the classroom.

Academic Achievements

- The cumulative department grade point average for the 2024-2025 academic year was 3.19.
- Our student-athletes Fall cumulative GPA was 3.17 and for spring was 3.22.
- To date, we had 23 Academic All-District selections, 1 Academic All-American, and 1 PSAC Scholar Athlete of the Year. Spring sports awards have not been released.

Athletic Achievements

- Team Accomplishments
 - Women's soccer had a historic run this year winning Shepherd's first PSAC conference championship, becoming Atlantic Region champs for the first time in women's soccer history, and advancing to the NCAA Elite 8.
 - Women's volleyball finished undefeated in the PSAC East, was named PSAC regular season champions, and advanced to the NCAA Regional tournament.
 - Men's basketball finished runner-up in the PSAC and hosted the PSAC basketball tournament.
 - Softball finished runner-up in the PSAC and advanced to the NCAA Regional tournament.
- Individual Accomplishments
 - 34 Conference Player of the Week Honorees
 - 1 National Pitcher of the Week (Softball)
 - 1 Atlantic Region Hitter of the Week (Baseball)
 - 1 PSAC Tournament MVP (Women's Soccer)
 - 1 PSAC Golf Tournament Medalist

- 32 All-Conference Players
- 2 Freshman of the Year Honorees
- 1 Defensive Player of the Year
- 1 Conference Pitcher of the Year (Softball)
- 1 PSAC Fall Top Team Selection (Women's Soccer)
- 21 All-Region Players
- 8 All-American Players
- 2 Coaches of the Year (Women's Soccer and Volleyball)
- 1 Coaching Staff of the Year for the Atlantic Region (Women's Soccer)

In conclusion, I could not be more excited about my first year at Shepherd University. The success we experienced this year across multiple sports is exciting and gives us a wonderful opportunity to continue to build on these successes. Shepherd has a talented group of student-athletes and a dedicated and supportive staff. I am proud to lead the Department and continue to move us forward.



Shepherd Rams

Shepherd University Athletics Strategic Plan

2025-2030



Table of Contents

Introduction from the AD	01
Current Mission	02
Vision and Tagline	03
Priorities	04
Academic Achievement	05
Competitive Success	06
Student-Athlete Experience	07
External Connectivity	08
Program Integrity	09

Introduction from the AD

The Shepherd University athletics department sponsors 13 varsity sports and provides a competitive experience for 350 student-athletes. The Rams are a member of the NCAA Division II and compete in the Pennsylvania State Athletic Conference (PSAC).

I am proud to say our athletics department has celebrated numerous athletic and academic successes and our student-athletes compete at the highest level. Not only are they successful in the classroom and in their sport, but they are also community service orientated and engaged within the campus and local community. The athletics department brings a vibrant atmosphere to Shepherd University and the community. We prioritize our relationships with donors, sponsors, fans, and alumni as their support is critical to our continued success.

The Rams athletic department has a solid foundation in which to build on moving forward. Our strategic plan uses a comprehensive approach to focus on specific priorities and goals to elevate the level of performance within the department. We prioritize our student-athletes and want to make sure they have a well-rounded experience developing specific skills to ensure current and future success. The strategic plan creates annual benchmarks establishing an ongoing commitment to our student-athletes.

Rams athletics are a valued part of the campus community, bringing brand recognition to the University. Shepherd University student-athletes are committed, disciplined, passionate, and resilient. Please join us as we aim high and together, we can achieve more!

Go Rams!

Carrie Bodkins

Director of Athletics



Current Mission

Shepherd University athletics provides an opportunity for committed student-athletes to develop both in the classroom and on the fields of competition. Our mission is to provide a solid foundation for our student-athletes as we guide them to become leaders of tomorrow.

We will recruit and train student-athletes as pillars of communities molding them into strong alumni which Shepherd University can look proudly upon. Our dedicated student-athletes will consistently progress to the best of what Shepherd University has to offer as students and athletes.



Accountability and respect are core values of all Rams which guide our competitive spirit. The athletics department will adhere to all rules that govern the PSAC and NCAA Division II and will be open with all policies and procedures by which we govern to promote the mission of Shepherd University.

Vision and Tagline



Vision

Shepherd University aims to achieve athletic success by bringing brand recognition to the University through NCAA National appearances, establishing ourselves as one of the top programs in the PSAC, celebrating academic successes, and graduating our student-athletes.

Tagline

Aim high and together we achieve more!

Priorities



Academic Achievement

Shepherd University strives to bring the highest level of academic success and is committed to graduating our student-athletes. We prepare our student-athletes for life after graduation.



Competitive Success

The Rams are committed to the competitive success of our athletics programs and will represent the University positively. The University supports the athletics department by providing the resources needed and the staffing to be competitive in the PSAC.



Student-Athlete Experience

Shepherd University prioritizes the student-athlete experience providing essential resources to create numerous opportunities. These include opportunities for personal growth and achievement, development of valuable life skills, and building strong personal connections.



External Connectivity

The Shepherd University athletics department fosters relationships within the campus community and the local community. We work with boosters, sponsors, and donors to provide financial support to individual programs and the department. Athletics markets all teams and continues to build a strong brand that brings brand recognition to the entire University.



Program Integrity

The Shepherd University athletics department is an integral part of the campus community. The department will follow all NCAA Division II membership requirements and bylaws and all PSAC policies and procedures. Athletics is dedicated to gender equity, the financial stability of the department, and the health, safety, and well-being of our student-athletes.



Academic Achievement

- Graduate most of our student-athletes who have exhausted all eligibility.
- Improve our academic success rate within the PSAC.
- Maintain a cumulative GPA of 3.0 and above for the athletic department.
- Strengthen relationships with academic advisors and faculty.
- Provide personal growth opportunities such as work force ready programming and connecting with alumni.
- Ensure we recognize and promote academic success within our campus, PSAC, and NCAA Division II.
- Provide the necessary academic support to promote academic achievement and graduation.





Competitive Success

- Compete at the highest level within the PSAC and NCAA Division II.
- Allocate financial resources to achieve competitive expectations.
- Continue to recruit high level student-athletes.
- Improve retention of student-athletes.
- Hire and retain talented coaches and staff with the holistic approach of Shepherd Athletics.
- Develop an athletics facilities master plan to target facility improvements and additional facilities.
- Create an incentive performance program for coaches and staff.

Student-Athlete Experience



- **Provide athletic wellness opportunities to promote the well-being of our student-athletes.**
- **Furnish modern and up to date facilities, equipment, and programming to support physical health.**
- **Ensure safe and healthy environments providing the necessary resources and staff to support mental health.**
- **Encourage cross-campus connections to integrate the student-athlete completely within the campus community.**
- **Provide opportunities for community service and engagement to give back to the community and promote Shepherd athletics.**
- **Continue to support leadership opportunities in Student Athlete Advisory Committee.**

External Connectivity

- Capitalize on creative marketing strategies by introducing new sponsorship initiatives.
- Develop a robust fundraising plan.
- Identify and solicit new revenue sources.
- Cultivate relationships and solicit athletic donors.
- Integrate more alumni events to encourage engagement and support, especially with younger graduates.
- Create a fan friendly atmosphere with promotional events to improve fan attendance and game day experience.



Program Integrity



- Complete action items in the Gender Equity Action plan and review annually.
- Continue annual assessments of the student-athlete experience through surveys.
- Improve NCAA compliance policies and procedures while strengthening the educational programming with athletic staff, student-athletes, and across campus.
- Increase athletic department revenue.
- Create a budget that shows fiscal responsibility while meeting the needs of the department and each of its athletic programs.



shepherdrams.com



[@SURAMSOOfficial](https://www.facebook.com/SURAMSOOfficial)



[@SURAMSOOfficial](https://www.instagram.com/SURAMSOOfficial)



SHEPHERD
UNIVERSITY



SHEPHERD UNIVERSITY-GENDER EQUITY ACTION PLAN

The Shepherd University Athletics Department is committed to achieving the following goals:

- A. Provide both men and women student-athletes with participation opportunities in substantial proportion to their representation in the student body.
- B. Provide increased athletic financial aid to female student-athletes in the athletic department.
- C. Provide salary increases to our female athletic staff in substantial proportion to their male counterparts.
- D. Provide equivalent benefits, opportunity, and treatment for both male and female student-athletes.

The Shepherd University Athletic Department will engage in specific actions to address the current need to improve and continue compliance with Title IX. The department will engage in the following action items:

- 1. Sports Interest Survey - The Athletic Department will annually survey incoming students to assess the unknown intercollegiate athletic interests and needs of our students to support participation of the underrepresented population. The survey results will be reviewed annually to see if there is a need for adding viable and sustainable sports.
- 2. Roster Management - Develop a roster management plan (see below) beginning Fall of 2025. The plan will be reviewed annually and modified, as necessary.

