



# SHEPHERD UNIVERSITY

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## BOARD OF GOVERNORS



## Meeting Agenda

February 19, 2026

## Board Members

Dr. James Cherry, Chair

Austin J. Slater, Jr., Vice Chair

Susan Mentzer-Blair, Secretary

Gat Caperton

Henry Kayes, Jr.

Jonathan Mason

Guillermina Garcia Moore

Danielle Stephenson, Classified Staff

Lara Omps-Botteicher

Bernard Lee Snyder

Tyler Furbee, Student

Dr. Heidi Hanrahan, Faculty

Dr. Mary J.C. Hendrix, President



## Board of Governors – February 19, 2026

Storer Ballroom, Student Center  
Shepherdstown, WV      3:15 p.m.

**Zoom Link / Meeting ID:** 885 7495 7616/ **Passcode:** 020816

### AGENDA

3:15 p.m.	<b>1. Call to Order</b>	Chair Dr. James Cherry
3:16 p.m.	<b>2. Public Comments</b>	
<u>Consent Agenda</u>		
3:17 p.m.	<b>1. Consent Agenda Items</b> Consent Agenda (p. 4) Approval of the Minutes of December 18, 2025, Board Meeting	Chair Cherry
<u>Presentation Agenda</u>		
3:20 p.m.	<b>1. President's Report</b> (p. 8)	President Hendrix
3:35 p.m.	<b>2. Report of the Academic Programs and Enrollment Committee</b> a. Academic Affairs Division Update (p. 11) b. Intent to Plan: Master of Social Work (p. 20)	Mr. Gat Caperton
4:00 p.m.	<b>3. Report of the Student Affairs, Athletics, and University Relations Committee</b> a. Student Affairs Division Update (p. 29) b. Athletics Division Update (p. 32) c. Development Division Update (p. 33) d. University Foundation Update (p. 37)	Ms. Susan Mentzer-Blair
4:20 p.m.	<b>4. Report of the Finance and Facilities Committee</b> a. Second Quarter Financials (p. 40) b. Finance Division Update- Office of Sponsored Programs (p. 46)	Mr. Henry Kayes, Jr.
4:45 p.m.	<b>5. Annual Report of the Shepherd Representative to the Advisory Council of Faculty</b> (p. 60)	
<u>Regular Session</u>		
5:00 p.m.	<b>1. New Business</b>	Chair Cherry
5:05 p.m.	<b>2. Executive Session</b> a. Matters of Honoraria and facilities b. Briefing on Pending Legal Matters c. Briefing on Pending Personnel Matters	
6:15 p.m.	<b>3. Possible Actions Arising out of Executive Session</b>	

6:20 p.m.	<b>Adjournment</b>
<b>2025-2026 Board of Governors Meeting Dates Remaining</b> <ul style="list-style-type: none"> <li>▪ April 16, 2026</li> <li>▪ June 11, 2026</li> </ul>	

**HLC Visit**  
**March 9 & 10, 2026**

## **CONSENT AGENDA**

The following resolution is recommended for adoption by the Board:

**RESOLVED**, That the Shepherd University Board of Governors approves the Minutes of the Meeting of December 18, 2025, as presented in the Agenda materials of February 19, 2026.

### **SHEPHERD UNIVERSITY BOARD OF GOVERNORS**

#### **MINUTES OF THE MEETING OF DECEMBER 18, 2025**

The Shepherd University Board of Governors met on December 18, 2025, in a regular meeting at the Wellness Center on the Shepherd University campus. Members participating were: Dr. James Cherry (Chair), Gat Caperton, Tyler Furbee, Dr. Heidi Hanrahan, Henry Kayes, Jr., Susan Mentzer-Blair, Guillermina Garcia Moore, Lara Omps-Botteicher, Austin J. Slater, Jr., Lee Snyder, and Danielle Stephenson. Also present were Shepherd University President Mary J.C. Hendrix, members of the executive leadership team, and others. Mr. Jay Mason joined the meeting virtually during the Presentation Agenda.

**1. PUBLIC COMMENTS**

No public comments were made.

**2. RECOGNITION OF MR. KARL WOLF**

Ms. Mentzer-Blair recognized Karl Wolf's more than five decades of service to Shepherd. As a student, he served in various student groups and was editor of the yearbook. He served as Director of Admissions following his graduation, from 1970 to 2004. Following, he served as Director of Athletics. Karl also taught and was a long time advisor of Lambda Chi Alpha Fraternity. Karl also served on the Shepherd University Foundation Board with distinction. His legacy has touched thousands of students.

Mr. Wolf expressed his heartfelt appreciation for Sue and all the members of the Board and the Shepherd family.

**3. ADMINISTRATION OF OATH OF OFFICE FOR NEW BOARD MEMBERS**

The oath of office was administered by the Chair to Laura Omps-Botteicher and Bernard Lee Snyder.

4. **CONSENT AGENDA 1-a**

**M (Snyder), S (Caperton), PASSED**, 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 November 6, 2025;
  - 2) The Special Education Endorsement: Multi-Categorical degree; and
  - 3) The Master of Arts, Mental Health Counseling degree;
- each as presented in the Agenda materials of December 18, 2025.

Each of the three Advisory Members indicated that they supported adoption of this resolution of the Board.

5. **CONSENT AGENDA 1-b**

Mr. Slater recused himself from the room due to his personal interests in the next agenda item.

**M (Kayes), S (Mentzer-Blair), PASSED**, that the following resolution be adopted by the Board:

**RESOLVED**, That the Shepherd University Board of Governors approves the Non-cash Exchange of Real Estate as presented in the Agenda materials of December 18, 2025.

Each of the three Advisory Members indicated that they supported adoption of this resolution of the Board.

Following this action by the Board, Mr. Slater re-joined the meeting.

6. **PRESIDENT'S REPORT**

President Hendrix thanked Mrs. Sonya Sholley for her service to Shepherd University, most recently as Associate Vice President for Strategic Initiatives and Presidential Operations and welcomed Ms. Donna Miller as the Executive Assistant to the President. Dr. Hendrix then provided an overview of her President's Report, highlighting that the new Agribusiness Center was celebrated with a ribbon-cutting ceremony on November 9; a youth, STEAM (science, technology, engineering, arts, and mathematics) program, the 12<sup>th</sup> annual Seeding Your Future Conference was completed on campus. She discussed students tackling real issues during the "Not Your Parents' Debate" debate on campus; that Secretary of State Kris Warner presented Shepherd with the Centurion Award; that women's soccer and volleyball athletics programs have continued their competitive successes of last year; the Arts Center Mural at the Art Center Complex was completed; she gave an update on the PowerTech Center initiative and Shepherd's participation. Shepherd celebrated the leaders of tomorrow with a holiday party for the Student Government Association at Popodicon.

Dr. Cherry expressed on behalf of the Board deep appreciation for Ms. Sholley's work and wished her well in her new career.

7. **CLASSIFIED EMPLOYEES COUNCIL ANNUAL REPORT**

Ms. Barbara Kandalis, Chair of the Classified Employees Council (CEC) and Coordinator for Dual Enrollment, presented to the Board the CEC Annual Report. In addition to the content of her written report, she emphasized the concern of cost containment in the public employee health plan and noted. (Mr. Mason joined during this time.)

8. **REPORT OF THE ACADEMIC PROGRAMS AND ENROLLMENT COMMITTEE**

On behalf of the Academic Programs and Enrollment Committee, Mr. Caperton provided a brief update of the Committee's discussions, which included an Academic Affairs Division Update. The primary emphasis in the Committee meeting was the review of the new programs approved in the Board's Consent Agenda.

Mr. Caperton then invited Dr. Jack DeRochi, Provost and Vice President for Academic Affairs, to provide a brief update on his report. Dr. DeRochi recognized Dr. Bob Warburton and Dr. Amy DeWitt, two academic administrators who would be returning to the faculty-instruction in January, thanking them for their administrative contributions. Yildiz Nuredinoski, Instructional Designer, presented, interactively with members' questions, a full review of the online tools and formats for the new online MBA program. Mr. Caperton then invited Mr. Will Bell, Associate Vice President for Enrollment Management, to the podium to present a new actionable data report to the Board with improved, objective projections as to expected outcomes. Members discussed enrollment-recruitment strategies with Mr. Bell and Dr. DeRochi.

9. **REPORT OF THE STUDENT AFFAIRS, ATHLETICS, AND UNIVERSITY RELATIONS COMMITTEE**

On behalf of the Student Affairs, Athletics, and University Relations Committee, Ms. Mentzer-Blair provided a brief update of the Committee's discussions which included the Student Affairs Division Annual Report, an Athletics Division Update, a Development Division Update, and a University Foundation Update. She noted that student welfare remains a great concern for Shepherd and its staff and the Board members.

Ms. Mentzer-Blair invited Ms. Holly Morgan-Frye, Vice President for Student Affairs and Director of Community Relations to provide a brief overview of the Student Affairs Division Annual Report. Increasing needs in student accessibility in the learning environment remains a challenge. Mr. Cherry asked about the assessment of safety for students and employees across campus, and the dynamic aspects of door lock systems, cameras, and night-time lighting was discussed. Insight was offered on the state of campus services by Mr. Jack Shaw, Associate Vice President for Campus Services, including the measures which continue at the bookstore to keep expenses of textbooks for courses as manageable as possible. Dr. Kelly Hart, Vice President for Development and Annual Giving described new initiatives to re-connect with lapsed, prior donors and Ms. Carrie Bodkins, Athletic Director, also provided brief updates on the Athletics division. Mr. Austin Slater provided a brief overview of the University Foundation Update, noting

the recent bequest of the Welsh property will result in new scholarships for Education majors.

**10. 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 a Finance and Administration Division Update and a general discussion of possible fees increases in the 2026-2027 year.

Mr. Kayes then invited Dr. Scott Barton, Vice President for Finance and Administration, to discuss the October monthly handouts provided to the Board and posted on the website. Dr. Cherry noted the strength of the total day's cash-on-hand. The Chair noted that the Board would be looking for the President and the full ELT to review data as to revenues, expenses, and projected new FY27 expenses in framing the final Tuition and Fees recommendations for the next year.

**11. NEW BUSINESS**

The Chair congratulated Jay Mason on obtaining his Ph.D. in Leadership at Hood College.

**12. EXECUTIVE SESSION**

**M (Stephenson), S (Kayes), PASSED**, all members were polled, that the following resolution be adopted by the Board:

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

Each of the three Advisory Members indicated that they supported adoption of this resolution of the Board.

Following this discussion, the Board rose from Executive discussion adjourned.

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Dr. James Cherry  
Chair

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Susan Mentzer-Blair  
Secretary

## PRESIDENT'S REPORT

### *Advancing Shepherd University*

**Innovation Grant to Support GPS Technology in Science Programs:** Dr. Sytil Murphy, Shepherd University Associate Professor, has been awarded a \$12,975 grant from the West Virginia Higher Education Policy Commission's Science, Technology, and Research Innovation Program. The grant will fund the purchase of a teaching set of Global Positioning System (GPS) units and related equipment to strengthen academic instruction and undergraduate research in the environmental science and biology programs. Faculty in these programs emphasize that hands-on experience with GPS technology is increasingly necessary for students.

**Pérez Named Assistant Provost for Student Academic Enrichment:** Shepherd University is pleased to announce the appointment of Dr. Michelle Pérez as Assistant Provost for Student Academic Enrichment. In this role, Pérez will provide leadership and strategic direction for student academic support, career readiness, and enrichment programs. Her responsibilities will include oversight of key areas that support the student experience, including TRIO Student Support Services and Upward Bound, Academic Advising, Career Services, Experiential Education, and Academic Support and Transfer Pathways.

**Curtis Appointed as the Shepherd University Registrar:** Shepherd University has named Tashana Curtis as its next Registrar. Curtis will officially begin her role on Monday, February 16, 2026, and will work alongside outgoing Registrar Tracy Seffers for a two-week transition period before Seffers retires. As Registrar, Curtis will oversee academic records, course registration, and related services essential to student success and institutional integrity. Her leadership will support compliance with university, state, and federal regulations while advancing innovative practices to enhance the student experience.

**Shepherd University Hosts U.S. Attorney Investiture:** I am grateful and proud that Shepherd University had the honor of hosting a historic occasion for our community, state, and nation last week—when Matthew L. Harvey was sworn in as U.S. Attorney for the Northern District of West Virginia. This significant event brought hundreds of distinguished guests and officials to the Frank Arts Center, reflecting the importance of this role and the trust placed in our university as a gathering place for such milestones. I deeply appreciate that Harvey chose Shepherd for this ceremony and extend my thanks to the distinguished leaders who joined us in celebration: U.S. Senator Shelley Moore Capito, U.S. Senator Jim Justice, Congressman Riley Moore, Congresswoman Carol Miller, and District Judge Gina M. Groh, among others. Their presence underscores the strong partnerships that connect Shepherd to our region and nation. Moments like these remind us of Shepherd's vital role as a hub for civic engagement, education, and community leadership. Together, we continue to advance opportunities that strengthen our University and the Eastern Panhandle. ONEShepherd: One mission. One vision. One voice.



**Shepherd University's Kushin Has Essay Published in Journal of Media Ethics:** An essay by Shepherd University Associate Professor Dr. Matthew Kushin was recently published in the Journal for Media Ethics. In "The Alluring Deception: Big Tech and the Deployment of AI in Politics," Kushin offers an overview of AI-related media research and examines the potential impacts of artificial intelligence. Kushin is a senior fellow with the Stubblefield Institute for Civil Political Communication and is the author of the Paterson Prize for Books for Young People for his novel *Beware the Smart Kids*.

**Shepherd Students and Faculty Partner with VITA for Free Tax Prep:** Shepherd University accounting students and faculty are helping provide free federal and state tax preparation services to eligible residents of West Virginia's Eastern Panhandle through the Volunteer Income Tax Assistance (VITA) program. Services are available by appointment to individuals and families who earned \$67,000 or less in 2025. Shepherd accounting students prepare tax returns under the supervision of Faculty Advisor Robert Perry. Returns are reviewed by Perry and representatives from MountainHeart Community Services, Inc.

**Shepherd University Chef Todd Geisbert Wins Culinary Competition:** The Shepherd University Hospitality Team announced Chef Todd Geisbert has been named the district winner of this year's Aramark Annual Culinary Excellence (ACE) Competition. Chefs from across the district gathered on January 5 to test their culinary creativity and technical skills in a timed, high-pressure environment. Chef Todd Geisbert, chef manager at Shepherd University, stood out among the competitors for his exceptional execution, flavor, and presentation, earning him top honors in the district competition. He advances to a regional competition.

**Shepherd University's Lewin Named L.P. Hill Award Winner:** The Pennsylvania State Athletic Conference announced that Shepherd's Annie Lewin has been named to its inaugural class of L.P. Hill Unity in Sports Award honorees. The award recognizes individuals or groups that epitomize the promise of Unity, Equity, and Access for All. Lewin is the Title IX Coordinator at Shepherd.

**Welcome Back to the Spring 26' Semester:** I am very proud to begin 2026 with the welcoming of our students back to campus for the start of classes—and to witness them gather as a community to begin a new chapter of learning and growth. The start of the semester also gives us the privilege of welcoming new students during Convocation—a tradition that reflects our commitment to academic excellence and student success. Seeing these bright, eager faces join our Ram Family reminds us of the transformative power of education and the lifelong connections that begin here at Shepherd. Together, we are creating an environment where innovation, collaboration, and opportunity flourish. I look forward to all we will accomplish together this spring. ONEShepherd: One mission. One vision. One voice.

**Shepherd University Joins the Rachel Carson Campus Network:** Shepherd University has joined the Rachel Carson Campus Network (RCCN), a national coalition of colleges and universities dedicated to expanding student engagement in environmental advocacy, public health, and climate justice. Dr. Jeffrey Groff, Professor of Physics at Shepherd's Department of Natural and Physical Sciences, and Sydney O'Shaughnessy, Adjunct Professor of

Communications, collaborated to bring this opportunity to students. The partnership reflects the interdisciplinary nature of RCCN, which blends environmental science, advocacy, and storytelling into its programming.

**Professor to Present on AI Applications for Agriculture:** Dr. Brooke Comer, a Professor of Environmental Science specializing in sustainable agriculture at Shepherd University, will present on the practical use of artificial intelligence in agriculture at the “Introduction to AI for Agriculture: Harnessing AI to Help Small Farms Flourish” workshop in Hillsboro, Virginia on Tuesday, February 17. Comer’s presentation will highlight how Shepherd’s Agricultural Innovation Center—including the Agricultural Small Business Incubator and Tabler Student Farm—is integrating AI tools to support small farm operations.

**Inspiring Excellence Dinner Celebrates and Advances Women’s Athletics:** Shepherd University’s inaugural Inspiring Excellence Dinner, held February 5, 2026, brought together elected officials, alumni, donors, campus leaders, and community supporters to celebrate and invest in the future of women’s athletics at Shepherd University. The event raised critical support for scholarships and opportunities that empower female student-athletes to excel in competition, academics, and leadership. U.S. Senator Shelley Moore Capito delivered the evening’s keynote, drawing on her background as a collegiate tennis student-athlete to highlight the value of resilience and broader access for women in sports. Shepherd student-athletes shared personal reflections on the impact of scholarship support and the role athletics have played in their academic and personal growth.

**Shepherd Researchers Host Photobiomodulation Workshop:** Dr. Ann Liebert, an internationally recognized leader in Photobiomodulation (PBM) research and professor of research and development at Shepherd University, visited campus to deliver a public lecture on the role of light-based therapies in improving healthspan and treating complex medical conditions. The event welcomed students, faculty, clinicians, and community members. Photobiomodulation and the healthspan explore how targeted light therapies influence cellular and mitochondrial function to reduce issues like inflammation.

