



Minutes
Board of Governors
April 3, 2007
1:30 – The Concord Room
201A Marsh Hall
Concord University

Members present: Deborah Akers; Jesse Call, student representative; Joe Long, Vice Chair; Darrin Martin, faculty representative; Wayne Meisel, Ted Rogers, Chair; Margaret Sayre, Secretary

Members absent: Lane Bailey; James Brown; Eugene Fife; Amy Pitzer, classified staff representative

Others present: Jerry Beasley, President; Sharon Manzo, recorder; Loretta Young; Hugh Campbell; Greg Quick; Rick Dillon; Dean Turner; Joe Allen; John David Smith; Travis Prince; Bill O'Brien; Anita Moody; Michael Curry; Sean Noland; Jessica Cook; Jim Cannon; Edmund Amoye; Angelina Amoye

Call to Order: A quorum being present, Chairman Rogers called the meeting to order.

Approval of the Minutes of the February 27, 2007 meeting: Mr. Long moved the approval, Dr. Martin seconded, motion passed.

Committee Reports:

Academic Affairs: Mrs. Sayre reported that the committee discussed and unanimously recommended continuation of the following programs: biology, chemistry, computer information systems, and mathematics.

External Affairs: Mr. Meisel reported good news and challenging news in terms of admissions and financial aid. Applications are up, especially on-line applications. The Banner system computer software upgrade presented problems for the two offices. The committee discussed strategies to enhance enrollment in Beckley, including better advising and an increase in course offerings. More money is needed to fund University Point, but a September or October start date is projected. Total gifts to date are approximately \$1.7 million lower than last year at the same time, the result of a larger bequest received last year.

Finance and Facilities ([attachment 01a](#)): Mr. Cannon said the committee discussed a proposed tuition and fee increase for FY '07-08, the Rahall Center, and

revised drawings from IKM, the University Point architects. He distributed a document entitled *Concord University Anticipated Changes in Operating Budget Fiscal Year Beginning July 1, 2007* ([attachment 01b](#)). HEPC capped increases at 9.5 percent, and fee increases cannot exceed 7.5 percent over a four-year average. An early poll of institutions by HEPC indicated proposed increases ranging from 5 percent to 9.5 percent. Both SGA and Board of Governors had previously asked for no or as low as possible increase. He said the committee recommends a 5 percent increase, which is the inflation higher education indicator at the national level. The 5 percent would keep the institution even with cost increases, and this is as close to a no increase as we can come. A 3.5 percent increase is being recommended for room and board. Jessica Cook, SGA board member, distributed a document entitled *Concord University Alternative Student Proposal Tuition and Fee Rates for Fiscal Year 2008* ([attachment 01c](#)). Mr. Call stated students are opposed to the 5 percent increase mainly because they have not seen improvements that should coincide with previous increases. They are not looking for a 0 increase, and they are willing to pay if they get something for it. Students support a bond issue as the best choice rather than charging them. Students support the 5 percent faculty/staff pay increase, but they believe this could be covered by the \$557,000 increase in Concord's base this year. Mr. Cannon presented several visible improvements made due to last year's increases. Mr. Call countered stating other funds paid for many of the improvements. He referred to a resolution relative to the tuition/fee increase, which SGA had passed and he had previously e-mailed to board members. He said students believe a 2.5 percent board increase and a 2 percent housing increase would be reasonable.

Mr. Cannon asked Sean Noland to explain the on-line progression sheet, an improvement now possible as a result of the Banner upgrade.

Student Affairs: Mr. Long reported the committee discussed housing and room reservations to date. It appears all available space will be utilized this fall. He mentioned Concord's athletes' graduation percentage rate is higher than the conference rate, national rate and Concord non-athletes. The committee discussed needed improvements to the residence halls, improvements to Carter Hall, increases in student fees, an upgrade to the exercise facility, and alcohol use and abuse.

Administrative Reports:

Academic Affairs ([attachment 02a](#)) – Dr. Turner announced Commencement exercises will be May 19. As requested at the February 27, 2007, meeting, he distributed a report on Beckley Center Statistics ([attachment 02b](#)). He said it is incomplete at present due to the Banner upgrade, and a complete report will be distributed as soon as possible. He addressed the question raised at the February meeting regarding the accuracy of the external funding figure on the Compact report and stated the \$1,128,147 is correct.

Admissions and Financial Aid ([attachment 03](#)) – Mr. Curry gave an update to numbers that appeared in his written report: as of 3/30/07 applications are up by 12, acceptances are up by 126 and on-line applications are 997 as compared to 900 last year's total. Efforts to recruit international students are increasing. The Admissions Office is

adopting a “recruit the family philosophy.” A nine-month admissions counselor position is currently being advertised; the individual will focus on recruiting in the Beckley area.

Beckley Center ([attachment 04](#)) – Dr. O’Brien reported that at the conclusion of registration this month we will engage in a serious advertising campaign regarding the new Beckley facility. The future in Beckley will be students who plan to take their entire program at the Beckley Center, and we must increase our course offerings. Utilizing the National Guard, we can deliver courses nationwide from the wood product facility near Spanishburg.

Development Office – Ms. Young distributed a financial report as of 3/3/07 ([attachment 05](#)). We are up in the number of donors as compared to last year, but down in gift income. Our focus now must be on funding University Point; approximately \$1,000,000 is needed for completion.