MALE SPORTS

SPORT	CURRENT ROSTER	MAXIMUM ROSTER	AVERAGE NCAA DIVISION II ROSTER	ADJUSTMENT TO ROSTER SIZE
BASEBALL	33	36	45.1	+3
FOOTBALL	111	105	114.6	-6
MEN'S BASKETBALL	15	14	17.6	-1
MEN'S CROSS COUNTRY	5	8	13.4	+3 (increase helps with participant count)
MEN'S GOLF	11	8	10.5	-3
MEN'S SOCCER	30	28	32.2	-2

FEMALE SPORTS

SPORT	CURRENT ROSTER	MINIMUM ROSTER	AVERAGE NCAA DIVISION II ROSTER	ADJUSTMENT TO ROSTER SIZE
SOFTBALL	18	25	22.5	+7
LACROSSE	23	25	25.2	+2
WOMEN'S BASKETBALL	15	15	15.2	0
WOMEN'S CROSS COUNTRY	6	10	12.2	+4 (the increase helps with participant count)
WOMEN'S GOLF	5	10	8.1	+5
WOMEN'S SOCCER	26	30	28.7	+4
VOLLEYBALL	18	18	17.1	0

3. Develop a plan to increase staff salaries in women's sports with focus to improve equity, consistent with Title IX. A plan will be developed this academic year 2024-2025 with salary increases beginning in Fall of 2025. The Director of Athletics will work with campus leadership to determine the best strategies to implement. (in progress)
 - * Goal: to increase compensation in at least three positions.
4. Review athletically related financial aid for men's and women's athletic programs. Develop a plan to address the needs of increased financial assistance for female athletic programs. (in progress)
 - a) Increase to women's lacrosse beginning July 1, 2025
 - b) Increase to women's soccer beginning July 1, 2025
 - c) Increase to women's cross country beginning July 1, 2025
5. Evaluate current athletic sport offerings. The Director of Athletics will look at viability and sustainability of current athletic programs and do a cost versus revenue analysis of those programs that may not be sustainable. (completed spring 2025)
6. Evaluate the potential for adding additional women's programs.
 - a. Women's Indoor and Outdoor Track and Field
 - b. Women's Swimming
 - c. Acrobatics and Tumbling or Stunt
 - d. Field Hockey

Outcomes of the action items:

1. Annual distribution and review of the sports interest survey.
2. Provide participation opportunities for female student-athletes within at least 10% of the female undergraduate population through:
 - a. increased participation opportunities on existing women's teams in 2025-2026,
 - b. capped roster opportunities for men's team in 2025-2026, and/or
 - c. sponsoring new women's athletic programs.
3. Increase athletically related student aid for female student-athletes by 10%.
4. Increase female staff salaries beginning Fall 2025.

The Gender Equity Action Plan is considered a working document. The document will be reviewed annually and amended as needed.

(Developed 10/29/24)

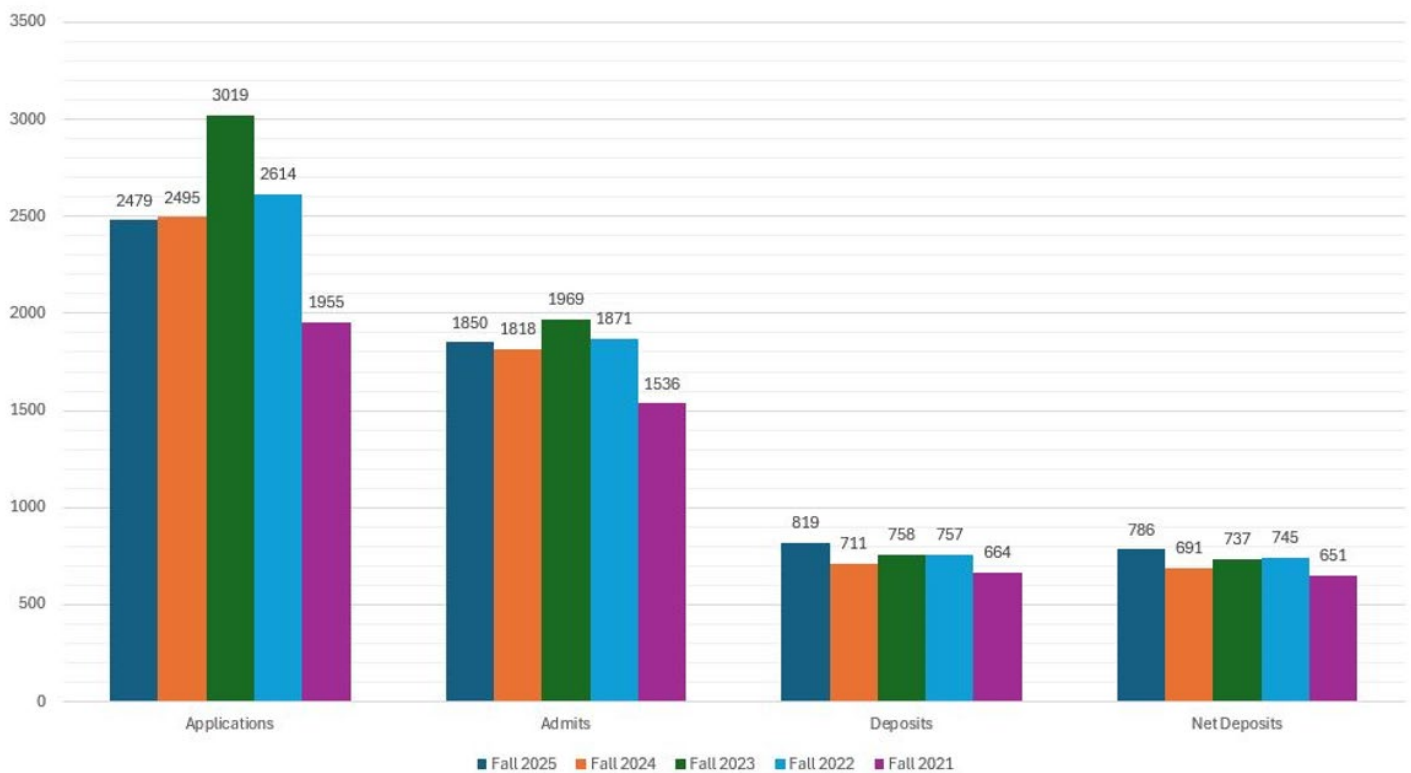
ENROLLMENT MANAGEMENT DIVISION UPDATE

Mr. Will Bell, Interim Vice President for Enrollment Management, will provide the Committee with an Enrollment Management Division Update.

Undergraduate Admissions

Applications for the Fall 2026 cycle have remained flat or slightly down year-over-year. Throughout the year admits and deposits have been up. As of June 9, deposits were up 15%, driven by a 23% increase in first-year student deposits. Orientation registrations have also seen a significant increase to this point; as of June 9, orientation registrations were up 23%.

Fall 2025 Undergraduate Admissions (Freshmen, Transfer, Readmits) 6/9/2025



- The Office of Admissions continues to review and evaluate new applications for the Fall 2025 semester. Admissions staff are preparing for summer orientation sessions; this year's orientation session schedule: June 10, June 12, June 17, July 11, and August 8.
- Admissions staff visited local high school award ceremonies for graduating seniors and mailed certificates to ceremonies that they were not able to attend. In total admissions staff attended 11 award ceremonies and gave out 242 awards.
- The application for the spring and Fall 2026 enrollment cycles will open on August 1. Application review for the spring cycle will follow shortly after the launch of the application. The Fall 2026 application review is expected to begin in mid to late August following the review of the spring applications.
- The Office of Admissions will host two open house events this Fall on Saturday, September 27, and Saturday, November 1.
- With the departure of Emily Liu, Director of International Affairs, on May 30, the Office of Admissions will absorb the onboarding process for new international students. Seana Herald, Senior Admissions Counselor, has been training with Emily since the Fall semester and was working as the Office of Admissions liaison for International Affairs. With Emily's departure, Seana will be the primary person in the Office of Admissions working with our incoming international students.

Fall 2025 Free Application for Federal Student Aid (FAFSA) Update

Shepherd's FAFSA numbers remain strong. Financial Aid continues to package students and is working to finalize aid packages for continuing and new students. Below is the comparison of submissions Shepherd has received.

2024-2025 as of May 22nd		2025-2026 as of June 3rd	
Student Type	Student Count	Student Type	Student Count
01 - Undergraduate	2105	01 - Undergraduate	2773
C - Continuing	1040	C - Continuing	1397
F - New Freshman	884	F - New Freshman	1145
H - Special-HS	26	H - Special-HS	27
M - Transfer/Readmit	6	M - Transfer/Readmit	18
R - Re-admit	15	R - Re-admit	18
S - Special	6	S - Special	5
T - Transfer	128	T - Transfer	163
02 - Graduate	46	02 - Graduate	68
C - Continuing	29	C - Continuing	45
G - Graduate	16	G - Graduate	21
S - Special	1	S - Special	2
No Level Code	695	No Level Code	853
Grand Total	2846	Grand Total	3694

Dual Enrollment

Dual Enrollment applications continue to be strong for the Fall 2025 cycle. Applications and admits are up two percent year-over-year. Barb Kandalis, Coordinator for Dual Enrollment, will continue working with students throughout the summer to admit and register them for Fall classes. Dual Enrollment applications can be submitted until the Fall semester begins.

This spring Barb visited local high schools in Berkeley and Jefferson Counties to assist with the application process, class selections, Accuplacer placement testing, and attended high school award ceremonies. As a part of the award ceremonies, Barb presents certificates to students who earn a 3.0 GPA or higher. She also presents a certificate, cord, and medallion to students who earn at least 12 credits and a 4.0 Shepherd GPA. This year 61 students earned a 4.0 GPA, each earning at least 12 credits this academic year. The average Shepherd GPA for students in the dual enrollment program was 3.39.