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

## **ACADEMIC AFFAIRS DIVISION UPDATE**

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

### **Division of Academic Affairs.**

#### *Strategic Leadership Searches*

##### Registrar

We are pleased to announce that Ms. Tashana Curtis has been appointed to serve as Shepherd's next Registrar and will join our community on February 16. Ms. Curtis will replace Tracy Seffers, who is retiring after a 25-year career at Shepherd University.

##### Assistant Provost

After a national search, Dr. Michelle Pérez has been appointed as Assistant Provost for Student Academic Enrichment. Dr. Pérez has a wealth of experience in student success, advising, and retention at several universities; she will join Shepherd on February 23.

#### *Shepherd Online Update*

The implementation of our revised 100% online graduate programs continues.

- The ad hoc Online Academic Quality Committee has developed a number of essential institutional policies that firmly establish academic standards for our online offerings and reaffirm our adherence to federal requirements such as Regular and Substantive Interaction. Special thanks to the following faculty and staff for their strong collaborative work: Dr. Mary Hancock (Nursing), Dr. Keith Alexander (Biology), Dr. Sher Hendrickson (Biology), Dr. Ann Wendle (Mental Health Counseling), Dr. Jason Allen (Education), Dr. Jim Dovel (Business), Dr. Richie Stevens (Associate Provost), and Yildiz Nuredinoski (Instructional Designer).
- MBA: The online MBA program continues to develop Quality Matters-standard online courses with two additional courses scheduled to launch in Summer 2026. Marketing and recruiting activities continue to be leveraged to support the MBA.
- MA in Mental Health Counseling: Dean Adams and Dr. Jason Best are finalizing the substantive change submission to HLC for the Mental Health Counseling program. These documents will be submitted in the next two weeks; we anticipate approval and our ability to begin marketing and recruiting for that program by Summer 2026.

### *Intent to Plan Forthcoming: Master of Social Work*

As per the approved process for new programs, Academic Affairs is pleased to bring forward a new Intent to Plan for a 100% online Master of Social Work program. The full Intent to Plan, including marketing potential and financial pro formas are included at the end of this submission.

This Intent to Plan was developed by Dr. Craig Cline, Associate Professor and Program Director of Social Work, in collaboration with Dean Adams. The plan was brought forward first to Provost Council for consideration by academic leadership as well as Will Bell (Enrollment Management), Emily Samide (Sponsored Programs Office), and Dr. Kelly Hart (University Development). As a collective, Provost's Council considered the appropriateness of this degree in alignment with our mission, the potential to support our region, and the opportunities to build sustainable enrollments, secure grant funding, and engage with Shepherd alumni and donors.

### *Academic Affairs Transformation Update*

Drawing on information gathered through surveys, a faculty conference, and a series of staff and faculty focus groups, the Academic Leadership Council (deans, department chairs, school directors, and representatives from the Provost's Office) reviewed and discussed a range of organizational considerations related to the Academic Affairs Transformation Process. These discussions were guided by the stated objective of the process: to examine how the Division of Academic Affairs might be positioned to support innovation, remain future-focused, and continue to serve Shepherd University's students, community, and region.

Following these discussions, the Provost and Deans continued to review various organizational approaches, taking into account budget parameters and feedback shared during earlier phases of the process. In late January, the Provost began sharing high-level, preliminary overviews with current academic departments and the division as a whole for awareness and continued input. A comprehensive report will be shared with faculty and staff in the coming weeks, and the proposed organizational structure will be presented to the Board of Governors in accordance with established timelines, following at least 30 days advance-notice to the campus, for comments. We anticipate presenting this to the Board at the April 16 meeting.

## **COLLEGE OF ARTS, HUMANITIES, AND SOCIAL SCIENCES**

### *Department of Contemporary Art, Communication, & Theater*

The Department of Contemporary Art, Communication, and Theater (DCACT) has maintained an active presence in regional recruiting and community engagement efforts. Faculty conducted targeted outreach through a Fall recruiting trip to an arts fair in Kentucky, portfolio reviews at Spring Mills High School, and a December residency with the Fine Arts Academy at Thomas Johnson High School in Frederick, MD. Building on this momentum, additional high school visits are planned for Spring 2026, alongside a department-hosted Studio Day on March 27, designed to bring area high school students and art teachers to campus for hands-on engagement with DCACT facilities and programs.

The department is strengthening long-term pipeline development through participation in a Professional Advisory Committee for Career and Technical Education at Boyd J. Michael III Technical High School in Hagerstown, MD. Dr. Kevin Williams, Professor of Communication, will focus on aligning secondary-level media and arts pathways with industry-recognized credentials and facilitating campus visits to Shepherd's studios.

#### *Department of English, History, & Modern Languages*

The Department of English, History, and Modern Languages continues to demonstrate strong engagement across scholarship, creative activity, and public humanities programming. In November, Dr. Heidi Hanrahan, Professor of English, presented her paper, "[t]he shadow ...behind the vines": Ursu's Not Quite a Ghost and Gilman's "The Yellow Wallpaper," at the Society for the Study of American Women Writers Conference in Philadelphia. That same month, Dr. Carrie Messenger, Professor of English, led a statewide workshop titled "Creative Nonfiction: Personal and Public" at the West Virginia Writers Conference, while Dr. Valerie L. Stevens, Lecturer in English, presented "Animals in the Aftermath: The Legacy of Charles Dickens's Animals in Barbara Kingsolver's *Demon Copperhead*"\* at the North American Victorian Studies Association Conference. Faculty research also continues to appear in leading journals, with Dr. Michael Vaclav, Assistant Professor of English, publishing "Wayward Witches: Macbeth and the Specter of the Overbury Scandal" in the December issue of *English Literary History*.

The department also maintains a vibrant tradition of performance and public-facing humanities experiences. This Spring, the Rude Mechanicals will present *Mankind* and *Everyman*, two medieval morality plays that explore enduring questions of virtue, temptation, and ethical life, with auditions held in January and performances scheduled for April.

Complementing this work, the Civil War Center has mounted an ambitious Winter/Spring 2026 slate of lectures, book launches, and experiential learning opportunities, including guest lectures, scholarly talks on memory and race, and multiple regional history tours. Community demand for this programming remains exceptionally strong, highlighted by the John Brown's War bus tour in April, which sold out in just five days.

Collectively, these activities underscore the department's sustained impact in advancing scholarship, engaging regional audiences, and positioning Shepherd as the hub for the Humanities in the Eastern Panhandle and beyond.

#### *School of Music*

The School of Music continues to play a central role in student recruitment and community engagement through its Honor Music and prospective student programming. Each year, Music hosts the Honor Music Festival, which brings more than 150 high school students from across the region to campus for a multi-day experience that includes ensemble rehearsals, masterclasses, performances, and direct interaction with Shepherd faculty and students. This event serves as one of the University's most significant discipline-specific recruitment pipelines, offering

sustained, immersive exposure to campus facilities, faculty mentorship, and collegiate-level music making. Many students involved matriculate to Shepherd in a variety of majors.

The School of Music hosts “Music Major for a Day” experiences in both the Fall and Spring semesters, providing prospective students with individualized opportunities to attend classes, rehearse with ensembles, receive applied lessons, and engage with current majors. These initiatives are complemented by the School’s strong public-facing performance presence. University ensembles regularly serve as ambassadors for Shepherd, with the Ram Band maintaining an active schedule of off-campus performances throughout the region. The Masterworks Chorale is preparing for a high-profile performance trip to Carnegie Hall in New York City. Collectively, these activities reinforce the School of Music’s visibility, strengthen community partnerships, and underscore its role as both a cultural leader and a driver of enrollment for the University.

#### *Department of Social and Behavioral Sciences*

Dr. Albina Laskovtsov, Assistant Professor of Sociology, and Dr. Rob Anthony, Professor of Sociology, have relaunched the Criminal Justice Lecture Series, reestablishing an important forum for applied learning and community engagement within the criminal justice discipline. The Spring 2026 series brings practitioners and judicial leaders to campus to engage students, faculty, and the broader community in timely discussions of law enforcement, courts, and the justice system.

Scheduled speakers include Jim Kaiser, retired U.S. Secret Service (January 28); Megan Graves, Youth Drug Court Probation Officer with the West Virginia Supreme Court of Appeals (February 25); and David Hammer, Chief Judge of the 28th Judicial Circuit, Jefferson County (April 1). All lectures will be held at 2:00 p.m. in the Byrd CHE Auditorium. The revitalized series strengthens connections between academic study and professional practice while reinforcing Shepherd University’s role as a convening space for civic dialogue and public service.

### **COLLEGE OF BUSINESS AND RECREATION**

- Dr. Joshua Beck, Assistant Professor of Business Administration, coordinated five teams from Shepherd University in the Fall 2025 CapSource Live Case Competition. This international event attracts teams from many of the world’s leading business programs, including institutions accredited by the International Accreditation Council for Business Education (IACBE) and other universities across the globe. In the competition, students develop strategic management solutions for a real sponsoring organization. Dr. Beck is happy to report that four of our five Shepherd teams advanced to the global Top 12; Shepherd placing nearly our entire BADM 407 class among the strongest performers internationally.
- Research conducted by Dr. Zahra Pourabedin, Assistant Professor of Business Administration, Dr. Ben Martz, Dean, and Dr. James Dovel, Associate Professor of Business Administration has been accepted for presentation at the Academy of Marketing Science (AMS) Conference in Savannah, Georgia, in May 2026. This research is

supported by the USDA and focuses on mapping agritourism activities in the Mid-Atlantic region. The research will be published in the AMS 2026 Conference Proceedings.

- Dr. Robert Szarka, Assistant Professor of Business Administration, has been invited to participate in the 2026 Alexis de Tocqueville Fellowship: Exploring the Intersection of Bitcoin, Political Economy, and Philosophy—a joint effort of the Mercatus Center at George Mason University, the Texas Bitcoin & Grid Alliance, and Bitcoin Park. Participants will explore the economic and philosophical foundations and implications of Bitcoin and its role in a freer, more prosperous society. Dr. Szarka's participation builds on his research in economic freedom and his experience mining bitcoin and operating Bitcoin nodes, as well as teaching students about Bitcoin here at Shepherd.
- The West Virginia Higher Education Policy Commission (HEPC) awarded one of ten challenge grants for the 2025-2026 academic year to a Shepherd University team: faculty members Dr. Robert Szarka, Dr. James Dovel, Dr. Amanda Mandzik, Associate Professor of Economics, Dr. Joshua Beck, Dr. Zahra Pourabedin, and Jimmie West, Business Adjunct ; Instructional Designer Yildiz Nuredinoski; and Instructional Technologist Richard Lanham. The team will develop open educational resources (OER), tools, and training to lower barriers to OER adoption. Three courses in the Business Administration major will use OER for the first time this spring, and the team, along with Shepherd students, will help develop, improve, and package materials for other courses. They will share updates and lessons learned in a FoSL (Focus on Student Learning) workshop on March 2.

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

### *School of Nursing*

- The School of Nursing has purchased virtual reality masks to enhance simulation, allowing BSN students to enhance their clinical skills. Funding was available via the WV HEPC Nursing Workforce Expansion Grant.
- The Nursing Career Fair was held in the Erma Ora Byrd Building on February 5, 2026. Regional healthcare partners attended providing pre-acceptance and in-program BSN students information on employment opportunities and available scholarship programs.
- Dr. Damien Unger obtained his Family Nurse Practitioner (FNP) certification.

### **School of Education**

- Dr. Rhonda Hovatter and Dr. Julia Tracy are attending "Speak Out Day" February 10 and 11. "Speak Out Day" is SHAPE America's annual advocacy event held in Washington, DC, where health and physical educators meet with Congress to champion funding and support for school health programs.
- This Spring, a group of students from the EDUC 399A course will be traveling to the UK to learn about both the English and Scottish education systems. Students will be visiting

Oxford University and the University of Strathclyde for lectures. Additionally, students will be developing lessons related to sites being visited such as the Tower of London, National Gallery, and Stirling Castle. The course is open to all Shepherd students and has students from education, history, art, biology, and environmental science currently enrolled.

- In December, Dr. Jason Allen traveled to Washington D.C. to serve on a panel at the Library of Congress related to a fellowship he completed with the institution during the Spring and Summer. The following day, he attended the National Council for the Social Studies national conference and presented on his Library of Congress grant related to teaching WV history entitled: “Almost Heaven: A Collection of WV Teaching Resources.”

## **STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS**

The West Virginia Higher Education Policy Commission’s (HEPC) Collaborative to Advance Learning Mobility is coordinating statewide participation in efforts to advance the state’s continued work in supporting development of micro-credentials, along with aligned efforts to expand prior learning assessment, build academic pathways and improve student transfer mechanisms, and gather and analyze data on student progress and success.

## **INSTITUTIONAL RESEARCH**

The Office of Institutional Research is leading and coordinating Shepherd’s response to the new IPEDS ACTS (Admission and Consumer Transparency Supplement) data reporting requirement. This information, provided by Institutional Research, Financial Aid, and Finance, addresses the charge from the Ensuring Transparency in Higher Education Admissions Executive Memorandum: to “expand the scope of information collected about the undergraduate and graduate admissions process, financial aid awarding process, enrollment in courses and programs, and outcomes and completions.”

## **SCARBOROUGH LIBRARY**

### *Academic Support, Library Instruction and Events*

Information Literacy requests have risen by approximately 18% in FY26. Librarians have also provided training as part of New Faculty Orientation information on instructional services, research support, and other useful tools for research. The library hosted a well-attended book talk by local author Mari-Jo Qualey on January 21.

### *Acquisitions*

Approximately \$1,000 in new art books were acquired at no cost through the national A.R.T. Library Program. The library also received a donation of original artwork from a 101-year-old Appalachian artist, with selected pieces displayed in the foyer exhibit case and future displays in the planning process.



## ENROLLMENT MANAGEMENT

### *Undergraduate Admissions*

The Office of Admissions continues to process applications and decisions for the summer and fall 2026 undergraduate admissions cycles. As of February 3, undergraduate admissions applications and admits are up 1% and 3%, respectively, but deposits are down 8%, year over year. Deposits have increased rapidly over the last month following the availability of housing applications in the university's newly implemented housing registration software system.

- Admissions staff began the spring travel season on Monday, February 9. Staff will visit community colleges within the region and attend college fairs in West Virginia, Maryland, Virginia, and Pennsylvania.
- The Office of Admissions also contacted all students who submitted a FASFA but did not yet apply to Shepherd. This work commenced in late January as part of the continued focus to increase our total freshmen applications. While we are up year-over-year, we continue to build the funnel necessary to hit the ambitious goal of 600 new freshmen.
- Through a collaboration between Enrollment Management and Academic Affairs, every admitted student has received a personal email directly from a Shepherd faculty member, inviting them to attend Admitted Student Day or visit campus another time.
- The Office of Admissions continues the work of implementing the new Customer Relationship Management system: Slate. The system will be live by late March, and it will be the new home for all of Shepherd's applications (including dual enrollment, undergraduate and graduate admissions, and the continuing education program). Admissions staff is collaborating with the IT team to ensure data flows smoothly into Banner, Shepherd's Student Information System.
- The Office of Admissions is happy to announce the promotion of Admissions Counselor Cade Miller to the role of Associate Director of Admissions. Cade will supervise admissions counselors, oversee travel and territory planning, plan events, and manage the day-to-day operations of the Undergraduate Office of Admissions. The Office of Admissions will begin a search for a new admissions counselor in early March.

### *Registrar*

Below is the current enrollment update as of January 30, prior to the drop for non-payment.

Spring 2026 Enrollment Report and Projection:					
1.30.2026 UPDATE	1.22.2024	1.24.2025	2.17.2025	1.30.2026	
<b>Headcount Projection</b>	<b>Spring 2023</b>	<b>Spring 2024</b>	<b>Spring 2025</b>	<b>Spring 2026</b>	
<b>Student Type</b>	<b>To-Date HC</b>	<b>Current HC</b>	<b>CENSUS HC</b>	<b>Current HC</b>	<b>YOY Var.</b>
Continuing	2059	1999	1989	2046	47
New Freshman	19	22	22	31	9
Re-admit	21	18	16	7	-11
Transfer	90	117	114	97	-20
Total Undergraduate	2189	2156	2141	2181	25
Graduate - Continuing	137	140	138	118	-22
Graduate - New	21	26	25	19	-7
Total Graduate	158	166	163	137	-29
<b>Degree-Seeking</b>	<b>2347</b>	<b>2322</b>	<b>2304</b>	<b>2318</b>	<b>-4</b>
Non-degree UG	275	279	388	300	21
Non-degree GR	212	139	171	81	-58
<b>Total Enrollment Degree &amp; Non-degree</b>	<b>2834</b>	<b>2740</b>	<b>2863</b>	<b>2699</b>	<b>-41</b>
<b>FTE Projectn</b>	<b>Spring 2023</b>	<b>Spring 2024</b>	<b>Spring 2024</b>	<b>Spring 2025</b>	
<b>Student Type</b>	<b>To-Date FTE</b>	<b>To-Date FTE</b>	<b>CENSUS FTE</b>	<b>Current FTE</b>	
Continuing	1986.07	1932.4	1927.83	1979.33	
New Freshman	18.5	20.6	20.80	32	
Re-admit	13.4	11.6	11.00	5.4	
Transfer	76	101.27	99.60	86.53	
Graduate - Continuing	88.58	99.08	98.16	82.08	
Graduate - New	13.25	20.83	19.58	15.33	
<b>Degree-Seeking</b>	<b>2195.80</b>	<b>2185.78</b>	<b>2176.97</b>	<b>2200.67</b>	
<b>Non-degree UG</b>	<b>95</b>	<b>114.07</b>	<b>124.60</b>	<b>120.2</b>	
<b>Non-degree GR</b>	<b>105.67</b>	<b>68.58</b>	<b>82.50</b>	<b>38.58</b>	
<b>ALL HC</b>	<b>2834</b>	<b>2740.0</b>	<b>2863</b>	<b>2699</b>	
<b>ALL FTE</b>	<b>2396.47</b>	<b>2368.43</b>	<b>2384.07</b>	<b>2359.45</b>	

- Spring 2026 enrollments suggest another increase in undergraduate student persistence.
- Graduate continuing student enrollment is down as a result of smaller incoming graduate classes over the last few semesters. This decline stems primarily from two causes: 1) the decline in our undergraduate enrollments in 2019-2021, which reduced our potential enrollment funnel for our graduate programs; and 2) graduate programs in education have declined nationwide over the last five years. The launch of new online demand-driven graduate programs will positively impact these numbers over the next two years.