STUDENT AFFAIRS DIVISION UPDATE

Ms. Holly Morgan-Frye, Vice President for Student Affairs and Director of Community Relations, will provide the Committee with a Student Affairs Division Update.

Student Recognition Day: The 77th Annual Student Recognition Day was held on April 22 at 4:30 p.m. in the Storer Ballroom, where approximately 100 students were recognized for their leadership and service. During the ceremony, the Oliver S. Ikenberry Award for Distinguished Human Service was given to two senior students who demonstrated the highest qualities of what it means to be a Shepherd Ram. This award is designated for those who exemplify human service to Shepherd University as evidenced by campus leadership, community service, overall achievement, outstanding achievements as evidenced by their leadership, community service, and academic achievement. Those two students were Paul Teter and Taylor Beam.

Residence Life: As of May 27, Residence Life has received 854 residential contracts for Fall 2025. That includes 293 contracts for new residents and 561 for returning residents, increasing +59 contracts from the equivalent year prior date (+32 new contracts, +27 returners). The 854 contracts are above the high-water mark for the Fall 2024 and 2023 enrollment cycles. Residence Life has worked closely with Enrollment Management to conduct targeted messaging to students and parents to drive applications to maximize on-campus occupancy. Retention for returning students is running +9% points ahead of the year prior. Currently, housing counts are charting to exceed the Fall 2025 goal of 790 residents and come close to or exceed the Fall 2023 count of 809.

International Student Support: Mary Beth Myers, Success Coach and International Student Affairs will continue her work with our international students once they arrive on campus, including assisting with VISAs, Optional Practical Training (OPT), and Curricular Practical Training (CPT) opportunities as well as assisting with college readiness and success. Annie Lewin, Director of Title IX, along with Hajra Malick, Success Coach, will be providing support for all our international students while attending Shepherd.

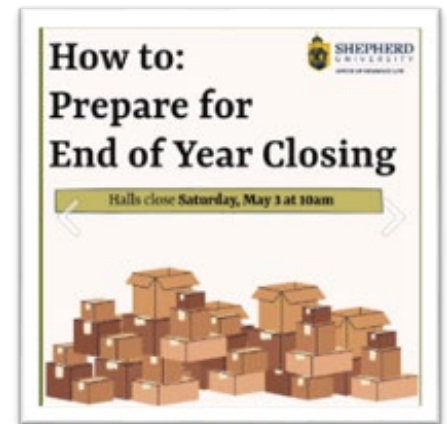
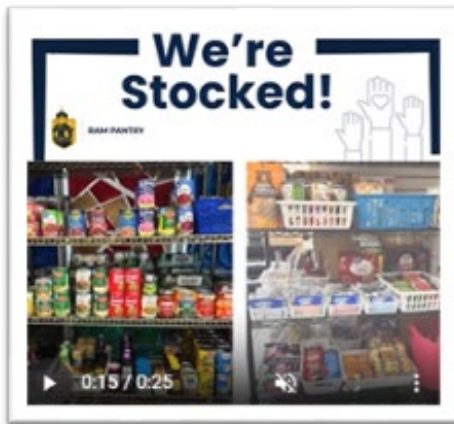
Student Affairs Professional Development Training

- **Accessibility:** In preparation for upcoming mandates from rulings regarding Title II, Jessica Anders, Director of Accessibility Services, and Rebekah Welch, Student Support Specialist, traveled to Austin, Texas, to attend the 2025 AccessU Conference by Knowability. The conference focused on digital accessibility as well as meeting compliance with the updated Title II digital accessibility mandates. Accessibility Services will be busy this summer creating a compliance plan and resources for the campus to be digitally accessible.

- **Violence Risk Assessment:** Jess Anders, Jake Mellow, Dean of Students, and Wendy Baracka, Director of Counseling Services, and members of the Behavioral Intervention Team (BIT) attended the Structured Interview for Violence Risk Assessment Training through the National Association for Behavioral Intervention and Threat Assessment (NABITA), thanks to funding through the West Virginia Higher Education Policy Commission (HEPC) Campus Mental Health Risk Reduction Collaborative Grant. This will enhance our ability to screen for risk of violence to others, as needed, and fits in with our BIT best practices and use of the NABITA Risk Rubric, an evidence-based, best practice for campus safety.
- **Suicide Prevention Training:** Counselors Jami Cross and Karen Martin attended the Collaborative Assessment and Management of Suicidality (CAMS) training offered through Marshall University's Garrett Lee Smith Suicide Prevention Grant Program. CAMS is an evidence-based framework that helps clinicians assess, manage, and treat suicidality through a collaborative, patient-centered approach. CAMS focuses on identifying and treating the root causes of suicidal thoughts, reducing risk, and fostering meaningful recovery.
- **Sexual Violence Prevention:** Wendy Baracka attended the Sexual Violence Prevention Summit May 14-15, in Flatwoods, WV, along with Annie Lewin, to learn, network, and build connections for a safer campus community. Information gained will be incorporated into training modules for Orientation, Resident Assistant and Hall Director training, athletics training, etc.
- **HEPC Student Success Summit:** Julia Franks, Director of the Student Success Center and Chief of Staff for the Division of Student Affairs, and Danielle Stephenson, Success Coach, have been invited to present at the West Virginia Student Success Summit in Charleston, West Virginia. They have been asked to present on both the Shepherd LEADS Program (Leadership, Education, Action, Development, Service) and the new grant-funded Rising Leaders program, highlighting how early intervention programs support student success, retention, and college access. The Summit is hosted by the HEPC, the West Virginia Council for Community and Technical College Education, the West Virginia Department of Education, and West Virginia GEAR UP. It will take place July 22-24 at the Charleston Coliseum and Convention Center. The event will bring together K-12 and higher education professionals from across the state to discuss and mobilize initiatives that support empowered student success.

Shepherd Plays Lead Role in HEPC West Virginia Student Leadership Conference: Shepherd once again played a leading role in the HEPC annual West Virginia Student Leadership Conference from May 21-23 at Canaan Valley Resort. More than fifty student leaders from eleven institutions across the state attended the conference including Shepherd's incoming Student Government Association Executive Board members: Tyler Furbee (President), Logan Morgan (Vice-President), Kierra Westfall (Campus Relations Officer), and Josh Molina (Parliamentarian). Rachael Meads (Director of Student Activities and Leadership), Russell McClanahan (Assistant Director of Student Activities), and Jack Shaw (Assistant Vice President for Campus Services) served on the conference planning team. Additionally, Meads led the conference opening workshop and facilitated a conference roundtable session on best practices in student government programming. Shepherd alums Paul Teter (2025) and Alyssa Roush (B.S. 2019, M.A. 2021) presented workshops on how to utilize a SWOT (strengths, weaknesses, opportunities, and threats) analysis in Student Government Association goal-setting and values-based leadership.

The below images represent events, programs, and celebrations posted on the Division of Student Affairs social media accounts. Student Affairs communicates mostly through the Instagram and Facebook platforms.



Accessibility Services

- Accessibility Services ended the academic year with a total of 359 registered students.

Dean of Students

- **BIT**
 - In AY (academic year) 2024-2025, BIT responded to 157 students through 96 reports to BIT, the most students ever addressed in BIT. Mental Health crises have been the leading referral cause and have significantly increased over the years. This has led to an increased need for responses, especially from Counseling Services and Residence Life as they are the first points of contact in many of these cases.
- **Student Conduct**
 - In AY 2024-2025, Student Conduct responded to 247 Code of Conduct violations and updated five policies within the Student Code of Conduct: Academic Integrity Policies and Procedures, Active Sports and Micro transportation, Hazing, and ID Cards (all updates can be found in the Student Handbook). All 247 violation processes were completed more efficiently (average of 23.7 days from the time of report to sanctions being completed) than in previous years with collaboration efforts between the Dean of Students Office and Residence Life staff.

Counseling Services

- **Sources of Strength**
 - Shepherd University's Sources of Strength (SOS) program sponsored a Spring Campaign and Bake Sale on April 23. SOS peer and professional advisors engaged students, staff, and faculty in identifying their strengths, discussing wellness promotion, and selling homemade baked goods to support future programming needs. SOS raised over \$350.00 for future programming supplies!
- **Student and Faculty Feedback**
 - Counseling Services requested feedback from students and faculty in May on department usage and service satisfaction. Information gained through these evaluations will be utilized to inform programmatic improvements. Response rates for both surveys exceeded expectations with approximately 10% return from faculty and 14% return from students who have received direct services in FY2025. Results are in the process of analysis and will be shared in a future report.

Office of Student Activities and Leadership and Fraternity and Sorority Life

- **Earth Day Celebrated**
 - Shepherd's beautiful campus is a great place to celebrate Earth Day every day. On April 22 the Program Board hosted a celebration in the Midway with succulent planting, tote bag painting, and a farm animal petting zoo. More than 200 students attended the event.
- **Panhellenic Association** assists with the Shepherdstown Senior Citizen Prom
 - On April 27 Shepherd's social sororities came together to decorate and volunteer as hosts for the Shepherdstown Shares Social Seniors' "Seniors in Wonderland" prom at the Shepherdstown Community Club. Women from Alpha Sigma Tau, Delta Zeta, and Sigma Sigma Sigma sororities brightened the night for more than 50 senior citizens who enjoyed dancing to classics and enjoyed a delicious dinner. The intergenerational fellowship was a delight for both the students and the seniors.
- **Midnight Breakfast**
 - Student Affairs hosted the Midnight Breakfast event on April 27 from 10 p.m. to midnight in the Student Center. A total of 267 students enjoyed free food, dancing, and fellowship at this semester's beach-themed celebration. Student Affairs staff served as party hosts, while WSHC spun the tunes, and the Program Board transformed the Ram's Den into an island getaway. The Student Center Games Zone offered free bowling and billiards. Line dancing added to the fun, helping students release stress and celebrate the end of another academic year.

Student Success Center

- **Shepherd Success Academy (SSA)**
 - As of the end of the spring 2025 semester, our 29 SSA students (including 3 added in the spring 2025 cohort) have an average GPA of 2.44, compared to Sample B's average GPA of 1.84. Three rounds of invitations have occurred for the Fall 2025 SSA cohort, resulting in over 100 students invited and 37 students registered so far. Invitations will continue throughout the summer, with success coaches actively engaging students to increase the likelihood they remain registered and participate in the Fall.

- **Student Success Center**
 - Nine Peer Success Leaders successfully supported students during the spring 2025 semester. 12 student meetings were scheduled with Peer Success Leaders, with many more students stopping by the Student Success Center for quick questions during office hours. Peer Success Leaders are required to have three combined office and meeting hours per week, which amounted to 209 office hours completed during the spring 2025 semester. For the 2024-2025 academic year, Peer Success Leaders completed nearly 350 office hours.
 - Weekly Walk-in Hours were hosted at the Student Success Center on Mondays, 2 p.m.-4 p.m. and Thursdays, 9 a.m.-11 a.m. Walk-in Hours are designed to be a short-term success coaching model, and students are not required to make an appointment. For the spring 2025 semester, 40 students utilized walk-in services. 12 first-year students, 13 sophomore students, 12 junior students, and 3 senior students met with a Success Coach during Walk-in Hours, highlighting the reach of this resource.
- **Beacon Early Alert System**
 - The Beacon Early Alert System continued to aid student support through timely reach outs and communication with faculty and staff. 48 notations were posted in Beacon, three being alerts and 45 being updates. The most frequently used categories were health and well-being, academic performance, official withdrawal, and connectedness.
- **Orientation Programming**
 - Six successful Orientation Sessions were held in June. A morning and an afternoon session was held on June 10, 12, and 17, with each date being dedicated to a specific college. June 10 - College of Arts, Humanities, and Social Sciences, June 12 - College of Science, Technology, Engineering, Mathematics, and Nursing, and June 17 - College of Business, Recreation, Education, and Exploratory. On each date over 120 students completed their Fall schedules, attended the Information Fair—where 19 Shepherd organizations were hosted—and had their questions answered. Additionally, sessions specifically for Honors and Dual Enrollment students were held in April, with about 75 students receiving priority registration for Fall classes.
 - The June A-Team consisted of six students, including two lead summer A-Teamers. The A-Team supported Orientation Programs by attending each session. They welcomed students and guests, assisted academic advisors as needed during registration, and played a key role in planning, executing, and supporting Orientation sessions and pop-up events.
 - Four successful pop-up events have been held so far this summer. On June 10 the “Have You ‘Zine’ Your Future” Zine creation event was held in partnership with Accessibility Services. On June 12, both the DIY Fidget Toy event with Accessibility Services and the Hagerstown Flying Boxcars Baseball event with the Alumni Association were held. On June 17, the Wellness Retreat in partnership with Counseling Services, Accessibility Services, and Dining Services was held.
- **Veterans and International Students Support**
 - Eight graduation cords were given out to veterans along with nine challenge coins and veteran Robyn King carried the U.S. flag for the 152nd Commencement Ceremony.

Student Community Service

- On May 10 students who participated in this year's Alternative Spring Break trip collaborated with the commencement committee to sell roses during graduation. This fundraiser brought in over \$800 with support from the Alumni Association.

Title IX

- Collaborated with Eastern Panhandle Empowerment Center (EPEC) to provide resources for Sexual Assault Awareness Month (SAAM), including participation in Denim Day on April 30. The 2025 theme for SAAM ["Together We Act, United We Change"](#) highlighted the importance of working together to address and prevent sexual abuse, assault, and harassment. This campaign focused on enhancing public understanding of sexual violence, amplifying the voices of survivors, and empowering us to work together to promote the safety and well-being of others. Everyone in our communities deserves to live in safe and supportive environments where they are treated with respect. When our workplaces, schools, and communities work together to uphold safety and respect, we make progress in preventing sexual abuse, assault, and harassment.
- Attended the annual WV Sexual Violence Prevention summit in Flatwoods, WV from May 14-15, which provided an opportunity to learn, network, and build connections to create safer communities and reduce incidents of sexual violence on campus and throughout the state of West Virginia. The conference provided opportunities for networking with other campus representatives and obtaining additional information/resources for youth protection, mandatory reporter obligations, and hazing prevention.

CAPITAL PROJECTS ANNUAL REPORT

Dr. Scott Barton, Vice President for Finance and Administration, will provide the Committee with the Capital Projects Annual Report.

FY2024-2025 Projects Scheduled/In Process:		
<u>Byrd Science</u> - HVAC, Roof, Controls Replacements, and LED Lighting Upgrade	Governor's	
Status: Approved. Planned start date - 12/24, new boiler operating end of Oct., received chillers for Dec. install	Office Grants	
<u>McMurren Hall</u> - Roof Replacement	Governor's	
Status: Approved. Waiting on architectural proposal	Office Grants	
<u>Wellness Center Pool</u> - Pool Pac Units (Dehumidification) Replacement	Governor's	
Status: Complete, final control wiring	Office Grants	
<u>"Little House" Remediation</u>		
Status: Approved. Remediation start date - April Start	WISH Grants	
<u>Additional HVAC Upgrades</u> - Student Center, CCA I and II, Dining Hall, and Wellness Center	Governor's	
Status: Approved. In process, installing new efficient system including: heat pumps, major HVAC reno, and controls.	Office Grants	
<u>Dining Hall</u> - Boiler Replacement	Governor's	
Status: Completed	Office Grants	
<u>White Hall</u> - Chiller and Pump Upgrades	Governor's	
Status: Approved. In process, received chiller, est. completion date - 2/25	Office Grants	
<u>\$30M Funds from the State</u>	Governor's	
Status: New Facilities Building construction contract awarded to Morton; site work to begin April 1st. New Dining/ Multipurpose Building contract approved by AG. Site work has started.	Office	
CONGRESSIONAL FUNDING (Financing Approved in Federal Budget Bill)		
<u>Campus Integrated Security Upgrades</u> - Door Locking System, and Purchasing Security and Safety Equipment		\$4,000,000
Department of Justice (DOJ)		
Status: As of 1/23/25, 295 of 362 cameras are installed and active; 76 of 174 access control doors are installed and active; and 57 of 111 "door position only" doors are installed and actively working on the Genetec System. Also, 50 AEDs were delivered and will be installed in strategic locations across campus; two vehicles and one truck have been purchased and scheduled to be detailed as campus police; and two mobile speed cameras are active on Campus Drive.		
<u>East Loop</u> - Environmental Remediation and Demolition of Kenamond and Turner Halls		\$1,475,000
Department of Housing and Urban Development (HUD)		
Status: Both buildings were demolished and land seeded.		
<u>East Loop/Gateway Entrance</u> - Commuter Lot to King St. Egress, C- and K-Lot Reconfiguration, King St. Paving/SI		\$936,000
Department of Housing and Urban Development (HUD)		
Phase I Status: Paving and landscaping completed.		
Phase II Status: RFP for King St. paving and sidewalk demo/reconstruction and asphalt overlay on C- and K-lots bid accepted.		
Approved work has started.		
<u>Academic Classrooms/Auditorium Improvements</u> - Renovate/Revitalize Labs, Classrooms, and Learning Environm		\$2,235,000
Department of Education (DOE)		
Status: Approved. Schedule in process.		
<u>Agricultural Small Business Incubator</u> - Tabler Farm Multipurpose Building, MEP, Equip. Purchases, Well, and Fer		\$1,422,200
Small Business Association (SBA)		
Status: Approved. Multipurpose building under construction		
<u>Chemistry Department Labs and Classroom Improvements</u>		\$609,000
Health Resources and Services Administration (HRSA)		
Status: Bid accepted. In process		
<u>I2 Campus Infrastructure</u> - New cyberinfrastructure dedicated to data-driven research		\$637,210
National Science Foundation (NSF)		
Status: Approved. Infrastructure design in process		

QUARTERLY FINANCIAL REPORT: 3RD QUARTER FY2025

Dr. Barton will provide the Committee with the Quarterly Financial Report: 3rd Quarter FY2025.

As the University continues to advance the implementation of Business Intelligence tools, the presentation of financial information to both the University community and the Board of Governors is being further streamlined. Enclosed are the University's financial statements presented in two distinct formats. The first reflects the traditional format historically utilized by the University, while the second represents the newly adopted format aligned with the Business Intelligence initiative. The University will continue to provide both formats throughout the FY2025 reporting cycle, concluding with the presentation of the 4th Quarter FY2025 Financial Report at the September 2025 meeting.

The 3rd Quarter FY2025 financials are presented in a format that emphasizes the overall results of the fiscal year-to-date. These schedules exclude the results from the Shepherd Entrepreneurial and Research Corporation (SERC).