### *Regent's Bachelor of Arts*

With the transition of Donna Miller to her new role as Executive Assistant to the President, Shepherd has started the search for a new RBA Coordinator. The search committee began interviews in early February, and the expectation is the position will be filled in the coming weeks.

### **Fall 2026 Enrollment**

Below is the updated admissions report for fall 2026 as of February 2.

SU Weekly Report - 2.2.2026 Fall 2026

		2026	In-state	Out-of-state	2025 - 2.3.25	In-state	Out-of-state	Fall 2025 EOY	In-state	Out-of-state	Fall 26 Projection	In-state	Out-of-state	Fall 2026 Goals	% to Goal	2026 Conversion Rates	2025 Conversion Rate YoY	2025 Conversion Rate EOY
<b>Prospects</b>	Total last week	14718	6429	8289	6626	1031	5595	7107	1336	5771								
	Total for the week	5	0	5	19	10	9	8	5	3								
Freshman (F)	8106	14205	6214	7991	6099	796	5303	6290	908	5382	15423	7150	8273					
Transfer (T/M)	-31	108	36	72	139	46	93	228	97	131	192	79	113					
Readmits (R)	1	5	3	2	4	2	2	10	7	3	13	9	5					
Graduate (G)		43	22	21	41	17	24	63	27	36	73	39	34					
Other (O) Specials and High School		13	6	7	9	4	5	36	25	11	39	22	17					
Unknown		81	72	9	131	114	17	250	213	37	234	201	34					
Common App		268	76	192	222	62	160	238	64	174	287	78	209					
<b>Total Prospects</b>	8078	14723	6429	8294	6645	1041	5604	7115	1341	5774	16262	7579	8683					
<b>Applicants</b>	Total last week	1657	774	883	1636	707	929	2722	1357	1365								
	Total for the week	66	29	37	68	30	38	1	0	1								
Freshman (F)	37	1583	726	857	1546	663	883	2108	1000	1108	2133	1056	1077	2250	70.36%	11.14%	25.35%	33.51%
Transfer (T/M)	-20	132	69	63	152	71	81	567	317	250	510	295	215	575	22.96%	122.22%	109.35%	248.68%
Readmits (R)	2	8	8	0	6	3	3	48	40	8	64	64	0	50	16.00%	160.00%	150.00%	480.00%
Graduate (G)		36	27	9	36	22	14	81	48	33	85	61	24			83.72%	87.80%	128.57%
<b>Total Applicants</b>	19	1723	803	920	1704	737	967	2723	1357	1366	2707	1415	1291			11.70%	25.64%	38.27%
<b>Admits</b>	Total last week	1251	563	688	1185	501	684	2048	1039	1009								
	Total for the week	32	13	19	62	30	32	11	10	1								
Freshman (F)	48	1214	538	676	1166	498	668	1633	791	842	1726	856	870	1800	67.44%	76.69%	75.42%	77.47%
Transfer (T/M)	-14	66	35	31	80	33	47	388	224	164	373	238	136	375	17.60%	50.00%	52.63%	68.43%
Readmits (R)	2	3	3	0	1	0	1	38	34	4	64	64	0	40	7.50%	37.50%	16.67%	79.17%
Graduate (G)		5	4	1	2	2	0	65	41	24	76	53	23			13.89%	5.56%	80.25%
<b>Total Admits</b>	36	1283	576	707	1247	531	716	2059	1049	1010	2163	1157	1006			74.46%	73.18%	75.62%
<b>Deposit</b>	Total last week	207	146	61	235	145	90	1026	699	327								
	Total for the week	32	26	6	21	13	8	16	14	2								
Freshman (F)	-10	206	152	54	216	143	73	697	491	206	667	526	141	700	29.43%	16.97%	18.52%	42.68%
Transfer (T/M)	-9	30	17	13	39	15	24	308	189	119	291	195	97	310	9.68%	45.45%	48.75%	79.38%
Readmits (R)	2	3	3	0	1	0	1	37	33	4	64	64	0	40	7.50%	100.00%	100.00%	97.37%
Graduate (G)		5	4	1	2	2	0	67	42	25	76	53	23			100.00%	100.00%	103.08%
<b>Total Deposits</b>	-17	239	172	67	256	158	98	1042	713	329	1022	785	237	1050	22.76%	18.63%	20.53%	50.61%
<b>Total Net Deposits</b>	-20	235	169	66	255	157	98	974	674	300	926	689	237					
<b>Enrollments</b>																		
Freshman (F)		0	0	0	0	0	0	572	405	167	0	0	0	600	0.00%	0.00%	0.00%	82.07%
Transfer (T/M)		0	0	0	0	0	0	217	139	78	0	0	0	250	0.00%	0.00%	0.00%	70.45%
Readmits (R)		0	0	0	0	0	0	19	18	1	0	0	0	25	0.00%	0.00%	0.00%	51.35%
<b>Total Enrollments</b>		0	0	0	0	0	0	808	562	246	0	0	0	875	0.00%	0.00%	0.00%	77.54%

**INTENT TO PLAN**  
**Master of Social Work**  
**College of Arts, Humanities, & Social Sciences**  
**Department of Social and Applied Behavioral Sciences**

The following resolution is recommended for adoption by the Board:

**RESOLVED**, That the Shepherd University Board of Governors approves the Intent to Plan for a degree in *Master of Arts in Mental Health Counseling* and directs the Provost to oversee completion of the program development for final Board approval.

**Section I: Overall Concept of Program**

Introduction

Staff recommend authorization to pursue the development of a fully online Master of Social Work (MSW) program designed to prepare competent, ethical, and compassionate professionals to meet the growing behavioral health and social service needs of our region and beyond. Building on Shepherd's long-standing commitment to community engagement and student-centered learning, the proposed MSW program will expand educational access for working adults, career changers, and rural learners who require the flexibility of an online format.

The development of this program aligns with Shepherd University's mission to serve as a public liberal arts institution dedicated to academic excellence, service, and regional impact. The online MSW will directly address workforce shortages in mental health and social services. These are fields projected for sustained growth across West Virginia and the Mid-Atlantic region. By preparing advanced practitioners equipped with the skills to provide clinical assessment, intervention, social service leadership, and advocacy, the program will contribute meaningfully to both community well-being and regional economic development. Further, this program aligns with Gov. Patrick Morrisey's call to improve both rural health and the state's foster care systems as part of his January 2026 State of the State address.

This Intent to Plan outlines the foundational goals and strategies that will guide the development of the online MSW program. These include expanding instructional capacity through targeted faculty recruitment, strengthening clinical partnerships and supervision networks, scaling student support systems for online learners, and reinvesting tuition revenue to sustain program quality and innovation. Together, these priorities position Shepherd University to offer a high-quality,

accredited MSW program that upholds professional standards while advancing the University's strategic vision for online graduate education.

### Program Objectives

The proposed Master of Social Work will achieve the following goals:

1. *Prepare graduates for advanced social work practice* with individuals, families, and groups, grounded in evidence informed assessment, diagnosis, intervention, and evaluation, while also integrating professional values, ethics, and critical use of cognitive and affective processes across multiple systems of practice.
2. *Equip graduates to provide leadership within communities and social and human service organizations* by challenging oppression and inequity; designing, implementing, and evaluating culturally responsive policies and interventions; and advancing human rights and promoting social, economic, and environmental justice at local, regional, and global levels.
3. *Deepen the integration of theories of human behavior and the social environment* to critically analyze the intersections of diversity and environmental context, and to develop advanced strategies – particularly in clinical and community settings – that recognize and leverage strengths in complex practice environments.
4. *Foster the development of professional social workers* who demonstrate advanced judgement informed by research, reflective practice, and critical self-awareness, and who exercise leadership within communities and interprofessional settings to strengthen service delivery systems and promote community well-being.
5. *Prepare graduates to integrate clinical practice* with community-based leadership, leveraging clinical expertise to inform community interventions, guide program development, and promote systemic changes that enhance individual and collective well-being.

### Student Learning Outcomes

Upon completion of the program, graduates will be able to:

1. *Licensure and Professional Readiness*: Demonstrate mastery of the knowledge and skills required for professional social work practice at the master's level, preparing for successful completion of the ASWB Master's Exam and for competent, ethical practice in clinical and community settings.
2. *Ethical and Professional Social Work Practice*: Apply ethical decision-making frameworks and professional standards to guide clinical and community practice, demonstrating integrity, competence, and leadership in professional and collaborative settings.
3. *Promote Fairness, Access, and Community Well-Being*: Lead initiatives that promote fairness, access to resources, and well-being for individuals, families, and communities, serving as ethical and responsible community leaders in social service and mental health delivery systems.
4. *Research-Informed Social Work Practice*: Conduct and apply research to inform social work practice, utilizing evidence-based approaches to evaluate and improve clinical interventions and community programs, and provide leadership in translating findings into practice improvements.
5. *Social Welfare Policy and Social Service Systems Engagement*: Analyze, develop, and advocate for social welfare policies and programs that strengthen community social service systems and mental health service systems, improve access to services and

resources, and support positive outcomes, demonstrating community leadership in policy practice and systems-level initiatives.

6. *Engagement with Clients and Communities*: Establish and maintain effective, respectful, and collaborative relationships with clients and stakeholders across diverse practice settings, demonstrating leadership in guiding teams, groups or community initiatives.
7. *Assessment of Clients and Communities*: Conduct comprehensive assessments that account for biopsychosocial, spiritual, cultural, and environmental factors influencing individuals, families, groups, organizations, and communities, demonstrating leadership in evaluating complex client and community situations and guiding practice interventions.
8. *Intervention with Clients and Communities*: Design and implement evidence-informed interventions that enhance individual and community well-being, resilience, and capacity, providing leadership in coordinating services and guiding collaborative problem-solving efforts.
9. *Evaluation of Practice and Programs*: Evaluate the effectiveness of interventions and programs using qualitative and quantitative methods, applying findings to improve practice outcomes and guide leadership decisions in clinical and community settings.

#### Course Sharing with Master of Arts in Mental Health Counseling

As the curriculum for the Master of Social Work (MSW) is developed, there is strong potential to share select foundational and practice courses with the recently approved Master of Arts in Mental Health Counseling, where content alignment is permissible under accreditation standards. Potential areas of overlap may include coursework in ethics and professional practice, human behavior in the social environment, trauma-informed practice, research methods, and assessment frameworks.

In accordance with Council on Social Work Education (CSWE) accreditation requirements, any courses shared with the MSW must be taught by faculty who hold credentials from CSWE-accredited programs. This faculty qualification requirement applies specifically to MSW coursework and does not extend to the MA in Mental Health Counseling. Final determination of shared courses will occur following completion of, and CSWE review of, the full MSW curriculum to ensure full compliance with accreditation standards.

Strategically sharing approved courses across these two graduate programs supports instructional efficiency while maintaining accreditation integrity. This approach allows Shepherd University to maximize faculty capacity, reduce duplicative instructional costs, and strengthen the financial sustainability of its online graduate portfolio, while preserving clear program identity and regulatory compliance for each degree.

## **Section II: Market Analysis & Financial Pro Forma**

*Shepherd University subscribes to Lightcast Market Research which allows academic leaders research concrete market data, including labor trends, regional competitors, etc. These data are proprietary to*



*Lightcast, and program specific data will therefore be sent to the Shepherd University Board of Governors separately and outside the public documents.*

## About Lightcast

Lightcast is a labor market analytics firm that is passionate about providing meaningful data for colleges and their students.

Our data is trusted by a breadth of users including researchers at colleges and universities, economic development organizations, and Fortune 500 companies.

Lightcast data offers a three-pronged approach to labor market information:

1. Our traditional LMI combines dozens of government sources from agencies like the Bureau of Economic Analysis, U.S. Census Bureau, and Bureau of Labor Statistics into one dataset that details industries, occupations, demographics, academic programs, and more.
2. Lightcast's job posting analytics give a real-time look into the needs of employers in today's labor market. Each month, millions of postings are scraped from employer sites and job boards, de-duplicated, and compiled into an actionable dataset.
3. Lightcast also leverages workforce profiles—an innovative database of more than 100 million resumés and professional profiles that are aggregated from the open web. These profiles unify information for workers—such as education, employment history, skills, and more—to reveal robust detail on what is happening in today's workforce.

Together, these data related to labor market demand, relevant skills, and the competitive landscape help colleges and universities make informed decisions about their program offerings.

Preliminary P&L for Proposed Master of Social Work									
					Year 1	Year 2	Year 3	Year 4	Year 5
					2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
<b>START-UP FUNDING (If applicable)</b>					0	0			
<b>TOTAL STUDENT POPULATION- Degree</b>					0	10	31	66	99
<b>TOTAL REVENUE</b>					\$0	\$75,750	\$231,038	\$990,428	\$1,492,425
<b>EXPENSES</b>									
Total New Instructional Costs (Adjuncts, Overloads, FT Faculty)					\$60,000	\$126,000	\$189,000	\$192,000	\$204,000
Total New Administrative Costs (e.g. Program Director, inst. Des.)					\$47,000	\$50,000	\$29,000	\$23,000	\$23,698
Employee Benefits			35%		\$37,450	\$61,600	\$76,300	\$75,250	\$79,694
Total New Equipment or Materials									
<b>TOTAL EXPENSES</b>					\$144,450	\$237,600	\$294,300	\$290,250	\$307,392
Net Revenue					-\$144,450	-\$161,850	-\$63,263	\$700,178	\$1,185,033
Net Revenue Margin					0%	-214%	-27%	71%	79%

### *Additional Funding Opportunities*

The proposed MSW is financially grounded in sustained workforce demand and aligned with multiple existing funding streams that support child welfare, behavioral health, and social services capacity in West Virginia. Persistent shortages of qualified social workers, particularly in foster care, child protective services, and substance-use-impacted family systems, have been documented through audits, legislative activity, and agency reporting, contributing to stable employer demand and favorable enrollment conditions for a professionally focused graduate program.

In addition to tuition-based revenue, the MSW aligns with several potential external funding mechanisms that may support program development, student access, and workforce entry. These include private foundations focused on foster care youth and family stability; anticipated federal Child Development Services (CDS) funding in FY27 related to foster care and workforce preparation; and state-supported scholarship or tuition assistance programs tied to post-graduation service commitments in high-need fields.

Further alignment exists with the West Virginia First Foundation's opioid settlement investments, particularly those focused on foster care youth, prevention, and workforce entry into behavioral health and social services. While these external funds are not assumed as required revenue for program viability, their priorities closely match the MSW's curricular focus, practicum model, and community partnerships, strengthening the feasibility of future collaborations, contracts, and grant-supported activities that may offset specific instructional, supervision, or field education costs.

There is significant potential within a proposed MSW degree to create stackable micro-credentials. Shepherd's Social Work program currently offers a Child Advocacy Studies Training (CAST) certificate. Including micro-credential options such as the CAST certificate within the MSW positions Shepherd to leverage Higher Education Policy Commission (HEPC) initiatives supporting stackable credentials. This allows graduate-level coursework to be structured in ways that enhance access, persistence, and workforce responsiveness.

#### **Tuition Costs for Regional Online Competitors**

<b>Institution</b>	<b>Cost/Credit Hour</b>
<b>Shepherd University</b>	\$500
<b>West Virginia University</b>	\$747
<b>Marshall University</b>	\$522
<b>Concord University</b>	\$565
<b>University of Maryland, Baltimore &amp; College Park</b>	\$729 (MD resident) \$1,372 (Out of State)
<b>Salisbury University</b>	\$805
<b>Shippensburg University</b>	\$545



### Section III: Timeline & Contingency Planning

#### **Timeline for Implementation**

January 2026	Submit Intent to Plan
	Apply for Candidacy to the Counsel on Social Work Education
Fall 2026	Initiate Curricular Actions
2026/2027	Candidacy Visit for Benchmark 1
Fall 2027	Enroll initial cohort (part-time, foundation year students)
2027/2028	Candidacy Visit for Benchmark 2
Fall 2028	Enroll 2 <sup>nd</sup> cohort; Begin Advanced Standing for students with BSW (part-time)
2028/2029	Candidacy Visit for Benchmark 3
Academic Year 2029-2030	Graduate 1 <sup>st</sup> class

Based on CSWE guidance, the initial cohort in Years 1 and 2 will be comprised of students enrolled part-time. This allows time to build the program and achieve accreditation in alignment with the first graduating class, ensuring those students will be fully prepared to meet licensure requirements.

#### *Enrollment & Recruitment Planning*

Recruitment for the proposed MSW program will be grounded in Shepherd University's established strengths, regional reputation, and strategic use of online delivery. The fully online modality of the proposed MSW is designed to expand access for working professionals and place-bound students across West Virginia and the surrounding region, while remaining competitive with peer institutions in neighboring states. Combined with Shepherd's competitive tuition structure, this delivery model positions the program favorably within a market that is increasingly driven by affordability, flexibility, and workforce alignment.

Shepherd's undergraduate Bachelor of Social Work (BSW) program provides a strong and reliable internal pipeline for graduate recruitment. The BSW program has developed a solid regional reputation for preparing graduates for professional practice and has produced 88 graduates over the past five years. A significant portion of these alumni seek an MSW in order to pursue licensure and advanced practice credentials. In the absence of a Shepherd MSW, many of these students have historically enrolled with regional competitors—particularly those offering online or hybrid formats—representing a clear opportunity for institutional “stop-out” at the graduate level.