CASH:

\$47.51M – Increased by \$27.99M

The increase is mainly due to the special funding given to Shepherd by the state (\$30M). The unrestricted cash, specifically, is approximately \$1.1M higher than last year. This along with relatively flat operational expense totals have increased days of cash on hand (unrestricted) by 9 days from Q3 last year.

Unrestricted Days Cash on Hand = 77

TOTAL ASSETS:

\$165.49M – Increased by \$38.05M

In addition to the \$30M, Shepherd has seen increases in Grants Receivable and Capital Assets which accounts for the variance year-over-year for the third quarter.

TOTAL LIABILITIES:

\$43.46M – Decreased by \$4.68M

This decrease is mostly due to a decrease in GASB 68 and long-term payables. There are some decreases in Deferred Revenue from last year at this time. Accounts Payable is also higher with some payments due for larger projects along with reconciliation for P-Card transactions still in process.

TOTAL OPERATING REVENUES:**\$40.65M – Increased by \$8.01M**

Comparing year-over-year, there is a small increase attributed to the sale of the Human Resources (HR) building, but the majority of the difference is a combination of the increase in scholarship allowance and the grant revenue in both the federal and state lines. This includes state aid through the WV Grant and Promise.

TOTAL OPERATING EXPENSES:**\$40.90M – Increased by \$705K**

Compared to FY2024, all expense lines with the exception of Personnel and Benefits are up year-over-year. The Scholarship line is related to the higher WV grant this year. Depreciation is up from the large amount of capital improvements and supplies and utilities rise with usage and cost increases. Excluding the grant-related expenses, Shepherd is up \$308K from Q3 last year.

NONOPERATING REVENUES AND EXPENSES:**\$46.49M – Increased by \$31.96M**

This is attributed largely to the Special funding received by the state. The adjusted change is an increase of \$1.96M overall. State Appropriations and Federal (PELL) are higher than the previous year. Investment income is higher due to the interest on the special funding.

INCREASE (DECREASE) IN NET POSITION:**\$46.24M – Increased by \$39.27M**

The adjusted amount (without the special funding) is \$16.24M which is almost \$10M higher than last year at this time. The vast majority of this can be attributed to grant activity. The Educational and General (E&G) variance (non-grant related) after adjusting for one-time amounts (State Appropriation funding and sale of HR building), Shepherd is at a positive \$1.07M compared to Q3 2024.

SUMMARY:

The University has made progress in reducing the structural deficit and is finding equilibrium between revenue and expenses. The University's focus in FY2025 is on increasing revenue through diversification of sources, as well as, analyzing academic and administrative structure to drive more opportunities for students. Shepherd is also continuing to find ways to strategically invest in the Institution as we move into FY2026.

**Statements of Financial Position
As of March 31, 2025 and 2024**

	<u>3/31/2025</u>	<u>3/31/2024</u>	<u>% Change</u>
Current Assets			
Cash and cash equivalents	\$ 47,510,948	\$ 19,521,333	143.38%
Accounts receivable net	1,855,962	1,671,362	11.04%
Grants and contracts receivable, net	4,491,756	1,189,451	277.63%
Other assets	366,372	387,741	-5.51%
Total Current Assets	\$ 54,225,038	\$ 22,769,887	138.14%
Noncurrent Assets			
Capital assets net	\$ 111,172,329	\$ 104,538,695	6.35%
Loans receivable, net	26,983	42,112	-35.93%
Other Receivables NCA	68,102	94,150	-27.67%
Total Noncurrent Assets	\$ 111,267,414	\$ 104,674,957	6.30%
Total Assets	\$ 165,492,452	\$ 127,444,844	29.85%
Deferred Outflows of Resources GASB 68	\$ 186,870	\$ 580,282	-67.80%
Total Assets and Deferred Outflows	\$ 165,679,321	\$ 128,025,126	29.41%
Current Liabilities			
Accounts payable	\$ 1,306,354	\$ 300,968	334.05%
Accrued liabilities	2,086,097	1,967,565	6.02%
Deferred revenue	3,926,726	6,158,718	-36.24%
Long-term liabilities - current portion	4,222,510	4,779,345	-11.65%
Total Current Liabilities	\$ 11,541,687	\$ 13,206,596	-12.61%
Noncurrent Liabilities			
Advances from federal sponsors	\$ 93,132	\$ 103,588	-10.09%
Compensated absences	485,590	579,762	-16.24%
OPEB	(446,801)	353,099	-226.54%
Net Pension Liability	8,104	52,959	-84.70%
Deposits	199,116	203,776	-2.29%
Bonds Payable - noncurrent	24,462,914	26,214,009	-6.68%
Leases Payable and SBITA - noncurrent	7,112,744	7,419,770	-4.14%
Total Noncurrent Liabilities	\$ 31,914,799	\$ 34,926,962	-8.62%
Total Liabilities	\$ 43,456,487	\$ 48,133,558	-9.72%
Deferred Inflows of Resources GASB 68	\$ 949,466	\$ 1,911,150	-50.32%
Total Liabilities and Deferred Inflows of Resources	\$ 44,405,953	\$ 50,044,708	-11.27%
Net Assets			
Total Net Assets	\$ 121,273,369	\$ 77,980,418	55.52%

Cash (as of March 31, 2025)	
Restricted	38,048,970
Unrestricted	9,461,978
Total	47,510,948
Days of Cash (as of March 31, 2025)	
Total Cash	364 days
Unrestricted	77 days

Cash (as of March 31, 2024)	
Restricted	11,169,149
Unrestricted	8,352,184
Total	19,521,333
Days of Cash (as of March 31, 2024)	
Total Cash	151 days
Unrestricted	68 days

Shepherd University

Statements of Activities

For the Quarters Ending March 31, 2025 and 2024

	<u>3/31/2025</u>	<u>3/31/2024</u>	<u>% Change</u>
Operating Revenues			
Tuition and Fees	\$ 25,638,997	\$ 25,378,277	1.03%
Scholarship Allowances	(15,025,950)	(12,627,890)	18.99%
Federal Grants and Contracts	4,661,617	2,965,383	57.20%
State Grants and Contracts	12,083,955	4,133,494	192.34%
Auxiliary enterprise revenue	12,371,432	12,440,098	-0.55%
Other Operating Revenues	915,917	346,887	164.04%
Total Operating Revenues	<u>40,645,968</u>	<u>32,636,249</u>	24.54%
Operating Expenses			
Salaries and Wages	\$ 17,950,410	\$ 18,517,703	-3.06%
Benefits	4,104,220	4,262,849	-3.72%
Supplies and Other Services	8,898,689	8,380,765	6.18%
Utilities	2,012,989	1,803,555	11.61%
Scholarships and Fellowships	2,702,133	2,334,870	15.73%
Depreciation and Amortization	5,229,877	4,893,315	6.88%
Total Operating Expenses	<u>40,898,318</u>	<u>40,193,057</u>	1.75%
Operating Income/(Loss)	\$ (252,350)	\$ (7,556,808)	-96.66%
Nonoperating Revenues (Expenses)			
State appropriations	\$ 10,705,382	\$ 10,118,121	5.80%
Special Project Funding	30,000,000	-	N/A
Federal Nonoperating revenues	5,254,537	4,498,793	16.80%
Interest on capital asset related debt	(970,562)	(981,607)	-1.13%
Investment Income	410,033	313,040	30.98%
Fees assessed by the HEPC for debt service	(15,929)	(16,621)	-4.16%
Gifts	1,248,313	1,251,336	-0.24%
Other Non Operating Revenues	(137,342)	(649,341)	-78.85%
Total Nonoperating Revenues (Expenses)	<u>46,494,433</u>	<u>14,533,721</u>	219.91%
Increase (Decrease) in Net Position	<u>\$ 46,242,083</u>	<u>\$ 6,976,913</u>	-332.80%

Shepherd University

Statements of Revenue, Expenses and Changes in Net Position



FY2025 Budget Variance

	<u>3/31/2025</u>	<u>Projected*</u> <u>6/30/2025</u>	<u>Budget</u> <u>2025</u>	<u>Projected</u> <u>Variance</u>
Operating Revenues				
Tuition and Fees	\$ 25,638,997	\$ 27,138,997	\$ 26,749,841	\$ 389,156
Scholarship Allowances	(15,025,950)	(15,025,950)	(12,500,000)	(2,525,950)
Grants	16,745,572	22,481,800	22,481,800	-
Auxiliary enterprise revenue	12,371,432	13,071,432	13,151,000	(79,568)
Other Operating Revenues	915,917	1,221,223	425,000	796,223
Total Operating Revenues	\$40,645,968	\$48,887,502	\$50,307,641	\$ (1,420,139)
Operating Expenses				
Salaries and Wages	\$ 17,950,410	\$ 23,395,013	\$ 24,343,498	\$ (948,485)
Benefits	4,104,220	\$ 5,205,627	5,283,752	(78,125)
Supplies and Other Services	8,898,689	\$ 12,064,919	12,347,812	(282,893)
Utilities	2,012,989	\$ 2,882,985	3,128,651	(245,666)
Scholarships and Fellowships	2,702,133	\$ 3,120,000	3,120,000	-
Depreciation and Amortization	5,229,877	\$ 6,973,169	6,000,264	972,905
Total Operating Expenses	\$40,898,318	\$53,641,713	\$54,223,977	\$ (582,264)
Operating Income/(Loss)	\$ (252,350)	\$ (4,754,211)	\$ (3,916,336)	\$ (837,875)
Nonoperating Revenues (Expenses)				
State appropriations	\$ 10,705,382	\$ 14,139,125	\$ 13,734,975	\$ 404,150
Special Project Funding	30,000,000	\$ 30,000,000	\$ -	N/A
Federal Nonoperating revenues	5,254,537	\$ 5,254,537	4,600,000	654,537
Interest on capital asset related debt	(970,562)	\$ (1,294,082)	(1,297,505)	3,423
Investment Income	410,033	\$ 592,270	455,100	137,170
Fees assessed by the HEPC for debt service	(15,929)	\$ (17,000)	(17,000)	-
Gifts	1,248,313	\$ 1,664,417	1,510,000	154,417
Other	(137,342)	\$ (137,342)	119,670	(257,012)
Total Nonoperating Revenues (Expenses)	\$46,494,433	\$50,201,925	\$19,105,240	\$ 1,096,685
Increase (Decrease) in Net Position	\$46,242,083	\$45,447,714	\$15,188,904	\$ 258,810