By launching an online MSW, Shepherd University will be positioned to retain its own graduates, attract returning adult learners, and recruit new students from the broader tri-state region who are seeking a high-quality, affordable, and accessible pathway to licensure. The proposed program leverages existing institutional credibility in social work education while responding directly to documented student behavior and regional workforce demand.

### *Additional Faculty Resources*

To successfully launch the proposed MSW and meet the CSWE required faculty–student ratios from the outset, Shepherd must ensure adequate instructional capacity during the program’s build-out year. We would budget \$81,000 for upfront funding to support a non-tenured clinical faculty hire in Year 1, twelve months prior to enrolling our first MSW students. This position is critical for two reasons. First, it allows the University to uphold CSWE standards while developing the MSW curriculum and preparing for accreditation review. Second, it preserves instructional continuity in the BSW program while current faculty transition into newly required MSW and BSW director roles, each carrying essential reassigned time for program development and oversight. This strategic, time-limited investment enables us to launch the MSW responsibly and without disruption to existing students. The additional MSW faculty hires beyond Year 1, as outlined in accreditation standard 4.2 of the CSWE Educational Policy and Accreditation Standards, will be funded through net revenue generated across the evolving Shepherd Online portfolio, ensuring a sustainable model for long-term program success.

### *Council on Social Work Education Accreditation*

From the outset, Shepherd University must pursue and secure accreditation from the CSWE as an essential step in establishing the Master of Social Work (MSW) degree. CSWE is the representative organization and the accrediting body for social work education in the United States. CSWE accreditation is the national standard that ensures program quality, curricular rigor, and alignment with professional competencies required for licensure as a social worker in most states, including West Virginia.

Without CSWE accreditation, graduates would be ineligible for advanced licensure and many employment opportunities within clinical, agency, and social service settings. Initiating the CSWE accreditation process concurrently with program development is required and will ensure that Shepherd’s MSW meets all educational policy and accreditation standards for professional practice, attracts qualified students, and establishes credibility and competitiveness within the regional and national landscape of social work education.

### *Contingency Planning*

Should the proposed fully online Master of Social Work exceed enrollment projections, Shepherd University will take the following steps to ensure that program quality, student support, and accreditation standards are maintained while responsibly managing growth:

1. Faculty and Instructional Capacity
  - a. Expand instructional capacity through the strategic hiring each year of additional full-time and adjunct faculty with required training and credentials to teach in the MSW program. Shepherd will maintain Faculty-Student FTE requirements per the CSWE accreditation criterion of a full-time equivalent faculty-to-student ratio not greater than 1:12 at the masters level. As illustrated in financial pro forma, one full-time faculty member is added each year, provided program enrollments meet expectations and projected revenue.
  - b. Utilize instructional designers and online teaching specialists to maintain course quality and ensure compliance with best practices for online learning.

- c. Consider establishing a maximum cohort size that accounts for the following factors:
  - i. CSWE expectations of a 1:12 faculty-student ratio in this program when it achieves steady state capacity and no fewer than four full-time faculty with a full-time appointment in social work, whose principal assignment is to the MSW program.
  - ii. Practicum education capacity: Foundation year and advanced year internship availability will determine how many students can be supported effectively, particularly during the first few years of operation.
  - iii. Pedagogical quality: Small cohorts of 25-30 students allow for strong faculty-student engagement, which is essential for competency-based education and professional socialization.
  - iv. Program culture and student support: A cohort model helps online students feel connected and supported. CSWE and program reviews emphasize that class/cohort sizes must be manageable in terms of providing individual feedback and guidance and academic advising.
  - v. Summary – Cohort sizes must align with faculty count, faculty load, technology/instructional design support, practicum placement partner capacity, and student support services.
2. Clinical Placement and Supervision
  - a. Strengthen partnerships with regional and national entities to expand practicum and internship opportunities.
  - b. Increase the pool of qualified clinical supervisors to ensure all students receive appropriate supervision and placement support.
3. Student Support and Resources
  - a. Scale advising, tutoring, and career services tailored to online graduate students to ensure retention and timely degree completion.
  - b. Invest in technology infrastructure, online library resources, and virtual counseling tools to support a larger student body.
4. Financial and Strategic Planning
  - a. Reinvest additional tuition revenue into program development, faculty support, and student services.
  - b. Evaluate opportunities to expand the program with new concentrations in emerging areas such as health and integrated care, child and youth advocacy, technology in service delivery, or population diversity and social justice.

Should the proposed fully online MSW fail to meet enrollment projections after three years of enrolling students, Shepherd University will take the following steps to ensure responsible use of institutional resources:

1. Program Review and Assessment
  - Conduct a comprehensive review of admissions trends, marketing strategies, curriculum design, and online delivery methods.
  - Collect feedback from students, faculty, alumni, and employer partners to determine barriers to enrollment or retention.

2. Strategic Program Adjustments

- Expand digital marketing and recruitment efforts to reach a broader national market while strengthening partnerships with community colleges, healthcare systems, and social service agencies.
- Pursue cost efficiencies such as adjusting course rotations, further optimizing and adjusting faculty loads, and sharing instructional resources.

3. Sunset Procedures (if necessary)

- If the program remains unsustainable after adjustments, implement a structured teach-out plan to ensure all enrolled students complete their degree online without interruption.
- Reallocate faculty and instructional design resources to other fully online programs within Shepherd Online or in-person undergraduate programs that demonstrate stronger market demand.

## **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.

### **Accessibility Services:**

- As of February 11, the Accessibility Services Office has 291 students registered to receive accommodations. Tests proctored from Fall 2025 and Spring 2026 were 352 tests.

### **Campus Services:**

- Shepherd University will host regional sites for the West Virginia Academic Showdown. The event will feature nine local high school teams competing for two places at the state competition in Charleston, WV in April. The event on campus will be on February 21, 2026, with the championship round of the regional competition held in the Marinoff Theater.
- Dining Services launched a Mediterranean themed menu for Riverside Market for the first month of the spring semester. This event will be followed by Zoca, a Southwestern themed menu. Special events throughout February will include a Winter Wild Game themed Supper Club, a Mashed Potato Bar, National Chopsticks Day, and Mardi Gras Dinner, as well as celebrations of Black History Month and Sustainability Thursdays.
- Residence Life has started the implementation of a new software, StarRez. This new software will replace the previous, failing software system which students use to register for rooms. In fall 2025, Resident Assistants earned an average semester GPA of 3.40 and carried an average cumulative GPA of 3.50. Four RAs earned a 4.0 for the semester. Residence Life staff attended online training programs related to Preparing for “When ICE Comes to Campus.” For fall 2026-27, 90 students have applied for the 27 Resident Assistant positions.

### **Community Services**

- The Office of Student Community Services is working collaboratively with Academic Affairs to provide support to faculty, integrating service experiences into their curriculum.
- Relay For Life, a student-led annual event, has organized a series of fundraising and awareness activities over the next two months to support cancer survivors both on campus and in the community.

**Counseling Services:**

- Counseling Services data shows a 22% increase in student appointments from June – December FY26 compared to the same period in FY25.
- Counseling Services began a transition of *Sources of Strength*, an evidence-based suicide prevention program, from a departmental program to a formal student organization. *Sources of Strength* absorbed the former student organization, Rams Care, and will combine these two programs; both have an emphasis on campus wellness and suicide prevention. Students will be able to take leadership positions as well as have a presence at the Student Government Association (SGA). The transition is estimated to take place before the end of the Spring 2026 semester.
- Counseling Services co-facilitated two workshops at the Student Leadership Conference on Saturday, February 7. Both sessions were well-attended and offered students learning opportunities including increased self-awareness, skill building, community building and first-hand experience in restorative practices. The titles of the two workshops were: *Sources of Strength on a College Campus* and *Community Building and Restorative Circles for Connection and Conflict Resolution*.

**Dean of Students:**

- Reports as of 2/3/2026: Student Conduct: 38 new reports since mid-December, and 288 Year to Date; Behavior Interventions Team: Eight new reports since mid-December, and 60 Year to Date.
- The Dean of Students, Jacob Mellow, and Julia Franks, Director of Student Success and Chief of Staff for Student Affairs Division are co-chairs for the Director of Accessibility Services position search. More than 20 applications were received. Three finalists were brought to campus as the search process continues for this important position.

**Principal Systems Analyst:**

- The Division of Student Affairs and Enrollment management are collaborating to implement SLATE, a Customer Relationship Management (CRM) system and a Student Success platform designed to help faculty advisors, professional advisors, and campus staff continue providing comprehensive support to students throughout their academic journey at Shepherd.

**Student Activities and Leadership:**

- Student Activities, Counseling Services, Program Board and Title IX co-sponsored Healthy Love week in February with daily activities designed to heighten awareness of how to set healthy relationship boundaries, communicate more effectively, and become an active bystander to prevent violence.
- On Thursday, February 12, Student Activities and Title IX sponsored "Love Your Brother: Respect and Protect", a training for students focused on bystander intervention, hazing prevention, and how to protect the Ram community from harm. More than 120 students, including more than 80% of all fraternity and sorority members, learned about healthy boundary-setting and communication and how to prevent harm to others.
- On Saturday, February 7, the Office of Student Activities and Leadership achieved a milestone by hosting the [40<sup>th</sup> annual Student Leadership Conference](#). The theme, *Sustainable Leadership: Avoiding Burnout and Building Bridges* highlighted ways student-leaders can find balance by learning crucial best practices for healthy leaders

including delegation, strategic thinking, and conflict-management skills. The keynote address, "[\*Higher Ceilings, Bigger Vision: What Shepherd Made Possible\*](#)," was provided by Shepherd alumnus Antonio Perez (B.A. and M.B.A.). Antonio highlighted how the leadership skills gained through embracing opportunities inside and outside the classroom led to his professional success. Other speakers included a wide variety of community leaders and Shepherd alumni including Jefferson Security Bank CEO and President Cindy Kitner; two-time Shepherd alums and members of 2025 Shepherd's Alumni Association's Finest Under Forty Alyssa Roush and Hannah Brumbaugh; Wendy Weaver Baraka, Director of Counseling Services; Karen Martin, Counselor; Annie Lewin, Title IX Coordinator, and Jackson Heath, Community Services Coordinator. The Bonnie and Bill Stubblefield Institute for Civil Political Communications provided financial and staff support. Student leaders from the Global Student Leadership Team and the Program Board served as conference hosts and event assistants.

#### **Student Success Center:**

- Marketing and recruitment have begun for the upcoming Rising Leaders program, funded by the Claude Worthington Benedum Foundation. Julia Franks and Danielle Stephenson, Success Coach, were awarded \$172,000 for the Rising Leaders program. This early intervention program will invite 30 rising high school seniors to Shepherd University from July 26 to August 1, 2026 to engage in leadership development, civic engagement, community service, and to explore post-secondary career and education pathways. Marketing for the program appeared in the February 2026 College For West Virginia (CFSV) Education and Outreach Newsletter. High school guidance counselors have been invited to attend information sessions to recruit applicants in their communities. To learn more about the Rising Leaders program, contact Danielle Stephenson by email at [dstephen@shepherd.edu](mailto:dstephen@shepherd.edu) or phone at 304-876-5214.

## **ATHLETICS DIVISION UPDATE**

Ms. Carrie Bodkins, Director of Athletics, will provide the Committee with an Athletics Division Update.

- The First Annual Inspiring Excellence Dinner was a sold-out success—raising critical support for female athletic scholarships. An unforgettable evening highlighted by powerful student-athlete speakers and the inaugural Mary J.C. Hendrix Legacy of Excellence Award. A night rooted in impact, leadership, and opportunity.
- In early February, we proudly celebrated the 75th anniversary of the PSAC, honoring two of Shepherd's greatest athletes and recognizing Shepherd's distinguished Keystone honorees at halftime of our men's basketball game.
- The Athletics Department submitted the annual NCAA Financial Report by January 15 and completed its three-year NCAA audit in conjunction with the Finance Office.
- Athletics completed a PSAC compliance review which operates on a once-in-four-years basis for all conference institutions. The review focuses on NCAA legislative compliance and initiatives aim to support a "shared culture of compliance" and operational excellence across the conference.



## DEVELOPMENT DIVISION UPDATE

Dr. Kelly Hart, Vice President for Development and Annual Giving, will provide the Committee with a Development Division Update.

### Development and Annual Giving

- **Inspiring Excellence Women's Athletic Scholarship Fundraiser**

The Inspire Excellence Dinner was held on **February 5, 2026**, in the Storer Ballroom. The event started at **5:30 p.m.**, and there were 107 guests (including student-athletes, coaches, and administrators) in attendance. The event was sold-out. Senator Shelley Moore Capito served as Shepherd's distinguished keynote speaker for the evening. A former collegiate athlete (tennis) at Duke University, she gave an inspiring speech for our guests and was then presented with an award—a token of Shepherd's appreciation for serving as our keynote speaker for this inaugural celebration of women's athletics.

The Inspiring Excellence Committee introduced a new Shepherd University award for this event: *The Mary J.C. Hendrix Legacy of Excellence Award*. The Mary J.C. Hendrix Legacy of Excellence Award recognizes a Shepherd University alumna and former student-athlete whose life and career exemplify leadership, achievement, service, and the enduring values of Shepherd University. Presented annually, this award will honor women whose professional accomplishments and personal integrity reflect a lifelong commitment to excellence and the betterment of others. It was only fitting that the inaugural recipient of this award was Shepherd President Mary J.C. Hendrix! It was an incredible evening and a true celebration of Shepherd women's athletics.

- **Day of Giving**

Preparations are underway for the **ONEShepherd Day of Giving for March 4, 2026**, event, introducing the theme “**One Day. One Community. One Shepherd.**” The Office of Development and Annual Giving, the Alumni Office, the Shepherd University Foundation, and other members of the campus community are involved in planning efforts. This year's goal is \$320,000.

- **Music**

The **Musical Showcase** is scheduled for **April 11, 2026**, a **SAVE THE DATE** email was sent to Shepherd Music Department supporters before the winter holiday break. The invitation letters (which included sponsorship levels) were recently mailed to previous guests and donors. Tickets for the event are \$25.

- **President's Club**

We are pleased to announce that the President's Club will host a Spring Reception on Saturday, April 18, 2026, from 5:00–7:00 p.m. at Popodicon.

This event will hold special meaning, as it will be the final President's Club gathering of President **Mary J.C. Hendrix's** presidency. As Shepherd University's 16th president, Dr. Hendrix has led the institution with vision, integrity, and deep devotion to students, faculty, staff, and alumni. Her leadership has strengthened Shepherd's academic mission, elevated its profile, and left an enduring mark on the University she has served so faithfully.

We look forward to coming together to celebrate President Hendrix, reflect on her many accomplishments, and express our gratitude for her remarkable legacy at Shepherd University.

More details and invitations will be mailed to the President's Club members soon.

### **Alumni Affairs**

The Shepherd University Alumni Association (SUAA) and Office of Development collaborated on a holiday postcard to alumni who have not donated/interacted with the university in the last 5 years, encouraging them to update their contact information. The 3751 postcards were mailed to alumni in January. To date, we have received more than 25 responses. Follow-up communication in the Ram Review e-newsletter and on the SUAA social media is planned for February.

- The SUAA will be conducting a series of surveys to targeted alumni groups across the month of February. These surveys fulfill pieces of the current 5-year SUAA Strategic Plan.
  - *Membership Feedback Survey* – this will be sent to alumni who previously held SUAA membership but have not renewed in the past 2 years, requesting feedback as to why they have not renewed and what we can do to improve and encourage renewals in the future.
  - *Engagement Survey* – this survey will start with a targeted email to current SUAA blue & gold membership holders requesting their perspective on engagement and interest in various programs and initiatives, as well as what the general alumni population would like to see from the SUAA in the future. After the initial targeted release, a follow-up of this survey will go out via SUAA social media and through the following Ram Review e-newsletter in May to a more general audience.
- SUAA Spring 2026 Special Events
  - *Basketball Alumni Day – February 7.* The SUAA collaborated with the Athletics Department and Shepherd University Athletic Club in support of the Men's and Women's basketball teams to host an alumni day skybox reception during the February 7 games. Snacks and soft drinks were provided to alumni and supporters in

attendance. Approximately 35 alumni attended the event with additional Alumni Affairs and Athletics staff, and SUAA board members in attendance.

- *Professional Connections Day – February 11.* This is a collaborative effort between the Office of Alumni Affairs and Career Services for a one-day alumni-to-student networking conference-style event where alumni volunteers speak on professional topics in breakout sessions that students sign up to attend. Twelve alumni signed up this year to speak on topics ranging from Careers in Arts to Personal Financial Management to Leadership & Management Skills. This year, the Alumni Affairs and Career Services office worked with the SU Foundation and SU Rotaract to open the event with a Keynote Luncheon as a fundraiser for Rotaract. Students could attend the luncheon for free, but it was open to community members, faculty/staff, and volunteer speakers for a fee.
- *SUAA Legacy Gala for Scholarships – March 13.* This will be the 4<sup>th</sup> Annual SUAA Legacy Gala that supports the Shepherd Alumni Association Endowed Scholarship Fund. Each year since its inception, we have upgraded aspects of the event to reach what it is today, which is a plated & served meal with live music and raffle and prize wheel fundraising activities, and a photo booth. A cocktail hour with hors d'oeuvres and an open bar will begin the event prior to dinner. Tickets are \$60/single, \$90/couple, and can be purchased at <https://www.shepherd.edu/legacygala/>.
- *65<sup>th</sup> Annual McMurren Scholars Anniversary Celebration – April 25.* This dinner event will celebrate 65 years of the McMurren Scholars academic recognition award, which inducts students each year for their academic achievement with support from faculty members. The McMurren Scholars Association consists of alumni who previously received the McMurren Scholars academic award and started a scholarship that McMurren Scholars are eligible to receive, with applications reviewed and approved by the MSA committee, if they plan to continue in a graduate program at Shepherd. The event will not only celebrate the McMurren Scholars alumni but also support growing the scholarship endowment. Tickets are \$60/person and can be purchased at <https://www.shepherd.edu/mcmurrenscholars65th/>.
- *SUAA Spring/Summer Mixer – Hagerstown Flying Boxcars Bullpen Bundle Reception – June 19.* After a successful 2025 mixer at a Hagerstown Flying Boxcars game, the SUAA has decided to host another in June, but through their new Bullpen Bundle option in the Mich Ultra Power Alley Pub. All alumni are invited to attend, but RSVPs are required as space is limited to 75 guests. The bundle includes a ticket for game entry, one meal voucher, one drink voucher, and a reserved space in right field. Full information and the RSVP link will go live on the SUAA website at the end of April.

- Highlighted SUAA Programs & Initiatives
  - *Alumni Highlights* – the first podcast-style Alumni Highlight was recorded and released in February featuring recent Hall of Fame inductee, Katie Warehime, and her friend, alumni, and former Hall of Fame inductee, Laura Harkins Kelly. Alumni Highlights are monthly short-form biographical highlights featuring alumni who have great stories personally and professionally to be told along with how their time at Shepherd prepared them and how their connections supported this along the way. All current and former highlights can be found at <https://www.shepherd.edu/suaa/alumni-highlights/>.
  - *Rams First Alumni-Owned- Business Directory* – designed for Shepherd University Alumni who own or operate a business. Those whose job titles fall under any of the following categories are considered business operators: President/CEO, Founder, C-Suite Executive, etc. There are over 60 businesses currently listed and growing as alumni sign up for the directory, which can be found at <https://www.shepherd.edu/suaa/rams-first/>.
  - *Roaming Rams Alumni Travel Program* – in 2019, the SUAA officially started the Roaming Rams Alumni Travel Program with a trip to Scotland, organized through Collette Travel. Currently, trips for 2026 and 2027 are planned, still using Collette Travel, along with other group travel agencies along the way. Information on current available trips can be found at <https://www.shepherd.edu/suaa/roaming-rams-alumni-travel-program/>.

## SHEPHERD UNIVERSITY FOUNDATION UPDATE

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 7/1/2025 – 1/31/2026

Gift Category	7/1/2025-1/31/2026		7/1/2024-1/31/2025		7/1/2023-1/31/2024	
Annual Giving	\$779,681		\$720,635		\$972,802	
Endowments	\$1,141,455		\$822,222		\$823,752	
Capital	\$17,045		\$122,450		\$19,825	
<b>Total:</b>	<b>\$1,938,181</b>		<b>\$1,665,307</b>		<b>\$1,816,379</b>	
Donor Category	#Donors 7/1/2025- 1/31/2026	\$ Donated 7/1/2025- 1/31/2026	#Donors 7/1/2024- 1/31/2025	\$ Donated 7/1/2024- 1/31/2025	#Donors 7/1/2023- 1/31/2024	\$ Donated 7/1/2023- 1/31/2024
Alumni	608	\$330,779	601	\$315,921	743	\$410,970
Friends	778	\$431,006	609	\$617,244	884	\$507,911
Corporations/Foundati	96	\$198,647	86	\$158,410	114	\$308,932
Others/Estates	67	\$977,749	79	\$573,732	56	\$588,566
<b>Total:</b>	<b>1,549</b>	<b>\$1,938,181</b>	<b>1,375</b>	<b>\$1,665,307</b>	<b>1,797</b>	<b>\$1,816,379</b>

*Comprehensive Fundraising Report: 7/1/2025 through 1/31/2026 – 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 \$1,938,181. This is a 16.4% increase over the same period in 2025.
- Total Endowments for the current fiscal year yielded \$1,141,455. This is a 38.8% increase over the same period in 2025.

- Total donors for the current fiscal year are 1,549, which is a 12.7% increase over the same period in 2025. Total alumni donors for the current fiscal year is 608, which is a slight increase of 1.2%.

#### *Named Fund Donor Survey Results*

As previously reported, the Foundation included a donor stewardship survey with this fall's named fund reports. Survey results were overwhelmingly positive, with 91% of respondents expressing satisfaction with how their fund is being utilized at Shepherd University and 88% indicating satisfaction with the Foundation's stewardship efforts. Further analysis and follow-up action items will be reviewed by the Foundation's newly established Marketing and Donor Relations Committee in the coming months.

#### *Foundation Scholarship Reception*

The Foundation is pleased to announce the return of the Scholarship Reception as an in-person event this spring. The reception has not been held since fall 2019 due to COVID-19 and subsequent administrative changes. Invitations to this biennial event will be sent in late February and will include scholarship recipients from the current and previous academic years, faculty excellence award recipients, governing board members, named fund representatives, executive leadership, deans, and athletic coaches.

The reception will be held on Sunday, March 29, at the Storer Ballroom in the Student Center.

#### *Scarborough Society Gala – Save the Date*

A Save the Date announcement for the Scarborough Society Gala will be distributed at the end of January. The gala will take place on Friday, August 14, at the Bavarian Inn. A promotional video will launch concurrently across the Foundation's social media channels to generate increased interest and engagement. This year's theme is inspired by J. G. Ballard's short story, "The Garden of Time."

#### *Women Investing in Shepherd (WISH)*

Women Investing in Shepherd (WISH) concluded 2025 with 293 memberships, marking the second-highest membership total in the program's 12-year history. The 2026 grant pool will total \$146,500, supporting two Shepherd University grants and two nonprofit grants, each in the amount of \$36,625. Through 2026, WISH will have awarded a cumulative total of \$731,750 to Shepherd University programs and projects.

#### *SUF Investment Policy Statement Update*

The Shepherd University Foundation recently started a new partnership with Wilmington Trust for its investment management services. As of 12-31-2025 the Shepherd University Foundation investment portfolio was \$47,580,677. Wilmington Trust team has been collaborating with the Board of the Shepherd University Foundation to outline the framework that will be used to customize the Investment Policy Statement (IPS). A proposed IPS was approved by the SUF Executive Committee and will be recommended to the full board at the spring meeting.

#### *Winter Free Will Outreach*

On Monday, January 19<sup>th</sup>, the Foundation highlighted one of our incredible Scholar Spotlights in our winter FreeWill email outreach. A follow up featuring another incredible scholar will go out

in late February. The Foundation's partnership with FreeWill gives donors access to a secure online tool that helps individuals create or update their wills while considering legacy gifts to Shepherd. Donors who include Shepherd in their estate plans are invited into the Joseph P. McMurren Society, which honors visionary supporters shaping the University's future.

#### *George Tyler Moore Center – In-Kind Gift*

The George Tyler Moore Center received an in-kind gift of seven portraits and a copper kettle from Mary Tyler Moore's estate. This meaningful contribution was made possible through her husband, Dr. Robert Levine, and executive assistant, Terry Sims. The gift was acknowledged at a value of \$48,000.

#### *Shepherd University Magazine*

The Shepherd University Foundation purchased 150 printed copies of the *Shepherd University Magazine*. Requested copies were mailed to more than 120 donors and alumni, supporting continued engagement and stewardship efforts.

#### *AI Lab Update*

The Foundation received a generous pledge serving as a seed donation to support the first phase of a new Artificial Intelligence (AI) Lab on campus. Dr. Ben Martz and Dr. James Dovel will be working closely with the donor as planning begins.

The initiative supports the development of an AI program with broad applications to complement Shepherd's educational mission through a collaboratory model. While initially focused on business applications, the long-term vision includes applied industry–education partnerships that create meaningful, real-world impact.

#### *Welsh Estate Update*

The Foundation received a bequest several months ago that included 56 acres of land on Swan Pond Road. A Request for Proposals (RFP) was issued to local realtors, and Lowe Realty was selected to list the property. Four strong offers were received, and the highest and best proposal was accepted. The Foundation is scheduled to close on the property in February.

#### *Closing Reflection*

These updates reflect the continued generosity of our donors and the Foundation's commitment to stewardship, strategic growth, and advancing Shepherd University's mission through thoughtful investment and partnership.

## **FINANCE AND ADMINISTRATION DIVISION QUARTERLY FINANCIAL REPORT: 2nd Quarter FY2026**

Dr. Scott Barton, Vice President for Finance and Administration, will provide the Committee with Quarterly Financial Report: 2nd Quarter FY2026.

The 2<sup>nd</sup> Quarter FY2026 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:**

**\$42.99M – decreased by \$3.67M**

The decrease is mainly due to the spending of the special funding given to Shepherd by the State (\$30M). The difference in unrestricted cash is primarily made up of the increase in approximately \$117K in tuition revenue, an increase of \$334K in auxiliary revenue and a \$730K decrease (cash) in operating expenses between Q2 in FY2025 and FY2026. Days Cash on hand is up 8 days from last year at this time. This is due to an increase in unrestricted cash and a decrease in operating expenses year over year.

*Unrestricted Days Cash on Hand = 56*

*Projected (UR) Days of Cash 6/30/2026 = 41 days*

Approved Budget UR Days of Cash = 38 Days

**TOTAL ASSETS:**

**\$176.88M – Increased by \$4.97M**

Capital assets has also increased by \$6.84M with Leased Assets falling by \$585K. The new construction and the deferred maintenance grants have helped Shepherd to invest in much needed infrastructure projects.

**TOTAL LIABILITIES:**

**\$55.48M – Decreased by \$6.06M**

This is mostly due to a decrease in long-term payables. Compensated absences are up a small amount due to implementation of GASB 101 for FY25 and FY26.



**TOTAL OPERATING  
REVENUES:**

**\$20.14M – Decreased by \$3.78M**

Comparing year over year the entire decrease is attributed to two lines; Grants and Other Revenues. Grant funding is a product of timing and specific grant awards. Other revenue is related to the sale of the HR house that was accrued in FY25.

Overall, there are minimal increases in tuition and fees and auxiliary services at this time last year. In addition, the scholarship allowance is also down from last year, mainly from the smaller amount of state aid (WV grant).

**TOTAL OPERATING  
EXPENSES:**

**\$27.23 – Decreased by \$527K**

Compared to FY2025, Personnel Salaries is down year-over-year at the second quarter. The Scholarship line is returning back to FY24 numbers due to the decrease in WV grant this year.

Depreciation is up from the large amount of capital improvements and supplies rise with usage and cost increases. Benefits is higher given the increased rates of PEIA, which is an increase shared by the agency and the employees.

**NONOPERATING REVENUES  
AND EXPENSES:**

**\$10.21M – Increased by \$395K (adjusted)**

The adjustment is backing out the one time \$30M special appropriation in FY25. Contributing to this adjusted variance is small decreases in appropriations, PELL grants and a larger increase in investment income related to the high cash balances.

**INCREASE (DECREASE) IN  
NET POSITION:**

**\$3.13M – Decreased by \$2.39M**

The vast majority of this can be attributed to grant activity, increasing student revenue and decreased operating expenses. The E&G variance (non-grant related) is up by \$737K from this time last year.

**SUMMARY:**

The University has made significant progress on reducing the structural deficit and is finding equilibrium between revenue and expenses. The University's focus in FY2026 is on increasing revenue through diversification of sources, as well as, analyzing funding and fee structures to ensure that the student and the Institution are supported now and into the future.

# Statement of Net Position

Shepherd University  
Q2 - December 2025

	FY2024 EndingBal	FY2025 EndingBal	YoY Change	FY2026 EndingBal	YoY Change
<b>Current Assets</b>					
[+] Cash and Cash Equivalents	15,553,433	46,658,704	199.99%	42,989,142	-7.86%
[+] Accounts Receivable Net	16,192,332	15,851,858	-2.10%	17,399,215	9.76%
[+] Due from Commission	-	-	0.00%	-	0.00%
[+] Prepays	352,244	331,199	-5.97%	352,037	6.29%
[+] Loans to Student - Current Portion	35,100	35,100	0.00%	35,100	0.00%
[+] Inventories	520	1,410	171.23%	956	-32.24%
<b>Total Current Assets</b>	<b>32,133,629</b>	<b>62,878,271</b>	<b>95.68%</b>	<b>60,776,449</b>	<b>-3.34%</b>
<b>Noncurrent Assets</b>					
[+] Other Receivables NCA	94,858	75,653	-20.25%	48,024	-36.52%
[+] Loans to Students, Net	44,561	28,737	-35.51%	20,555	-28.47%
[+] Capital Assets Net	102,984,164	105,917,689	2.85%	112,758,909	6.46%
[+] Right to Use Leased Assets	508,999	1,546,428	203.82%	961,238	-37.84%
[+] Subscription based information tech.	750,890	1,281,052	70.60%	1,652,557	29.00%
[+] Deferred Outflows of Resources Gasb 68	580,282	186,870	-67.80%	662,136	254.33%
<b>Total Noncurrent Assets</b>	<b>104,963,754</b>	<b>109,036,429</b>	<b>3.88%</b>	<b>116,103,418</b>	<b>6.48%</b>
<b>Current Liabilities</b>					
[+] Accounts Payable	638,962	2,805,932	339.14%	62,537	-97.77%
[+] Accrued Liabilities	1,189,453	1,778,944	49.56%	1,463,388	-17.74%
[+] Due to Other State Agencies	-	2,304	0.00%	2,304	0.00%
[+] Compensated Absences - Current Portion	757,022	649,447	-14.21%	867,496	33.57%
[+] Deferred Revenue	22,638,887	19,879,325	-12.19%	19,465,567	-2.08%
[+] Deposits held in custody for others	193,296	193,270	-0.01%	170,738	-11.66%
[+] Payables - Current Portion	3,014,218	3,404,637	12.95%	3,483,066	2.30%
<b>Total Current Liabilities</b>	<b>28,431,838</b>	<b>28,713,858</b>	<b>0.99%</b>	<b>25,515,096</b>	<b>-11.14%</b>
<b>Noncurrent Liabilities</b>					
[+] Advances from Federal Sponsors	144,681	106,683	-26.26%	74,165	-30.48%
[+] Compensated Absences	545,750	464,948	-14.81%	496,350	6.75%
[+] OPEB	353,099	(446,801)	#####	(60,732)	-86.41%
[+] Net Pension Liability	52,959	8,104	-84.70%	-	-100.00%
[+] Bonds Payable net of Current Portion	26,214,560	24,463,465	-6.68%	22,535,195	-7.88%
[+] Notes Payable, net of Current Portion	1,039,000	721,000	-30.61%	403,000	-44.11%
[+] Leases Payable, net of Current Portion	6,016,889	6,184,446	2.78%	5,476,343	-11.45%
[+] SBITA - net of Current Portion	237,940	374,973	57.59%	638,642	70.32%
[+] Deferred Inflows of Resources Gasb 68	1,911,150	949,466	-50.32%	401,151	-57.75%
<b>Total Noncurrent Liabilities</b>	<b>36,516,027</b>	<b>32,826,284</b>	<b>-10.10%</b>	<b>29,964,113</b>	<b>-8.72%</b>
<b>Net Assets</b>					
<b>Total Net Assets</b>	<b>72,149,519</b>	<b>110,374,558</b>	<b>52.98%</b>	<b>121,400,658</b>	<b>9.99%</b>
<b>KPIs</b>					
Days Cash on Hand (Total)	121	353	232	335	↓ (18)
Days Cash on Hand (Unrestricted)	45	48	3	56	↑ 8

# Statements of Revenue, Expenses and Changes in Net Position

Shepherd University  
Q2 - December 2025

	Q2 2024 Total to Date	Q2 2025 Total to Date	YoY Change	Q2 2026 Total to Date	YoY Change
<b>Operating Revenues</b>					
[+] Tuition and Fees	13,805,891	13,741,365	-0.47%	13,858,500	0.85%
[+] Contracts and Grants	4,407,689	9,777,764	121.83%	5,975,889	-38.88%
[+] Interest on Student Loan Receivable	1,297	1,226	-5.49%	1,126	-8.17%
[+] Sales and Services of Educational Departments	11,441	11,946	4.42%	15,574	30.37%
[+] Auxiliary Enterprise Revenue	6,997,704	6,854,663	-2.04%	7,188,857	4.88%
[+] Scholarship Allowances	(6,515,014)	(7,765,724)	19.20%	(7,143,070)	-8.02%
[+] Other Operating Revenues	261,407	826,099	216.02%	240,245	-70.92%
<b>Total Operating Revenues</b>	<b>18,970,416</b>	<b>23,447,340</b>	<b>23.60%</b>	<b>20,137,121</b>	<b>-14.12%</b>
<b>Operating Expenses</b>					
[+] Salaries and Wages	12,379,230	12,206,379	-1.40%	11,749,421	-3.74%
[+] Benefits	2,840,013	2,700,142	-4.93%	2,959,935	9.62%
[+] Supplies and Other Services	6,041,119	6,111,486	1.16%	6,228,124	1.91%
[+] Utilities	940,076	1,086,303	15.55%	1,005,830	-7.41%
[+] Scholarships and Fellowships	1,442,581	2,199,183	52.45%	1,636,257	-25.60%
[+] Depreciation	3,183,264	3,448,592	8.34%	3,645,443	5.71%
<b>Total Operating Expenses</b>	<b>26,826,284</b>	<b>27,752,085</b>	<b>3.45%</b>	<b>27,225,011</b>	<b>-1.90%</b>
<b>Total Operating Income (Loss)</b>	<b>(7,855,868)</b>	<b>(4,304,745)</b>	<b>-45.20%</b>	<b>(7,087,890)</b>	<b>64.65%</b>
<b>Nonoperating Revenues (Expenses)</b>					
[+] State Appropriations	6,861,414	7,069,563	3.03%	6,852,169	-3.08%
[+] Special Funding (Special Funding)	-	30,000,000	0.00%	-	-100.00%
[+] Federal Nonoperating Revenues	2,365,455	2,720,439	15.01%	2,760,178	1.46%
[+] Investment Income	177,483	157,691	-11.15%	535,111	239.34%
[+] Interest On Capital Asset Related Debt	(652,326)	(646,679)	-0.87%	(615,166)	-4.87%
[+] Fees Assessed by the Commission For Debt S	(8,311)	(7,964)	-4.18%	(7,970)	0.08%
[+] Gifts	945,359	663,222	-29.84%	714,691	7.76%
[+] Other Nonoperating Revenues	(1,967)	(137,117)	6872.10%	(24,917)	-81.83%
<b>Total Nonoperating Revenues (Expenses)</b>	<b>9,687,107</b>	<b>39,819,154</b>	<b>311.05%</b>	<b>10,214,097</b>	<b>-74.35%</b>
<b>Total Net Income</b>	<b>1,831,239</b>	<b>35,514,409</b>		<b>3,126,207</b>	