	<u>Income Statement</u>		<u>March 2025 - Grant/E&G</u>		<u>Income Statement</u>		<u>March 2024 - Grant/E&G</u>		<u>25/24 E&G Variance</u>
	<u>3/31/2025</u>		<u>Grant Funded</u>	<u>Educational & General</u>	<u>3/31/2024</u>		<u>Grant Funded</u>	<u>Educational & General</u>	
Operating Revenues									
Tuition and Fees	\$ 25,638,997		\$ -	\$ 25,638,997	\$ 25,378,277		\$ 25,378,277		\$ 260,720
Scholarship Allowances	(15,025,950)		-	(15,025,950)	(12,627,890)		(12,627,890)		(2,398,060)
Grants	16,745,572		10,741,755	5,998,950	7,098,877		3,265,906	3,832,971	2,165,979
Auxiliary enterprise revenue	12,371,432		-	12,371,432	12,440,098			12,440,098	(68,666)
Other Operating Revenues	915,917		59,199	856,718	346,887		53,936	292,951	563,768
Total Operating Revenues	40,645,968		10,800,954	29,840,147	32,636,249		3,319,842	29,316,407	523,741
Operating Expenses									
Salaries and Wages	\$ 17,950,410		\$ 923,662	\$ 17,026,748	\$ 18,517,703		\$ 721,040	\$ 17,796,663	\$ (769,915)
Benefits	4,104,220		179,525	3,924,695	4,262,849		139,860	4,122,989	(198,294)
Supplies and Other Services	8,898,689		695,172	8,198,651	8,380,765		575,756	7,805,009	393,641
Utilities	2,012,989		13,120	1,999,869	1,803,555		-	1,803,555	196,313
Scholarships and Fellowships	2,702,133		475,011	2,227,122	2,334,870		458,151	1,876,718	350,403
Depreciation and Amortization	5,229,877		-	5,229,877	4,893,315		-	4,893,315	336,562
Total Operating Expenses	40,898,318		2,286,490	38,606,961	40,193,057		1,894,807	38,298,250	308,711
Operating Income/(Loss)	\$ (252,350)		\$ 8,514,464	\$ (8,766,814)	\$ (7,556,808)		\$ 1,425,035	\$ (8,981,843)	\$ 215,029
Nonoperating Revenues (Expenses)									
State appropriations	\$ 10,705,382		\$ -	\$ 10,705,382	\$ 10,118,121		\$ -	\$ 10,118,121	\$ 587,261
Special Project Funding	30,000,000			30,000,000	-			-	\$ -
Federal Nonoperating revenues	5,254,537		-	5,254,537	4,498,793			4,498,793	755,744
Interest on capital asset related debt	(970,562)		-	(970,562)	(981,607)			(981,607)	11,045
Investment Income	410,033		60,946	349,088	313,040		57,630	255,410	93,678
Fees assessed by the HEPC for debt service	(15,929)		-	(15,929)	(16,621)			(16,621)	692
Gifts	1,248,313		115,723	1,132,590	1,251,336		68,994	1,182,342	(49,752)
Other	(137,342)		-	(137,342)	(649,341)			(649,341)	511,999
Total Nonoperating Revenues (Expenses)	46,494,433		176,669	46,317,764	14,533,721		126,624	14,407,097	1,910,667
Increase (Decrease) in Net Position	\$ 46,242,083		\$ 8,691,133	\$ 37,550,950	\$ 6,976,913		\$ 1,551,660	\$ 5,425,253	\$ 2,125,697

Balance Sheet

All Orgs, All Funds, All Programs
Last Closed Month: March, 2025
in Local currency

	FY2023 Q3 - Total	FY2024 Q3 - Total	YoY Change	FY2025 Q3 - Total	YoY Change
Current Assets					
[+] Cash and Cash Equivalents	14,399,946	19,521,333	35.57%	47,510,948	143.38%
[+] Accounts Receivable Net	2,876,232	2,860,813	-0.54%	6,347,718	121.89%
[+] Due from Commission	-	-	0.00%	-	0.00%
[+] Prepaids	276,853	352,244	27.23%	330,273	-6.24%
[+] Loans to Student - Current Portion	35,100	35,100	0.00%	35,100	0.00%
[+] Inventories	814	397	-51.26%	999	151.87%
Total Current Assets	17,588,946	22,769,887	29.46%	54,225,037	138.14%
Noncurrent Assets					
[+] Other Receivables NCA	100,366	94,150	-6.19%	68,102	-27.67%
[+] Loans to Students, Net	77,092	42,112	-45.37%	26,963	-35.92%
[+] Capital Assets Net	104,083,983	101,313,165	-2.66%	108,416,820	7.01%
[+] Right to Use Leased Assets	620,104	2,291,421	269.52%	1,404,059	-38.73%
[+] Subscription based information tech.	-	934,109	0.00%	1,351,450	44.68%
[+] Deferred Outflows of Resources Gasb 68	466,403	580,282	24.42%	186,870	-67.80%
Total Noncurrent Assets	105,347,948	105,255,238	-0.09%	111,454,264	5.89%
Current Liabilities					
[+] Accounts Payable	563,294	300,968	-46.57%	1,306,354	334.05%
[+] Accrued Liabilities	2,253,400	2,171,341	-3.64%	2,285,213	5.24%
[+] Due to Other State Agencies	-	-	0.00%	2,304	0.00%
[+] Compensated Absences - Current Portion	747,262	747,024	-0.03%	660,405	-11.60%
[+] Deferred Revenue	1,510,946	6,158,718	307.61%	3,926,726	-36.24%
[+] Deposits held in custody for others	166,255	203,776	22.57%	199,116	-2.29%
[+] Payables - Current Portion	2,443,484	3,828,545	56.68%	3,360,685	-12.22%
Total Current Liabilities	7,684,641	13,410,371	74.51%	11,740,803	-12.45%
Noncurrent Liabilities					
[+] Advances from Federal Sponsors	151,554	103,588	-31.65%	93,132	-10.09%
[+] Compensated Absences	635,793	579,762	-8.81%	485,590	-16.24%
[+] OPEB	(105,526)	353,099	-434.61%	(446,801)	-226.54%
[+] Net Pension Liability	47,790	52,959	10.82%	8,104	-84.70%
[+] Bonds Payable net of Current Portion	28,242,682	26,214,009	-7.18%	24,462,914	-6.68%
[+] Notes Payable, net of Current Portion	1,214,000	896,000	-26.19%	578,000	-35.49%
[+] Leases Payable, net of Current Portion	6,335,164	6,148,579	-2.95%	6,065,711	-1.35%
[+] SBITA - net of Current Portion	-	375,191	0.00%	469,033	25.01%
[+] Deferred Inflows of Resources Gasb 68	4,223,766	1,911,150	-54.75%	949,466	-50.32%
Total Noncurrent Liabilities	40,745,223	36,634,336	-10.09%	32,665,150	-10.83%
Net Assets					
Total Net Assets	74,507,030	77,980,418	4.66%	121,273,368	55.52%
KPIs					
Days Cash on Hand (Total)	108	151	39.81%	364 	213
Days Cash on Hand (Unrestricted)	64	68	6.58%	77 	9

Income Statement

All Orgs, All Funds, All Programs
Last Closed Month: March, 2025
in Local currency