# Pro Forma, Statement of Activities

Shepherd University  
Q2 - December 2025

	Actual Dec '25	Forecast June '26	Total Budget 2026	Projected Variance
<b>Operating Revenues</b>				
[+] Tuition and Fees	13,858,500	27,716,999	29,970,451	(2,253,452)
[+] Contracts and Grants	5,975,889	15,968,000	15,968,000	-
[+] Interest on Student Loan Receivable	1,126	2,251	5,100	(2,849)
[+] Sales and Services of Educational Departments	15,574	35,100	35,100	-
[+] Auxiliary Enterprise Revenue	7,188,857	13,732,918	13,992,150	(259,232)
[+] Scholarship Allowances	(7,143,070)	(13,000,000)	(13,000,000)	-
[+] Other Operating Revenues	240,245	480,489	455,605	24,884
<b>Total Operating Revenues</b>	<b>20,137,121</b>	<b>44,935,758</b>	<b>47,426,406</b>	<b>(2,490,648)</b>
<b>Operating Expenses</b>				
[+] Salaries and Wages	11,749,421	23,998,843	24,825,538	(826,695)
[+] Benefits	2,959,935	5,919,870	6,585,712	(665,842)
[+] Supplies and Other Services	6,228,124	12,456,247	13,380,460	(924,213)
[+] Utilities	1,005,830	2,911,661	3,252,511	(340,850)
[+] Scholarships and Fellowships	1,636,257	3,272,515	3,429,825	(157,310)
[+] Depreciation	3,645,443	7,290,886	7,844,815	(553,929)
<b>Total Operating Expenses</b>	<b>27,225,011</b>	<b>55,850,021</b>	<b>59,318,861</b>	<b>(3,468,840)</b>
<b>Total Operating Income (Loss)</b>	<b>(7,087,890)</b>	<b>(10,914,263)</b>	<b>(11,892,455)</b>	<b>978,192</b>
<b>Nonoperating Revenues (Expenses)</b>				
[+] State Appropriations	6,852,169	13,704,338	13,704,338	-
[+] Federal Nonoperating Revenues	2,760,178	5,520,356	4,600,000	920,356
[+] Investment Income	535,111	1,070,223	792,190	278,033
[+] Interest On Capital Asset Related Debt	(615,166)	(1,230,332)	(1,304,510)	74,178
[+] Fees Assessed by the Commission For Debt Servi	(7,970)	(15,940)	(16,500)	560
[+] Gifts	714,691	1,429,382	1,710,870	(281,488)
[+] Other Nonoperating Revenues	(24,917)	(49,834)	145,000	(194,834)
<b>Total Nonoperating Revenues (Expenses)</b>	<b>10,214,097</b>	<b>20,428,194</b>	<b>19,631,388</b>	<b>796,806</b>
<b>Total Net Income</b>	<b>3,126,207</b>	<b>9,513,930</b>	<b>7,738,933</b>	<b>1,774,997</b>

## Grant Funded to E&G Comparison

Shepherd University  
Q2 - December 2025

	December 2025			December 2024			YoY Variance
	Income Statement	Grant Funded	E&G	Income Statement	Grant Funded	E&G	
<b>Operating Revenues</b>							
[+] Tuition and Fees	13,858,500	-	13,858,500	13,741,365	-	13,741,365	117,134
[+] Contracts and Grants	5,975,889	3,416,807	2,559,082	9,777,764	6,528,917	3,248,847	(689,765)
[+] Interest on Student Loan Receivable	1,126	-	1,126	1,226	-	1,226	(100)
[+] Sales and Services of Educational Departments	15,574	-	15,574	11,946	-	11,946	3,628
[+] Auxiliary Enterprise Revenue	7,188,857	-	7,188,857	6,854,663	-	6,854,663	334,194
[+] Scholarship Allowances	(7,143,070)	-	(7,143,070)	(7,765,724)	-	(7,765,724)	622,654
[+] Other Operating Revenues	240,245	36,215	204,030	826,099	47,278	778,821	(574,791)
<b>Total Operating Revenues</b>	<b>20,137,121</b>	<b>3,453,022</b>	<b>16,684,098</b>	<b>23,447,340</b>	<b>6,576,195</b>	<b>16,871,145</b>	<b>(187,046)</b>
<b>Operating Expenses</b>							
[+] Salaries and Wages	11,749,421	348,749	11,400,672	12,206,379	353,924	11,852,455	(451,782)
[+] Benefits	2,959,935	61,341	2,898,594	2,700,142	73,678	2,626,463	272,130
[+] Supplies and Other Services	6,228,124	330,268	5,897,855	6,111,486	281,322	5,830,163	67,692
[+] Utilities	1,005,830	-	1,005,830	1,086,303	-	1,086,303	(80,473)
[+] Scholarships and Fellowships	1,636,257	217,140	1,419,117	2,199,183	246,372	1,952,811	(533,693)
[+] Depreciation	3,645,443	-	3,645,443	3,448,592	-	3,448,592	196,851
<b>Total Operating Expenses</b>	<b>27,225,011</b>	<b>957,499</b>	<b>26,267,512</b>	<b>27,752,085</b>	<b>955,298</b>	<b>26,796,787</b>	<b>(529,275)</b>
<b>Total Operating Income (Loss)</b>	<b>(7,087,890)</b>	<b>2,495,524</b>	<b>(9,583,414)</b>	<b>(4,304,745)</b>	<b>5,620,897</b>	<b>(9,925,642)</b>	<b>342,229</b>
<b>Nonoperating Revenues (Expenses)</b>							
[+] State Appropriations	6,852,169	-	6,852,169	7,069,563	-	7,069,563	(217,394)
[+] Special Funding (Special Funding)	-	-	-	30,000,000	-	30,000,000	-
[+] Federal Nonoperating Revenues	2,760,178	-	2,760,178	2,720,439	-	2,720,439	39,739
[+] Investment Income	535,111	-	535,111	157,691	-	157,691	377,420
[+] Interest On Capital Asset Related Debt	(615,166)	-	(615,166)	(646,679)	-	(646,679)	31,513
[+] Fees Assessed by the Commission For Debt Serv	(7,970)	-	(7,970)	(7,964)	-	(7,964)	(6)
[+] Gifts	714,691	-	714,691	663,222	-	663,222	51,469
[+] Other Nonoperating Revenues	(24,917)	-	(24,917)	(137,117)	-	(137,117)	112,201
<b>Total Nonoperating Revenues (Expenses)</b>	<b>10,214,097</b>	<b>-</b>	<b>10,214,097</b>	<b>39,819,154</b>	<b>-</b>	<b>39,819,154</b>	<b>394,942</b>
<b>Total Net Income</b>	<b>3,126,207</b>	<b>2,495,524</b>	<b>630,683</b>	<b>35,514,409</b>	<b>5,620,897</b>	<b>29,893,512</b>	<b>737,171</b>

## FINANCE AND ADMINISTRATION DIVISION OFFICE OF SPONSORED PROGRAMS UPDATE

*Office of Sponsored Programs (For detailed information, please visit: <https://www.shepherd.edu/osp>)*

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### **Pending Grant Proposals to Date: February 4, 2026**

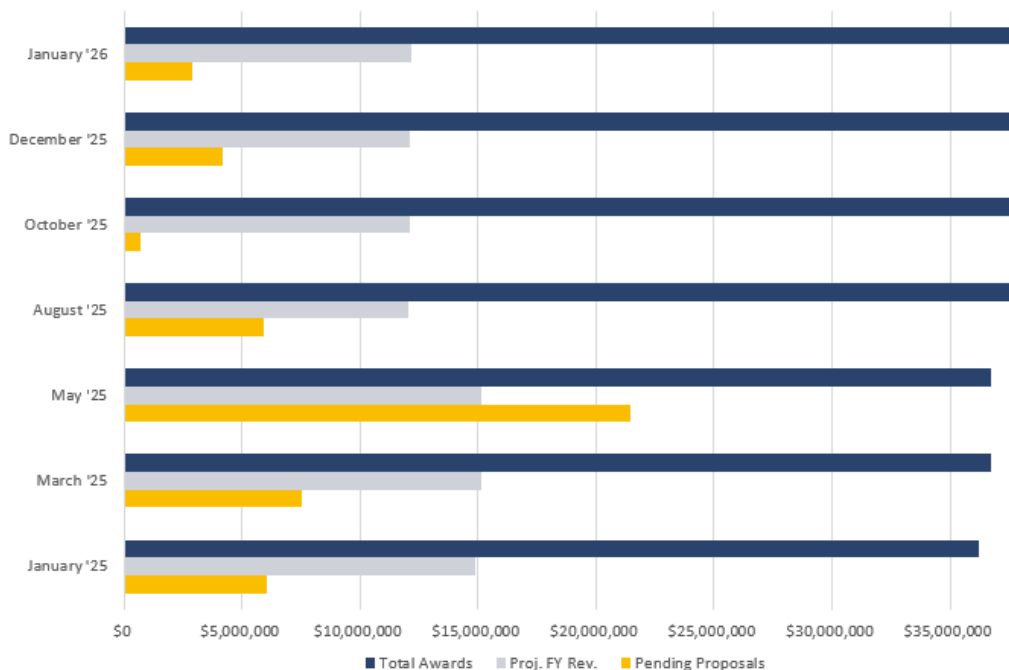
- Submitted and awaiting decision on award.
- Total FY2026 current pending proposals: \$2,903,271

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### **FY2026 Active Grant Awards to Date: February 4, 2026**

- Projected FY2026 revenue from active and closed grants: \$12,192,042
- Total current value of all FY2026 grants (active, awarded and/or closed): \$37,860,388

Grants Snapshot



**ACTIVE GRANTS: Awarded and/or Implemented During this Fiscal Year**

Fiscal Year: 2026, Month End: January

Total FY2026 projected revenue: \$12,192,042; Sum value of all current awards: \$37,860,388

*NIH - National Institutes of Health, West Virginia IDEA Networks of Biomedical Research Excellence (INBRE): \$20,882 for 1 year: February 3, 2026 - July 31, 2026: FY26: \$17,225 WV INBRE Student Research at Shepherd University*

Funds support the biomedical research of a Shepherd student under faculty mentorship, providing critical academic research opportunities at the undergraduate level. This award is available on an annual basis from the West Virginia INBRE network, and funding passes through West Virginia University. Project Director: Dr. Qing Wang, Professor of Computer Science and Mathematics.

*FEMA - Federal Emergency Management Agency, State and Local Cybersecurity Grant Program (SLCGP): \$120,000 for ~2 years: February 4, 2026 - November 30, 2027: FY26: \$54,135*

*Enhancing Cybersecurity Infrastructure Through Encrypted Storage*

Funding will enhance Shepherd's cybersecurity resilience and data protection through the implementation of a modern network storage infrastructure with robust encryption-at-rest capabilities. The funding will replace legacy hardware and address critical vulnerabilities in existing infrastructure. Project Director: Joanie Raisovich, Interim CIO/CISO. Co-Project Director: Jason Kerr, Network Administrator.

*HEPC STaR - Higher Education Policy Commission Science, Technology and Research, Instrumentation Program: \$20,000 for ~1 year: November 30, 2025 - May 29, 2026: FY26: \$20,000*

*X-Ray Fluorescence Analyzer*

Funding supports the purchase of an X-ray fluorescence analyzer to support students interested in chemistry and forensics and other disciplines offered by Shepherd, like ecology and environmental science, physics, geographic information systems, and geology. This is a novel instrument for the chemistry program, which has no other X-ray instrumentation. Principal Investigator: Dr. Jacqueline Cole, Professor of Chemistry.

*HEPC STaR - Higher Education Policy Commission Science, Technology and Research, Innovation Program: \$12,975 for 1 year: November 30, 2025 - November 20, 2026: FY26: \$8,555*

*GPS Equipment for Teaching, Mapping, and Surveying*

Funding supports the purchase of a teaching set of Global Positioning System (GPS) units with peripherals for academic and research purposes. Environmental Science and Biology (ENVS-B) faculty recognize that the broad practical uses of GPS units to accurately map our world, including ground truthing structure from motion (SfM) activities, marking the locations of both natural (i.e., trees and rocks) and man-made features (i.e., driveways and utility systems). Students need to be prepared to use these systems when they enter the workforce; for example, when working with a municipality to survey their stormwater system. Principal Investigator: Dr. Sytil Murphy, Associate Professor of Physics and Chair, Department of Natural and Physical Sciences. Co-Principal Investigators: Dr. Jeffrey Groff, Professor of Physics; and Dr. Zach

Musselman, Associate Professor of Geology.

*HEPC - Higher Education Policy Commission, Open Education Resources (OER): \$25,000 for ~1 year: October 20, 2025 - May 29, 2026: FY26: \$25,000*

*Open Educational Resource Challenge: Business Administration*

Funding will support a team of six Shepherd faculty (including the department chair), an instructional designer, a Learning Management System (LMS) administrator, students in Business Administration (BADM) 310, and a student employee, aiming to facilitate the broader adoption of OER at WV institutions by reducing barriers to creating, discovering, adopting, and redistributing OER. Project Director: Dr. Robert Szarka, Assistant Professor of Business.

*NIH - National Institutes of Health, West Virginia IDEA Networks of Biomedical Research Excellence (INBRE): \$19,604 for 1 year: August 1, 2024 - July 31, 2025: FY26: \$1,670*  
*WV INBRE Student Research at Shepherd University*

Funds support the biomedical research of a Shepherd student under faculty mentorship, providing critical academic research opportunities at the undergraduate level. Project Director: Dr. Qing Wang, Professor of Computer Science and Mathematics.

*NIH - National Institutes of Health, West Virginia IDEA Networks of Biomedical Research Excellence (INBRE): \$22,082 for 1 year: August 1, 2024 - July 31, 2025: FY26: \$7,522*  
*WV-INBRE Summer Research Internship for High School Science Educators at Shepherd University*

Funds support Dr. Qing Wang's mentorship of a local high school teacher on a biomedical research project funded by the WV-INBRE Summer Research Internship for High School Science Educators. Project Director: Dr. Qing Wang, Professor of Computer Science and Mathematics.

*WVHC - West Virginia Humanities Council Major Grants (MG): \$10,050 for ~1 year: March 1, 2025 – March 1, 2026: FY26: \$10,050*

*Appalachian Heritage Writer in Residence (AHWIR)*

Funding supports the AHWIR at Shepherd. This year-long, statewide project, March 2025 to January 2026, of humanities programs, events, and scholarly projects utilizes the prestige, talent, and body of work of a significant Appalachian writer to better understand Appalachian culture, language, history, customs, and traditions. Clapsaddle's work extends beyond her fiction and includes essays on the importance and perseverance of local foodways ("Everything is Nuts") and contemporary Cherokee belonging in North Carolina ("Smoky Mountain Roots," "Where's the Reservation?"). Her varied output will serve as the basis for programming at Shepherd throughout the 2025/26 academic year. Funding for this award was reduced due to National Endowment for the Humanities (NEH) reductions. NEH has funded all state Humanities Councils through which such funding has been awarded. Project Director: Dr. Benjamin Bankhurst, Director for the Center of Appalachian Studies.

*WVDHHR - West Virginia Department of Health and Human Resources, Title IV-E Child Welfare Curriculum Development and Implementation Project: \$207,157 for 1 year: July 1, 2025 - June 30, 2026: FY26: \$207,157*

*Shepherd University Social Work Program 2023-24 Title IV-E Training Grant*



Funding supports a collaborative effort with the public universities in West Virginia that have accredited social work programs to provide child welfare training and support training in foster care and adoption services for the DHHR Bureau for Children and Families (BCF) across 15 counties, with the goal of improving the Child Welfare workforce in West Virginia. Project Director: Dr. Craig Cline, Assistant Professor of Social Work.

*WVDE - West Virginia Department of Education: \$6,500 for ~2 years: September 3, 2024 - March 31, 2026: FY26: \$3,125*

*WV Academic Showdown*

This funding supports seven area high school teams for the 2025 West Virginia Academic Showdown. Project Director: Jack Shaw, Associate Vice President for Campus Services.

*SFF - Sherman Fairchild Foundation, Arts and Technology Grant (ATG): \$500,000 for 4 years: July 1, 2024 - June 30, 2028: FY2026: \$154,660*

*Shepherd University Interdisciplinary Media Hub*

This funding will support the development of existing campus programs—including music, theater, communications, design, journalism, and sports communications—to help Shepherd students strengthen their demonstrable skills within their academic concentration and engage in interdisciplinary and multimedia projects for their tangible work portfolios, resulting in improved post-graduate career acquisition. Project Director: Dr. Kurtis Adams, Dean for the College of Arts, Humanities, and Social Sciences. Co-Project Director: David Modler, Chair, Department of Contemporary Art and Theater.

*CWBF - Claude Worthington Benedum Foundation Education Grants: \$172,756 for 2 years: September 20, 2025 - September 29, 2027: FY26: \$86,378*

*Shepherd University's Rising Leaders Program*

Funding will support a program that builds on the existing, successful LEADS (Leadership. Education. Action. Development. Service.) program for incoming freshmen, held in the week prior to their first Fall semester, as well as the 25-year-established Washington Gateway program. The Rising Leaders program will occur during the summers of 2026-2027 with a target audience of rising high school seniors. The program's goals are to increase undergraduate readiness for collegiate-level curriculum, financial decisions, and environmental/cultural shifts. Project Director: Julia Franks, Chief of Staff, Student Affairs.

*CWBF - Claude Worthington Benedum Foundation: \$150,000 for 2 years: May 1, 2024 - September 30, 2026: FY26: \$59,902*

*Stubblefield Institute's Community Leadership & Civil Advocacy Certificate*

Funding supports a 50-hour certificate program through the Stubblefield Institute for any college student looking to develop leadership and advocacy skills and competencies for effective civic engagement, especially collaborative problem-solving, navigating conflict, and building bridges across differences at work or in their community. Students will be offered the opportunity through partnerships with schools throughout West Virginia and southwestern Pennsylvania. This program brings intention, reflection, personal development, and community-building to the leadership journey. Participants will deepen their understanding of their local community resources, strengthen their confidence to engage in constructive dialogue across differences, and gain knowledge and skills from leaders within the Institute, universities and colleges, community

organizations, and the participant's local community. Project Director: Ashley Horst, Executive Director for the Stubblefield Institute.

*NASA - National Aeronautics and Space Administration, Extension and Public Outreach Program (EPOC): \$5,000 for 1 year: June 1, 2025 - May 31, 2026: FY26: \$5,000 Seeding Your Future Initiative*

Funding supports the Seeding Your Future Initiative (SYFI). The SYFI is composed of three outreach components: the Seeding Your Future Conference (SYFC), the Seeding Your Future Workshop Series (SYFWS), and the Seeding Your Future Grab-A-Lab (SYFGAL). The goal of the SYF is to offer regularly scheduled interactive opportunities in STEM (Science, Technology, Engineering, and Mathematics) that would be outside the normal classroom experience and to connect the participants with the STEM faculty and undergraduate students at Shepherd. The SYFGAL is a new outreach endeavor to help STEM further connect with the local elementary, middle, and high school science departments and students by creating individual labs in a box that the local teachers can check out for a period of time, take back to their classroom, run the lab as written or even experiment on their own, and return the box to Shepherd for refilling supplies for the next teacher. This grant would fund all outreach needs for SYFI for the 2025-2026 year. Project Director: Dr. Sytil Murphy, Associate Professor of Physics and Chair, Department of Natural and Physical Sciences. Co-Project Directors: Dr. Jacquelyn Cole, Associate Professor of Chemistry; Dr. Lindsey Levitan, Associate Professor of Psychology; and Dr. Sara Reynolds, Assistant Professor of Biology.

*NASA - National Aeronautics and Space Administration, Affiliate Awards: \$17,000 for 1 year: June 1, 2025 - May 31, 2026: FY26: \$17,000*

*Shepherd University's Space Grant Fellowships and Research Enhancement Awards*  
Funds support 10 students working with Faculty Mentors across the various STEM (Science, Technology, Engineering, and Mathematics) disciplines. This work would be conducted in various laboratories such as Plant Biology, Neurosciences, Chemistry, Computer Sciences, Cybersecurity, Environmental Sciences, Ecology, Sustainable Agriculture, Aquaponics, Mathematics, Data Science, Immunology, Mycology, and Herpetology. Project Director: Dr. Courtney Campany, Assistant Professor of Biology. Co-Project Director: Dr. Robert Warburton, Dean for the College of Science, Technology, Engineering, Mathematics, and Nursing.

*HEPC - Higher Education Policy Commission, GlobalWV Strategic Internationalization Grants (GSIG): \$7,000 for 1 year: May 30, 2025 - June 30, 2026: FY26: \$6,452*  
*Shepherd University's WV Global Study Abroad Project*

Funding bolsters three activities that support expanding student participation in study abroad and deepening nascent international partnerships while supporting our global studies program that integrates international experience into its curriculum: student scholarships, deepening connections to international partners through a site visit, and maintaining robust partnerships via support for partner students to come to Shepherd. Project Director: Dr. Samuel Greene, Director of Study Abroad.

*HEPC - Higher Education Policy Commission, Nursing Program Expansion (NPE): \$306,000 for 1 year: January 30, 2025 - January 29, 2026: FY26: \$152,563*  
*The Future of Nursing. The Future of You: Be a NURSE iii*

This funding will build on the first and second phases of Shepherd's "The Future of Nursing. The Future of You" Program, aiming to retain and motivate both nursing faculty and nursing students. This project encourages clinical competency with an emphasis on simulation technology. Project Director: Dr. Lauren Donovan, Assistant Professor of Nursing.

*HEPC - Higher Education Policy Commission, First2 Network (F2): \$25,000 for 1 year: September 1, 2024 - August 31, 2025: FY26: \$4,641*

*Expansion of the First2 Network at Shepherd University*

First2 Network funding for the academic year 2024-2025 builds upon the initial First2 award to further integrate Shepherd into the First2 Network to increase enrollment, retention, and graduation of students pursuing STEM (Science, Technology, Engineering, and Mathematics) majors that are first-generation college students, from families of limited financial means, and/or who are from traditionally underrepresented populations in STEM. Project Director: Dr. Sytil Murphy, Assistant Professor of Physics and Chair, Department of Natural and Physical Sciences. Co-Project Directors: Dr. Jacquelyn Cole, Associate Professor of Chemistry; and Dr. Robert Monahan, Assistant Professor of Mathematics.

*HEPC - Higher Education Policy Commission, Deferred Maintenance Grant (DMG): \$10,000,000 for 2 years: July 1, 2023 - November 5, 2025: FY26: \$1,370,429*

*HVAC and Building Controls Systems and Electrical Upgrades*

Funding supports the professional design, construction, equipment, and miscellaneous costs associated with HVAC and building controls systems and electrical upgrades for Shepherd's Dining Hall, Suzanne Shipley Wellness Center, Byrd Science and Technology Center, Student Center, Snyder Hall, and CCA I and II. Project Director: Dr. Scott Barton, Vice President for Finance and Administration.

*HEPC - Higher Education Policy Commission, Deferred Maintenance Grant (DMG): \$4,050,000 for 2 years: July 1, 2023 - November 5, 2025: FY26: \$4,050,000*

*Roof, Gutter, and Masonry Replacements*

Funding supports the professional design, construction, equipment, and miscellaneous costs associated with roof replacement, gutter replacement, and masonry updates for Shepherd's McMurran Hall, White Hall, Facilities, Reynolds Hall, Human Resources Building, CCA, and Popodicon. Project Director: Dr. Scott Barton, Vice President for Finance and Administration.

*HEPC - Higher Education Policy Commission, Community and Technical College System (CTCS): \$25,000 for ~2 years: January 1, 2024 - June 30, 2026: FY26: \$25,000*

*2025 West Virginia Student Leadership Conference*

Funding is designated for the 2025 West Virginia Student Leadership Conference expenses. The West Virginia Student Leadership Conference is an event that is attended by student leaders representing Student Government Associations at West Virginia's colleges and universities, and their Student Government Association (SGA) Advisors. Project Director: Jack Shaw, Associate Vice President for Campus Services. Co-Project Directors: Holly Morgan Frye, Vice President for Student Affairs, Director of Community Relations; and Rachael Meads, Director of Student Activities and Leadership.

*HEPC - Higher Education Policy Commission, Open Educational Resources (OER): \$12,730 for ~2 years: March 22, 2024 - December 31, 2025: FY26: \$12,730*

*Student-Centered Innovation: Using OER to Increase Value for Students, Phase 8 and 9*

Funds supported the creation and use of OER materials that were either in the public domain or released under a license that allowed them to be used, changed, or shared with others. Project Director: Dr. Jason Best, Associate Vice President, Institutional Effectiveness, and Professor of Astronomy and Astrophysics.

*WISH - Women Investing in Shepherd: \$36,250 for 3 years: September 21, 2025 - September 21, 2028: FY26: \$12,072*

*Community-Based Composting at SUAIC*

Funds support the purchase of composting equipment and supplies for the Shepherd University Agricultural Innovation Center (SUAIC). The impetus for this project is three-fold: 1) Providing a practical demonstration of sustainability, social responsibility, and entrepreneurship for Shepherd University students at SUAIC, 2) Having an estimated \$2,000 in annual operational cost savings spent on disposal of waste and purchase of compost for Shepherd and SUAIC activities; 3) Generating operating revenue to SUAIC for ongoing operations and projects through the sale of compost produced by equipment purchased from the grant. Project Director: Matthew Ware, Farm Coordinator.

*WISH - Women Investing in Shepherd: \$36,250 for 3 years: September 21, 2025 - September 21, 2028: FY26: \$12,072*

*PodQuest: Expanding Horizons in Academic Study Spaces*

Funds allow the purchase of study pods for the Scarborough Library. These pods will provide 256 additional students each year with access to quiet, private, and technologically equipped environments, which are vital for ensuring equitable academic opportunities. Project Director: Theresa Smith, Library Director.

*WISH - Women Investing in Shepherd: \$26,750 for 3 years: September 18, 2024 - September 17, 2027: FY26: \$8,925*

*Accommodate Accessibility Software*

Funding will provide critical accessibility software to support students, staff, and faculty. Project Director: Jessica Anders, Director of Accessibility Services.

*WISH - Women Investing in Shepherd: \$26,750 for 3 years: September 18, 2024 - September 17, 2027: FY26: \$8,925*

*Forensic Science Lab Classroom*

Funding will support the upgrades necessary for the use of a laboratory space in which to teach Forensic Science. This space will allow for a new certificate and curriculum in Forensic Science to be developed and made available. Project Director: Dr. Jacquelyn Cole, Associate Professor of Chemistry.

*WISH - Women Investing in Shepherd: \$26,750 for 3 years: September 18, 2024 - September 17, 2027: FY26: \$8,925*

*Florence Shaw Demonstration Cottage "Little House" Remediation*

Funding will pay for the safe remediation of the historical and beloved "Little House" on

Princess Street. Updates will allow the Little House to be fully utilized in experiential learning opportunities and community events alike. Project Director: Holly Morgan Frye, Vice President for Student Affairs, Director of Community Relations.

*WISH - Women Investing in Shepherd: \$35,500 for 3 years: September 18, 2023 - September 17, 2026: FY26: \$17,750*

*Child Advocacy Studies (CAST) Certificate Program*

This funding will help to establish a CAST Certificate Program at Shepherd University. CAST, developed by the Zero Abuse Project, is an evidence-based, interdisciplinary, nine-credit-hour certificate program. The purpose of CAST is to enhance child welfare workforce readiness by developing students' understanding of factors that contribute to child maltreatment and the systems that respond to these situations. Through CAST, students learn about the importance of interprofessional responses to child abuse and neglect and develop the knowledge and skills necessary to advocate on behalf of children as victims and survivors of child maltreatment. Project Director: Dr. Craig Cline, Assistant Professor of Social Work.

*WISH - Women Investing in Shepherd: \$35,500 for 3 years: September 18, 2023 - September 17, 2026: FY26: \$1,052*

*Environmental and Physical Science Lab Updates*

Funding will be used to update lab equipment and lab spaces used by the Department of Environmental and Physical Sciences. These updates will improve the experience of students within classes and the Environmental Science program, providing students with access to technological advancements, while also portraying Shepherd in a favorable light during community outreach events, such as Seeding Your Future. Project Director: Dr. Sytil Murphy, Associate Professor of Physics and Chair, Department of Natural and Physical Sciences.

*LOC WU - Library of Congress, Waynesburg University's Teaching with Primary Sources (WU TPS): \$21,240 for ~1 year: January 1, 2025 - September 30, 2025: FY26: \$8,297*

*Almost Heaven: A Collection of Primary Sources to Teach WV History*

Funding supports the development of a virtual West Virginia History Hub and conference component to attract and empower WV teachers to utilize the broad primary source catalog provided by the on-campus Byrd Center for Congressional History and Education and the Library of Congress. The Hub and conference would culminate in a body of knowledge from which WV teachers can source educational plans within the framework of WV history that meet Shepherd University faculty criteria for dissemination. Project Director: Dr. Jason Allen, Assistant Professor of Education. Co-Project Director: Dr. Ben Bankhurst, Director of Appalachian Studies.

*HRSA - Health Resources and Services Administration, Advanced Nursing Education Workforce (ANew): \$2,599,992 for 4 years: July 1, 2023 - June 30, 2027: FY26: \$704,322*

*WV REACH: Redesigning APRN (Advanced Practice Registered Nurse) Education with innovative Academic-clinical partnerships in rural/underserved Communities for primary care, substance use disorder care, and mental health services*

Funding provides up to 26 scholarships and stipends per year for Doctor of Nursing Practice students, as well as faculty stipends, and professional development activities to enhance the educational offerings and support the regional clinical training partnerships established in the

prior round of funding. The ultimate goal of the program is to increase the number of nurse practitioner providers in rural West Virginia and to provide them with advanced training in the areas of substance abuse treatment and prevention, mental health, and maternal care. Project Director: Dr. Kelly Watson-Huffer, Associate Professor of Nursing.

*NSF - National Science Foundation, Campus Cyberinfrastructure (CC): \$637,210 for 2 years: August 15, 2023 - January 31, 2026: FY26: \$277,347*

*CC\* Networking Infrastructure: Shepherd University Science*

This project will deploy a new cyberinfrastructure dedicated to data-driven research, connect it to Research and Education (R&E) networks, make the new services available to campus researchers, and shape the evolution of the campus network core. A significant part of this effort will be dedicated to the existing Science Drivers, evaluating their research activities, and helping them utilize the new resources by migrating their cyberinfrastructures to the Science Demilitarized Zone (DMZ), which is a high-powered computer subnetwork. Principal Investigator: Joanie Raisovitch, Interim CIO/CISO. Co-Principal Investigators: Dr. Ben Martz, Dean for the College of Business, Recreation, and Education; and Dr. George Ray, Assistant Professor of Business.

*NSF - National Science Foundation and the West Virginia Established Program to Stimulate Competitive Research (EPSCoR), Research Infrastructure Improvement (RII) Program Track-1: \$945,458 for 5 years: June 1, 2023 - May 31, 2028: FY26: \$304,362*

*RII Track-1: West Virginia Network for Functional Neuroscience and Transcriptomics (WV-NFNT)*

Funding allows for the continued investigation into the neural development of the *Drosophila* (fruit fly species) brain. This grant creates opportunities for undergraduate students to learn genetic and imaging skills, conduct neuroscience research, and work in collaboration with West Virginia University and Marshall University. There will also be an increase in partnerships with local industries for students' career development, internships, and job opportunities while enhancing our regional alliances with businesses, industry, and government agencies. This project creates a neuroscience educational platform for K-12 students to use and a "Brain Camp" for high school juniors interested in learning about neuroscience. Principal Investigators: Dr. Conor Sipe, Assistant Professor of Biology. Co-Principal Investigators: Dr. Qing Wang, Professor of Computer Science and Mathematics; Dr. Robert Warburton, Dean for the College of Science, Technology, Engineering, Mathematics, and Nursing; and Dr. Jason Best, Associate Vice President, Institutional Effectiveness, and Professor of Astronomy and Astrophysics.

*NSF - National Science Foundation, Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM): \$1,499,993 for 6 years: October 15, 2021 - September 30, 2027: FY26: \$415,620*

*Enhancing Academic Achievement and Career Preparation for Scholars in Computer Science, Mathematics, and Engineering*

This program addresses the challenges facing low-income, academically talented students with demonstrated financial need seeking degrees in science, technology, engineering, and mathematics (STEM) disciplines. Funds provide scholarships and establish a coherent ecosystem of effective evidence-based practices. Additionally, the project assesses the effects of those practices and other factors on student success to generate knowledge about how institutions

can create and strengthen learning environments for their scholars. Principal Investigator: Dr. Qing Wang, Professor of Computer Science and Mathematics. Co-Principal Investigators: Dr. Osman Guizide, Associate Professor of Engineering; Dr. Robert Monahan, Associate Professor of Mathematics; and Dr. Weidong Liao, Professor of Computer Science and Information Sciences. Evaluator: Dr. Amy DeWitt, Professor of Sociology and Assistant Dean, Student Academic Enrichment.

*NSF - National Science Foundation, WV Established Program to Stimulate Competitive Research (EPSCoR), Summer Undergraduate Research Experience (SURE): \$161,475 for 3 years: December 15, 2023 - December 14, 2026: FY26: \$57,280*

*Shepherd Opportunity to Attract Research Students (SOARS) V*

Funding supports stipends for 10 students to participate in summer research projects with skilled STEM (Science, Technology, Engineering, and Mathematics) faculty mentors at Shepherd University. This is the fifth SURE SOARS proposal for the program at Shepherd, building on remarkable previous success. Project Director: Dr. Robert Warburton, Professor of Biochemistry and Dean for the College of Science, Technology, Engineering, Mathematics, and Nursing. Co-Project Director: Dr. Sara Reynolds, Assistant Professor of Biology.

*USDA - United States Department of Agriculture, Rural Business Development Grant (RBDG): \$17,000 for ~2 years: August 1, 2024 - January 31, 2026: FY26: \$1,931*

*An Examination of the Use of Agritourism by Farms in West Virginia*

Funding supports a study that examines the adoption of agritourism by farms in West Virginia. This study will be conducted in two steps. During the first step, by conducting the literature review, in-depth interviews with farm operators, and content analysis of farm websites, the main categories of agritourism activities will be identified. In the second phase of the study, using primary survey data collected from farms in West Virginia, the team will examine the agritourism farm activities and financial and managerial resources that are positively related to performance. Findings from this study will provide implications to promote agritourism in small areas in the early stage of development. Project Director: Dr. Zahra Pourabedin, Assistant Professor of Business. Co-Project Directors: Dr. Jim Dovel, Assistant Professor of Business; and Dr. Ben Martz, Dean for the College of Business, Recreation and Education.