	FY2023 Q3 - Total	FY2024 Q3 - Total	YoY Change	FY2025 Q3 - Total	YoY Change
Operating Revenues					
[+] Tuition and Fees	24,447,629	25,359,233	3.73%	25,607,657	0.98%
[-] Contracts and Grants	5,700,801	7,098,877	24.52%	16,745,572	135.89%
[+] Federal Grants and Contracts	1,668,874	2,965,383	77.69%	4,661,617	57.20%
[+] State Grants and Contracts	3,997,557	4,106,000	2.71%	12,077,554	194.14%
[+] Private	34,369	27,495	-20.00%	6,401	-76.72%
[+] Interest on Student Loan Receivable	17,779	1,853	-89.58%	1,970	6.32%
[+] Sales and Services of Educational Departments	31,121	17,191	-44.76%	29,370	70.84%
[+] Auxiliary Enterprise Revenue	11,920,263	12,440,098	4.36%	12,371,432	-0.55%
[+] Scholarship Allowances	(11,784,380)	(12,627,890)	7.16%	(15,025,950)	18.99%
[+] Other Operating Revenues	267,984	346,887	29.44%	915,917	164.04%
Total Operating Revenues	30,601,197	32,636,249	6.65%	40,645,968	24.54%
Operating Expenses					
[+] Salaries and Wages	18,925,059	18,517,703	-2.15%	17,950,410	-3.06%
[+] Benefits	3,961,222	4,262,849	7.61%	4,104,220	-3.72%
[+] Supplies and Other Services	9,205,693	8,380,765	-8.96%	8,898,689	6.18%
[+] Utilities	2,092,286	1,803,555	-13.80%	2,012,989	11.61%
[+] Scholarships and Fellowships	2,069,134	2,334,870	12.84%	2,702,133	15.73%
[+] Depreciation	4,155,170	4,893,315	17.76%	5,229,877	6.88%
Total Operating Expenses	40,408,565	40,193,057	-0.53%	40,898,318	1.75%
Total Operating Income (Loss)	(9,807,368)	(7,556,808)	-22.95%	(252,350)	-96.66%
Nonoperating Revenues (Expenses)					
[+] State Appropriations	9,770,122	10,118,121	3.56%	10,705,382	5.80%
[+] Special Funding (Special Funding)	-	-	0.00%	30,000,000	0.00%
[+] Federal Nonoperating Revenues	3,894,361	4,498,793	15.52%	5,254,537	16.80%
[+] Investment Income	182,319	313,040	71.70%	410,033	30.98%
[+] Interest On Capital Asset Related Debt	(981,853)	(981,607)	-0.03%	(970,562)	-1.13%
[+] Fees Assessed by the Commission For Debt Service	(16,639)	(16,621)	-0.11%	(15,929)	-4.16%
[+] Gifts	855,642	1,251,336	46.25%	1,248,313	-0.24%
[+] Other Nonoperating Revenues	(5,885)	(649,341)	10933.02%	(137,342)	-78.85%
Total Nonoperating Revenues (Expenses)	13,698,068	14,533,721	6.10%	46,494,433	219.91%
Total Net Income	3,890,699	6,976,913		46,242,082	

Pro Forma, Statement of Activities

All Orgs, All Funds, All Programs

Last Closed Month: March, 2025

in Local currency

	Actual Mar '25	Forecast Mar '25	Total Budget 2025	Projected Variance
Operating Revenues				
[+] Tuition and Fees	25,607,657	27,107,657	26,749,841	357,816
[+] Contracts and Grants	16,745,572	22,481,800	22,481,800	-
[+] Interest on Student Loan Receivable	1,970	1,970	-	1,970
[+] Sales and Services of Educational Departments	29,370	29,370	-	29,370
[+] Auxiliary Enterprise Revenue	12,371,432	13,071,432	13,151,000	(79,568)
[+] Scholarship Allowances	(15,025,950)	(15,025,950)	(12,500,000)	(2,525,950)
[+] Other Operating Revenues	915,917	1,221,223	425,000	796,223
Total Operating Revenues	40,645,968	48,887,502	50,307,641	(1,420,139)
Operating Expenses				
[+] Salaries and Wages	17,950,410	23,395,013	24,343,498	(948,485)
[+] Benefits	4,104,220	5,205,627	5,283,752	(78,125)
[+] Supplies and Other Services	8,898,689	12,064,919	12,347,812	(282,893)
[+] Utilities	2,012,989	2,882,985	3,128,651	(245,666)
[+] Scholarships and Fellowships	2,702,133	3,120,000	3,120,000	-
[+] Depreciation	5,229,877	6,973,169	6,000,264	972,905
Total Operating Expenses	40,898,318	53,641,713	54,223,977	(582,264)
Total Operating Income (Loss)	(252,350)	(4,754,212)	(3,916,336)	(837,875)
Nonoperating Revenues (Expenses)				
[+] State Appropriations	10,705,382	14,139,125	13,734,975	404,150
[+] Special Funding (Special Funding)	30,000,000	30,000,000	-	N/A
[+] Federal Nonoperating Revenues	5,254,537	5,254,537	4,600,000	654,537
[+] Investment Income	410,033	592,270	455,100	137,170
[+] Interest On Capital Asset Related Debt	(970,562)	(1,294,082)	(1,297,505)	3,423
[+] Fees Assessed by the Commission For Debt Service	(15,929)	(17,000)	(17,000)	-
[+] Gifts	1,248,313	1,664,417	1,510,000	154,417
[+] Other Nonoperating Revenues	(137,342)	(137,342)	119,670	(257,012)
Total Nonoperating Revenues (Expenses)	46,494,433	50,201,925	19,105,240	1,096,685
Total Net Income	46,242,082	45,447,714	15,188,904	258,810

Grant Funded to E&G Comparison

All Orgs, All Funds, All Programs
Last Closed Month: March, 2025
in Local currency

	March 2025			March 2024			YoY Variance
	Income Statement	Grant Funded	E&G	Income Statement	Grant Funded	E&G	
Operating Revenues							
[+] Tuition and Fees	25,607,657	-	25,607,657	25,359,233	-	25,359,233	248,424
[+] Contracts and Grants	16,745,572	10,741,755	5,998,950	7,098,877	3,265,906	3,832,971	2,165,979
[+] Interest on Student Loan Receivable	1,970	-	1,970	1,853	-	1,853	117
[+] Sales and Services of Educational Departments	29,370	-	29,370	17,191	-	17,191	12,179
[+] Auxiliary Enterprise Revenue	12,371,432	-	12,371,432	12,440,098	-	12,440,098	(68,667)
[+] Scholarship Allowances	(15,025,950)	-	(15,025,950)	(12,627,890)	-	(12,627,890)	(2,398,060)
[+] Other Operating Revenues	915,917	59,199	856,719	346,887	53,936	292,951	563,768
Total Operating Revenues	40,645,968	10,800,954	29,840,147	32,636,249	3,319,842	29,316,407	523,741
Operating Expenses							
[+] Salaries and Wages	17,950,410	923,662	17,026,748	18,517,703	721,040	17,796,663	(769,915)
[+] Benefits	4,104,220	179,525	3,924,695	4,262,849	139,860	4,122,989	(198,294)
[+] Supplies and Other Services	8,898,689	695,172	8,198,651	8,380,765	575,756	7,805,009	393,641
[+] Utilities	2,012,989	13,120	1,999,869	1,803,555	-	1,803,555	196,313
[+] Scholarships and Fellowships	2,702,133	475,011	2,227,122	2,334,870	458,151	1,876,718	350,403
[+] Depreciation	5,229,877	-	5,229,877	4,893,315	-	4,893,315	336,562
Total Operating Expenses	40,898,318	2,286,490	38,606,961	40,193,057	1,894,807	38,298,250	308,711
Total Operating Income (Loss)	(252,350)	8,514,464	(8,766,814)	(7,556,808)	1,425,035	(8,981,843)	215,029
Nonoperating Revenues (Expenses)							
[+] State Appropriations	10,705,382	-	10,705,382	10,118,121	-	10,118,121	587,261
[+] Special Funding (Special Funding)	30,000,000	-	30,000,000	-	-	-	-
[+] Federal Nonoperating Revenues	5,254,537	-	5,254,537	4,498,793	-	4,498,793	755,744
[+] Investment Income	410,033	60,946	349,088	313,040	57,630	255,410	93,678
[+] Interest On Capital Asset Related Debt	(970,562)	-	(970,562)	(981,607)	-	(981,607)	11,045
[+] Fees Assessed by the Commission For Debt Service	(15,929)	-	(15,929)	(16,621)	-	(16,621)	692
[+] Gifts	1,248,313	115,723	1,132,590	1,251,336	68,994	1,182,342	(49,752)
[+] Other Nonoperating Revenues	(137,342)	-	(137,342)	(649,341)	-	(649,341)	511,999
Total Nonoperating Revenues (Expenses)	46,494,433	176,669	46,317,764	14,533,721	126,624	14,407,097	1,910,667
Total Net Income	46,242,082	8,691,133	37,550,950	6,976,913	1,551,660	5,425,253	2,125,697

PROPOSED FY2026 ANNUAL BUDGET

Dr. Barton will provide the Committee with the Proposed FY2026 Annual Budget.

Row Labels	<u>2025 Approved</u>		<u>2026 Proposed</u>	
	FY25 Approved Budget	FY25 Approved E&G	FY26 Proposed Budget	FY26 Proposed E&G
Tuition and Fees	26,749,841	26,749,841	29,970,451	29,970,451
Scholarship Allowances	(12,500,000)	(12,500,000)	(13,000,000)	(13,000,000)
State Grants and Contracts	5,011,800	4,000,000	10,600,000	4,200,000
Federal Grants and Contracts	17,470,000	-	5,368,000	-
Auxiliary enterprise revenue	13,151,000	13,151,000	13,992,150	13,992,150
Other Operating Revenues	425,000	425,000	495,805	495,805
Total Operating revenues	50,307,641	31,825,841	47,426,406	35,658,406
Salaries and Wages	24,343,498	24,241,482	24,825,538	23,581,043
Benefits	5,283,752	5,273,340	6,585,712	6,295,211
Supplies and Other Services	12,347,812	12,347,812	13,380,460	12,711,437
Utilities	3,128,651	3,128,651	3,252,511	3,252,511
Scholarships and Fellowships	3,120,000	3,120,000	3,429,825	3,429,825
Depreciation	6,000,264	6,000,264	7,844,815	7,844,815
Total Operating expenses	54,223,977	54,111,549	59,318,861	57,114,842
State appropriations	13,734,975	13,734,975	13,704,338	13,704,338
Federal Nonoperating revenues	4,600,000	4,600,000	4,600,000	4,600,000
Interest on capital asset related debt	(1,297,505)	(1,297,505)	(1,304,510)	(1,304,510)
Investment Income	455,100	455,100	792,190	684,340
Fees assessed by the Commission for debt service	(17,000)	(17,000)	(16,500)	(16,500)
Gifts	1,510,000	1,510,000	1,710,870	1,710,870
Other Nonoperating Revenues	119,670	20,700	145,000	145,000
Total Nonoperating revenues (expenses)	19,105,240	19,006,270	19,631,388	19,523,538
Change in Net Assets	15,188,904	(3,279,437)	7,738,933	(1,932,898)

Unrestricted Days of Cash Projection 38
 Total Days of Cash Projection 149

The following resolution is recommended for adoption by the Board:

RESOLVED, That the Shepherd University Board of Governors approves the FY2026 Annual Budget as presented in the agenda materials of June 19, 2025.