*USDA - U.S. Department of Agriculture, Distance Learning and Telemedicine (DLT) Program: \$96,891 for 3 years: October 1, 2022 - December 7, 2025: FY26: \$24,223*

*Pathways to Postsecondary Education for Rural Students I: Dual Enrollment Distance Learning*

The goal for Phase I of this project is to create distance learning options for rural high school students through dual enrollment courses in Jefferson and Berkley counties. Project Director: Will Bell, Interim Vice President for Enrollment Management. Operational Lead: Dr. Ben Martz, Dean for the College of Business, Recreation, and Education. Co-Project Directors: Dr. Jeffrey Groff, Professor of Physics; Barbara Kandalis, Coordinator for Dual Enrollment; and Joanie Raisovitch, Interim CIO/CISO.

*USDE - U.S. Department of Education, TRIO Upward Bound Program: \$1,488,005 for 5 years: September 1, 2022 - August 31, 2027: FY26: \$362,478*

*TRIO Upward Bound Program (II)*

Awarded funds support a high school-to-Shepherd conduit for students in the region through a summer residential program on campus and weekend programs throughout the academic year. Nationally, Upward Bound programs demonstrate success in creating a path to college attendance for first-generation college students. Typically, more than half of Upward Bound participants enroll at their host campus after graduating from high school. This program extends the purview of TRIO staff from just retention efforts to outreach and recruitment of future Shepherd students. Project Director: Dr. Evora Baker, Director, TRIO Programs.

*USDE - U.S. Department of Education, TRIO Student Support Services Program: \$1,361,820 for 5 years: September 1, 2025 - August 31, 2030: FY26: \$226,099*

*TRIO Student Support Services (III)*

Funding supports staff salaries and programmatic offerings for Shepherd students who meet the needs criteria. The program offers mentoring, academic counseling, and tutoring services for participating students to support their good academic standing while increasing retention and graduation rates. Project Director: Dr. Evora Baker, Director, TRIO Programs.

*USDE - U.S. Department of Education, TRIO Student Support Services Program: \$1,058,028 for 5 years: September 1, 2020 - August 31, 2025: FY2026: \$58,635*

*TRIO Student Support Services (III)*

Funding supports staff salaries and programmatic offerings for Shepherd students who meet the needs criteria. The program offers mentoring, academic counseling, and tutoring services for participating students to support their good academic standing while increasing retention and graduation rates. Project Director: Dr. Evora Baker, Director, TRIO Programs.

*CDS - Congressionally Directed Spending, U.S. Department of Education (USDE): \$2,235,000 for 3 years: July 1, 2024 - June 30, 2027: FY26: \$1,066,972*

*Academic Classrooms and Auditorium Improvements*

This project will renovate and revitalize more than 40 labs, classrooms, and learning environments on the Shepherd University campus to improve the safety, cost-effectiveness, and educational impact of these spaces and provide an enhanced student experience through technological improvements. Project Director: Dr. Ben Martz, Dean for the College of Business, Recreation, and Education. Co-Project Director: Joanie Raisovitch, Interim CIO/CISO.

*CDS - Congressionally Directed Spending, U.S. Department of Education (USDE): \$250,000 for 3 years: July 1, 2024 - June 30, 2027: FY26: \$166,598*

*WV Emerging Project*

WV Emerging is a novel way to generate forward-thinking, multigenerational policy recommendations. The Bill and Bonnie Stubblefield Institute for Civil Political Communications is setting out to develop a research-based methodology for facilitating discussions that bridge political divides to offer solutions to the most pressing issues of our time. Once developed, the Institute aims to use this framework to tackle one targeted issue each year, bringing together the many voices engaged in solving the issue. Among these voices will be experts, legislators, lobbyists, nonprofits, and the best and brightest of our Shepherd students and students from around the state. These groups will take part in a yearlong challenge to, through a series of facilitated discussions, propose a solution that will address the urgency of the problem and create



a pathway to overcoming that problem for the future of our state. Project Director: Ashley Horst, Executive Director for the Stubblefield Institute.

*CDS - Congressionally Directed Spending, Small Business Association (SBA): \$1,422,200 for 3 years: July 1, 2023 - June 30, 2026: FY26: \$474,464*

*Agricultural Small Business Incubator at the Shepherd University Agricultural Innovation Center*

This project develops new agricultural production systems to demonstrate and train novice farmers in innovative small-scale agriculture and provide the infrastructure necessary to establish an agricultural business incubator at Tabler Farm with access to arable land and focused training in agricultural entrepreneurship. Project Director: Dr. Brooke Comer, Assistant Professor of Environmental Studies. Co-Project Directors: Dr. Ben Martz, Dean for the College of Business, Recreation, and Education; Dr. Peter Vila, Associate Professor of Environmental Studies; and Dr. Jeffrey Groff, Professor of Physics.

*CDS - Congressionally Directed Spending, Health Resources and Services Administration (HRSA): \$609,000 for 3 years: September 30, 2023 - September 29, 2026: FY26: \$206,148*

*Chemistry Department Revitalization of Labs and Classrooms*

This project will revitalize the Chemistry Department's labs and classrooms to meet current scientific methods and pedagogy. Project Director: Dr. Jacquelyn Cole, Associate Professor of Chemistry. Co-Project Director: Dr. Robert Warburton, Dean for the College of Science, Technology, Engineering, Mathematics, and Nursing.

*CDS - Congressionally Directed Spending, U.S. Department of Education (USDE): \$20,000 for 1 year: July 1, 2023 - June 30, 2024: FY26: \$1,602*

*Special Education Curriculum Development*

Funding will be used to develop the curriculum and courses necessary to offer a special education endorsement for Elementary and Secondary Education majors. Project Director: Dr. Belinda Mitchell, Director for the School of Education.

*CDS - Congressionally Directed Spending, U.S. Department of Education (USDE): \$657,000 for 3 years: July 1, 2023 - June 30, 2026: FY26: \$219,000*

*Professional Development Series: "The Write Way Forward: WV Students Succeed"*

Funding will establish a professional development series for high school teachers to improve high school students' writing skills and college and career readiness. Project Director: Dr. Heidi Hanrahan, Professor of English.

*CDS - Congressionally Directed Spending, U.S. Department of Housing and Urban Development (HUD), Economic Development Initiative (EDI): \$936,000 for 7 years: May 1, 2023 - August 31, 2030: FY26: \$150,075*

*East Loop: Gateway Entrance*

Funding provides for the installation of improved road access and egress for vehicles and pedestrians. The new infrastructure paves the way for the construction of revenue-generating facilities that will complement the overall student experience at Shepherd. Project Director: Sonya Sholley, Associate Vice President for Strategic Initiatives and Presidential Operations. Co-Project Director: Dr. Scott Barton, Vice President for Finance and Administration.

*CDS - Congressionally Directed Spending, U.S. Department of Housing and Urban Development (HUD), Economic Development Initiative (EDI): \$1,475,000 for 7 years: May 1, 2023 - August 31, 2030: FY26: \$321,930*

*East Loop: Environmental Remediation and Demolition*

Funding will be used to enhance the physical university campus in a manner that will make it more desirable for students, which begins with the removal of unused facilities surrounding the East Loop. Project Director: Sonya Sholley, Associate Vice President for Strategic Initiatives and Presidential Operations. Co-Project Director: Dr. Scott Barton, Vice President for Finance and Administration.

*CDS - Congressionally Directed Spending, U.S. Department of Education (USDE): \$135,000 for 3 years: September 1, 2022 - August 31, 2025: FY26: \$27,762*

*Enhanced Cyberinfrastructure and Regional Connectivity*

This award funds a collaborative effort with nearby community colleges and universities to identify opportunities for establishing regional connectivity for research and education. Project Director: Dr. Robert Warburton, Dean for the College of Science, Technology, Engineering, Mathematics, and Nursing. Co-Director: Joanie Raisovitch, Interim CIO/CISO.

*CDS - Congressionally Directed Spending, U.S. Department of Education (USDE): \$36,000 for 3 years: September 1, 2022 - August 31, 2025: FY26: \$0*

*Equitable Educational Resources*

These funds, provided to Accessibility Services and the Student Success Center, were used to purchase software that will enhance Shepherd's ability to provide timely, updated, and secure technology for students with diverse learning needs. The upgrades also support efforts to create and maintain an inclusive and supportive learning environment. Project Director: Jessica Anders, Director, Accessibility Services.

*CDS - Congressionally Directed Spending, U.S. Department of Education (USDE): \$70,000 for 3 years: September 1, 2022 - August 31, 2025: FY26: \$0*

*Stubblefield Institute's Listen/Learn/Engage Initiative (II)*

Funding supports Phase II of an interdisciplinary program to prepare Shepherd students to shape and debate public policies and fulfill community leadership roles. This phase aims to expand the program to serve students across all disciplines (beyond nursing, social work, and education) and address various topics beyond those related to the COVID-19 pandemic. Project Director: Ashley Horst, Executive Director for the Stubblefield Institute.

*CDS - Congressionally Directed Spending, U.S. Department of Justice (DOJ), Community Oriented Policing Services (COPS): \$4,000,000 for ~3 years: March 15, 2022 - September 30, 2025: FY26: \$679,468*

*Critical Campus Security and Safety Infrastructure*

This funding allows the Shepherd University Police Department (SUPD) to provide an integrated security camera system, vehicles that operate reliably and effectively, a communication system that will work during the most critical times to provide interoperable synchronization with all regional emergency services, a building/room locking system to assist in the event of an active shooter or similar threats, a parking enforcement system that helps SUPD become more

financially solvent, and equipment to ensure officer safety. Project Director: Holly Morgan-Frye, Vice President for Student Affairs and Director, Community Relations. Co-Project Directors: Lori Maraugh, Chief of Police; and Joanie Raisovitch, Interim CIO/CISO.

*CDS - Congressionally Directed Spending, U.S. Department of Agriculture (USDA), Distance Learning and Telemedicine (DLT) Program: \$111,000 for 3 years: October 1, 2022 - November 30, 2025: FY26: \$57,847*

*Pathways to Postsecondary Education for Rural Students II: Dual Enrollment Distance Learning* Funding supports Phase II of the current project to create distance learning options for rural high school students through dual enrollment courses and an expansion into Morgan County. Project Director: Will Bell, Interim Vice President for Enrollment Management. Co-Project Directors: Dr. Ben Martz, Dean for the College of Business, Recreation, and Education; Barbara Kandalis, Coordinator for Dual Enrollment; Joanie Raisovitch, Interim CIO/CISO; and Dr. Jeffrey Groff, Professor of Physics.

## **Annual Report of the Shepherd Representative to The WV Advisory Council of Faculty**

Dr. Max Guirguis, Professor of Political Science and Shepherd's representative on the WV Advisory Council of Faculty, will present a report to the Board.

The Advisory Council of Faculty (ACF) met on January 23, 2026. Present at the meeting were two guests representing the WV Higher Education Policy Commission (HEPC): Vice Chancellor Christopher Rasmussen and General Counsel Joseph Jenkins. Much of the discussion centered on the legislative session that began on January 14th.

Dr. Rasmussen shared some information about an upcoming professional development opportunity for faculty. The annual HEPC-sponsored Open Educational Resources (OER) workshop will be held in early April. An announcement should be forthcoming soon with registration instructions. Participation is open to all faculty from all disciplines. Of note, this year's workshop will feature a special guest, Brett Christie, who will lead a half-day session focused on the implementation of Artificial Intelligence (AI) tools and methods in OER. Mr. Christie will also be available for consultation with individual or groups of faculty members who might have questions about incorporating AI in their coursework or at their institutions.

On a related note, Dr. Rasmussen stated that he would like to bring the Great Teachers Seminar experience to a wider audience in the form of shorter events on college campuses across the state. Held annually around mid-June, the Great Teachers Seminar is an intensive four-day teaching workshop designed to equip faculty with learner-centered pedagogical skills. The Great Teachers Seminar, however useful it may be, can only accommodate 25 people, which is why Dr. Rasmussen wants to provide additional options for similar events during the academic year.

Test cases proved to be successful, as evident from the positive feedback received.

Mr. Jenkins began his comments by noting that many of the bills introduced on the very first day of the legislative session are carry-overs from the previous session, and typically do not move beyond their committees of origin. Mr. Jenkins also noted that the governor's budget includes funding for employee pay raises and increases in allocations for the Public Employees Insurance Agency (PEIA). On the education front, some bills have already been introduced and several more are expected. Mr. Jenkins provided updates on bills that the HEPC is monitoring.

HB-4087 aims to create the West Virginia-Ireland Educational Alliance, a collaborative educational initiative that allows West Virginia higher education institutions to partner with their Irish counterparts. Funding for this new student and faculty exchange program will come from a

federal grant that the HEPC was able to secure. An annual allocation in the amount of \$250,000 can be used to support up to five public institutions, with each institution receiving a maximum of \$50,000 per year. Dr. Clark Egnor, HEPC's Director of International Programs, will communicate all the necessary information to institutions if the bill passes into law.

HB 4002 would establish the West Virginia Collaboratory, which is both a research hub and an advisory body that explores and proposes public policy solutions to address state and local needs. Under the terms of the bill, state funds would be appropriated to research projects in the areas of "workforce development, public education, economic development, and natural resources management...for practical use by state and local governments and for the benefit of the citizens of the State of West Virginia." While the Collaboratory will be housed at Marshall University, it can leverage academic expertise from across the state, as researchers and expert advisors may come from various higher education institutions, depending on the policy question under consideration.

HB-4081 calls for the establishment of an aid program to address the "food insecurity" and "health and hygiene inadequacies" of students on college campuses. Backed by the Advisory Council of Students, this bill has been introduced on multiple occasions since 2021. For its part, the HEPC has long supported the idea of setting up a campus grant program to enhance student access to food and hygiene essentials, but the bill failed every time it came up due to its high cost.

HB-4014, also known as the Workforce Readiness and Opportunity Act (WIOA), seeks to promote economic development and job creation in West Virginia through a number of measures, which include establishing a statewide micro-credential system and increasing the tax incentives for apprenticeship and training programs. According to the text of the bill, the West Virginia Micro-Credential Program would fall under the Department of Commerce, but the HEPC is currently working with lawmakers to bring the program under its purview. With strong support from the business community and the governor's office, the bill will probably pass in some form.

HB-4116 would expand eligibility for the West Virginia Invests Grant Program to include anyone seeking an associate degree or a certificate in emergency medical care, regardless of prior educational training. Launched in the academic year of 2019-2020, WV Invests is a Community & Technical College grant program that covers the tuition and fees for associate degrees and certificates in specific fields, as determined by the state Department of Commerce. At present, eligibility for WV Invests is limited to those with no post-secondary credential. In an effort to address the persistent staffing shortfalls, the bill would remove this restriction and open up the grant program to individuals interested in becoming paramedics or emergency medical technicians, even if they already have a post-secondary degree.

HB-4119 would establish the West Virginia TEACH Scholarship Program, which is an acronym for The Education and Childcare Help Scholarship. To be eligible for this new scholarship, the applicant must be a West Virginia resident who is already employed at a childcare facility. Applicants must also enroll in an accredited two-year or four-year program in early childhood education, and maintain employment in the childcare sector for at least 20 hours per week during

the time of pursuing the degree. Students who fail to meet these requirements will forfeit the scholarship and may owe money to the state.

HB-4152, also known as the Workforce Education Partnership Act, would create a public-private partnership that operates without appropriations from the state. This collaborative arrangement has the dual objective of incentivizing private employers to support workforce development and equipping West Virginians with job-ready skills. Toward this end, the bill would extend tax credit to businesses that send their employees to volunteer and provide instruction or training at public and private schools. The HEPC is advocating for expanding the program beyond vocational and high schools to include Community & Technical Colleges. The bill sponsors are receptive to the idea, though no changes have yet been made to the text of the bill.

SB-551 seeks to restore the voting rights of faculty, staff, and student members serving on institutional Boards of Governors. The voting rights of these constituent representatives were removed in the last session by HB-3279, which relegated them to an advisory role. Although student leaders are assiduously advocating for this bill, the legislature is unlikely to repeal an act a year after its implementation, as recently reported.

SB-414 and SB-476 are two Senate bills dubbed Keep Accreditation About Academics Act and Selecting Neutral Accreditors Act, respectively. The proposed purpose of the bills, as their names suggest, is to keep diversity, equity, and inclusion (DEI) out of accreditation in an attempt to refocus the process squarely on the academic quality of the programs. While similar in intent, the two bills differ in substance and approach as explained below.

The core of SB-414 can be summarized in three points. First, it prohibits accreditation agencies from using DEI criteria to evaluate an academic program in the state of West Virginia, and from requiring institutions to adopt DEI principles as a condition for maintaining their accreditation. Second, it empowers the state attorney general to investigate and seek remedies under West Virginia civil rights law against noncompliant accreditation agencies. Third, it creates a cause of action whereby aggrieved employees and students may file civil suit for damages against accreditation agencies that violate the prohibitions set forth in the act.

Turning to the other bill, SB-476 focuses on guidance for and obligations on institutions. In essence, it requires institutions to review their current accreditors and potentially select different accreditors – hence the name

Selecting Neutral Accreditors Act. More specifically, the bill requires Boards of Governors (BOGs) to look back and review the record of the accreditation agencies to which they report. (This review process is to be conducted in coordination with the HEPC.) If it turns out that any such agency has used DEI criteria in connection with accreditation in the previous five years, then the BOG shall replace it with a “neutral” accreditation agency that has not employed DEI practices or procedures during the same period. In the event that no accreditation agency meets the statutory standard of having not used DEI criteria in the past five years, the BOG shall report this finding to the state legislature at once, and shall keep seeking an alternative path to accreditation through a qualified accreditor.

It should be noted that the HEPC does not support these two bills due to the substantial administrative burden and financial cost associated with the process of changing accreditors. Another major concern is that some academic programs receive their accreditation from only one recognized agency or national body to ensure the license portability and nationwide employability of their graduates. The HEPC has expressed these concerns directly to the bills' sponsors, but will not coordinate and ramp up its opposition efforts until either bill begins to move through the legislature. As yet, neither bill has advanced from the Education Committee.