PROPOSED FY2026 CAPITAL INITIATIVES

Dr. Barton will provide the Committee with the Proposed FY2026 Capital Initiatives.

Description of Project	Projected Amount	Source of Funding
Byrd Science HVAC Upgrades	\$ 4,630,588	Governor's Office Grants
Campus-wide Monitoring and Security Project (Carryover from FY2023)	2,600,000	CDS (Federal Grant) - FY2023
McMurran Hall - Roof Replacement	450,000	Governor's Office Grants
Byrd Science - Roof Replacement	2,000,000	Governor's Office Grants
Wellness Center Pool Pac Units	1,638,320	Governor's Office Grants
Dining Hall Boiler Replacement	452,316	Governor's Office Grants
Student Center HVAC Upgrades	2,811,187	Governor's Office Grants
BAS Control Upgrades	113,622	Governor's Office Grants
White Hall - Chiller and Pump Upgrades	190,630	Governor's Office Grants
New Dining Hall/Multipurpose Building	25,000,000	Governor's Office Grants
New Morton Building	1,200,000	Governor's Office Grants
East Loop/Gateway Entrance	3,000,000	HUD Grant
Academic Classrooms/Auditorium Improvements	2,235,000	DOE Grant
Chemistry Department Labs and Classrooms	609,000	HRSA Grant
I2 Campus Infrastructure	637,210	NSF Grant
Agricultural Small Business Incubator	1,422,200	SBA Grant
Total:	\$ 48,990,073	

APPROVAL OF THE FY2027 CAPITAL FUNDING PRIORITIES

West Virginia Higher Education Policy Commission (HEPC) Series 12 requires each higher education institution to file its capital funding priorities with the Commission each year.

The purpose of the annual capital projects list is to identify to the Commission the capital projects that the University would wish to pursue during the next two years if funding were available. The Commission may receive direct appropriations from the Legislature to fund capital priorities, or the Commission may receive authorization to issue additional capital bonds. In either event, the University's list will be integrated by the Commission with lists from all other institutions, and the Commission will establish its statewide priorities for funding projects.

The list of capital priorities on the following page reflects the projects, which would allow the University to begin to implement the objectives of the Facilities Master Plan and the University's strategic objectives.

The following resolution is recommended for adoption by the Board:

RESOLVED, That the Shepherd University Board of Governors approves the FY2027 Capital Funding Priorities as described in the agenda book of June 19, 2025.

FY2027 Capital Funding Priorities

Description of Project	Projected Amount	Source of Funding
Campus Entrances/Borders/Sidewalks	\$ 1,750,000	To Be Determined
Emergency Backup Equipment	1,500,000	To Be Determined
New Maintenance Facility	10,000,000	To Be Determined
Parking Garage	13,000,000	To Be Determined
Athletic Facilities Repairs and Upgrades	14,500,000	To Be Determined
Building Masonry/Foundational Repairs	1,000,000	To Be Determined
MEP and ADA upgrades - Westwoods	4,000,000	To Be Determined
Interior Renovations - White, Stutzman/Slonaker	1,500,000	To Be Determined
MEP and ADA upgrades - Shaw, Thacher	4,000,000	To Be Determined
Butcher Center A/C Unit Replacement	2,000,000	To Be Determined
Butcher Center Roof	2,500,000	To Be Determined
Dining Hall Plumbing Upgrade	500,000	To Be Determined
Equipment Screen - Frank Center Roof	250,000	To Be Determined
Frank Center Renovation & Performance Space	8,500,000	To Be Determined
Frank Center Roof	1,000,000	To Be Determined
Farm Driveway	100,000	To Be Determined
Student Center Masonry	500,000	To Be Determined
Gardiner Hall Ext. Doors Replacements	100,000	To Be Determined
Gardiner Hall MEP and ADA Restrooms/Ramp	2,600,000	To Be Determined
Gardiner Hall Roof	500,000	To Be Determined
Gardiner Hall Windows Replacements	500,000	To Be Determined
HVAC Systems/BAS/Electrical Upgrades	500,000	To Be Determined
Miller Hall Ext Masonry	1,300,000	To Be Determined
Popodicon Upper Floors Renovations	150,000	To Be Determined
Popodicon Ext Masonry	150,000	To Be Determined
Potomac Place HVAC	3,000,000	To Be Determined
Schindler House Ext Masonry	120,000	To Be Determined
Sidewalks and Street Repairs	2,500,000	To Be Determined
Street and Exterior Maintenance	2,000,000	To Be Determined
Total:	\$ 80,020,000	

**All projects are contingent on funding source availability*

IT SYSTEMS COMPLIANCE WITH GRAMM-LEACH-BLILEY ACT (GLBA)

As a component of the University's compliance measures for the Gramm-Leach-Bliley Act, as amended, Dr. Barton will lead a presentation to the Board relating to our compliance policies and procedures.

ELECTION OF OFFICERS FOR 2025-2026

As provided by the state law and Board of Governors' Bylaws, elections are to be held each June for the positions of Chairperson, Vice Chairperson, and Secretary of the Board.

Chairperson

In June of each year, the members shall elect a Chair from among the nine lay members. In the event of a vacancy in the office of chairperson, the vice chairperson shall succeed to the office of chairperson for the rest of that fiscal year and shall remain eligible to serve as chairperson in the following four fiscal years. The chairperson shall perform such duties as may be prescribed by law or by the regulations and policies of the Board. No member may serve as chair for more than four consecutive years.

Vice Chairperson

In June of each year, the members shall elect a Vice Chair from among the nine lay members immediately following election of a Chair. In the event of a vacancy in the office of Vice Chairperson, the members shall elect a Vice Chair at the next meeting following the occurrence of the vacancy. No limitation shall apply as to the consecutive years of service as Vice Chair. The Vice Chair shall perform such duties as may be prescribed by the Board and shall assume the duties of the chairperson during the latter's absence.

Secretary of the Board

In June of each year, the members shall elect a Secretary from among the nine lay members immediately following election of a Chair and Vice Chair. In the event of a vacancy in the office of Secretary, the members shall elect a Secretary at the next meeting following the occurrence of the vacancy. No limitation shall apply as to the consecutive years of service as Secretary. The Secretary shall perform such duties as may be prescribed by the Board and shall preside at meetings in the absence of the Chair and the Vice Chair.

The Nominating Committee, consisting of David Avella, Henry Kayes, and Susan Mentzer-Blair met on May 7, 2025, and completed its duties.

At the Board Meeting, the Nominating Committee will recommend a slate of Jim Cherry to be Chair, Austin Slater to be Vice Chair, and Susan Mentzer-Blair to be Secretary.

ELECTION OF AUDIT AND NOMINATING COMMITTEES

As provided by the Board of Governors' Bylaws, elections are to be held each June for membership of the Audit Committee, upon a nomination by the newly elected Chair.

The Audit and Finance Committee shall consist of three members, all of whom shall have some experience in matters of finance and/or accounting, and shall include at least one member who possesses accounting or financial management expertise; provided, however, that no Board Member may serve on this Committee at any time that said Member is receiving any compensation, directly or indirectly, for consulting or any service provided to the University. The members of the Committee, and its Chair, shall be elected annually by the Board at the Annual Meeting, following an initial nomination by the newly elected Chair.

ELECTION OF NOMINATING COMMITTEE

As provided in the Bylaws, the Nominating Committee also establishes a slate of nominees for election to the Nominating Committee for the following year. Mr. Avella is completing his second term on the Board. The Nominating Committee will nominate Mina Moore, Henry Kayes, and Susan Mentzer-Blair.

PROPOSED MEETING SCHEDULE FOR 2025-2026

The following list of dates reflects recommended meeting dates for the 2025-2026 academic year based upon mandated and strategic decision-making processes during the course of the year. The Board must meet at least six times annually. This proposed schedule reflects a total of six in-person meetings. The Chair will lead the discussion for setting a schedule of meetings for the coming year.

July

Propose no meeting.

August

Propose no meeting.

September

September 11, 2025 at 4:15 p.m.

October

Propose no meeting.

November

November 6, 2025 at 4:15 p.m.

December

December 18, 2025 at 4:15 p.m.

January

Propose no meeting.

February

February 19, 2026 at 4:15 p.m.

March

Propose no meeting.

April

April 16, 2026 at 4:15 p.m.

May

Propose no meeting.

June

June 11, 2026 at 4:15 p.m.