Student Affairs ([attachment 06](#)) – Dr. Smith said the number of room reservations for returning students now stands at 59 greater than last year at this time. The university has received an HEPC grant in the amount of \$15,000 to recruit international students. With the renewal of our contract with the Athens Medical Center, the hours will be expanded. Sean Noland stated the SGA is focusing on enhancing community service activities by groups. He introduced Travis Prince, who will be the student representative to the Board of Governors next year, and he said the SGA is working hard to give Beckley students better representation.

Action Item ([attachment 07a, 07b, 07c](#)):

Resolved, That the Concord University Board of Governors adopt the proposed tuition and fees schedule for FY 2008. (5 per cent tuition and fees, 3.5 per cent room and board).

Dr. Akers moved the adoption, Ms. Sayre seconded. Discussion followed. Sean Noland stated students need to see improvements made as a result of tuition and fee increases, and suggested increases be tied to measurable objectives and goals. Mr. Long raised concerns that we are adopting an annual pattern and practice of fee increases. He also said he is concerned that we are pricing ourselves out of the market and taking the easy way out by asking students to pay more. Dr. Beasley stated he made the increase recommendations based on his judgment that what determines the nature of an institution is the nature of its faculty. It is essential to keep our capable, energetic, and visionary faculty at Concord, and they need to be fairly compensated and they must have the best tools possible. This increase is not an easy way out. (The easy way out was taken several years ago when the state cut our funding and some individuals were asked to do more.) We need a results-oriented approach to what we are doing. We must ask for specific results based on the increases we are requesting. When we raise tuition, a great deal of pressure is put on the administration to raise more scholarship dollars that allow students to enroll. Every additional dollar raised through tuition increase or support from the state will be invested wisely. A substantial number of students would work on

campus given the opportunity, and this work would increase their ability to stay at Concord. Part of the additional investment will be to target aid for students who need more help and expand our reach by providing more student jobs. A 5 percent increase will probably be among the lowest of the increases in West Virginia public institutions. We need to work with our students to maximize outside aid. Many financial aid programs are increasing this year - Pell, WVHEG, PROMISE, and Stafford Loan. Federal tax credit programs are also beneficial to parents of students. Quality attracts quality and if we can keep our quality faculty, we will attract quality students. The kind of preparation students are getting is first rate, and they need to pay for it. Mr. Call said it is apparent students are paying for things twice, once with tuition and fees and again with SGA funds. He also said he believes that the hard work the students have done in getting increases in Pell grants and other funds is being used against them. He stated there is no way he can justify the proposed increase to students based on the day's discussion. Mr. Meisel said over the past five years the board has approved a 44.5 per cent increase, and referred again to the board's discussion and intent a year ago to propose a zero or minimal increase. Perhaps the board may be more accountable next year and strive for a zero or lowest possible increase. Mrs. Sayre said she reluctantly supports the 5 percent increase but she sees it necessary to support Concord. Mr. Meisel suggested priorities be set for the use of the increase. Dr. Martin said last year the board did not set a course toward zero or minimal increases and asked if this could be done this year and if Dr. Beasley would appoint someone to monitor these efforts. Mr. Rogers supported this idea. Mr. Rogers called the question, four in favor, two opposed, motion passed.

Mr. Call moved that scholarships to need-based students be increased by a minimum of 5 percent. Mr. Long seconded. Motion passed unanimously.

President's Report ([attachment 08](#))

Dr. Beasley said he is recommending to the Board a 5 percent raise to be put through the faculty salary plan and the classified pay scale. Promotions and equity adjustments would be outside this amount. In addition, our full professors will have weight added in the pay plan. We also want to improve minimum wage for student workers and others on campus. We need to work on a long-range salary range to bring faculty and staff up to peer institutions, and we need to give specificity to our institution objective to provide competitive salaries at Concord.

Redoubling our efforts to raise scholarship funds is a priority.

He invited Board members to view sketches and the model for University Point.

He said he and Ms. Young are working with an alumnus who attended Concord for one year who wants to establish a half-million dollar trust.

The Strategic Planning Committee has been meeting and focusing on a number of items, primarily our students and what is happening to them. He invited Board members to attend budget meetings, tentatively scheduled for April 25 and 27. These will be one-hour budget hearings with each cabinet member. In these meetings, we will discuss the kind of issues and the specificity and results that we expect.

He concluded by saying there was a personnel item which required executive session. Pursuant to WV code §6-9A-4 Mr. Meisel moved to adjourn to executive session, Mr. Long seconded, motion passed.

Respectfully submitted,

R. T. Ted Rogers, Chair

Margaret Sayre, Secretary

Attachment 01a



Concord University

Finance and Facilities Administrative Report

26 March 2007

Business & Finance With the end of the legislative session, state appropriations have firmed up and the budget development process for FY 08 is underway including fee increase considerations and pay raise options. Preparation for the North Central evaluation and strategic planning are in full swing. The strategic focus is on options to reverse the enrollment and revenue declines especially in the Beckley market.

Physical Plant The Rahall Technology Center is on schedule for substantial completion in May. Shipment dates for some of the finish materials could affect timing otherwise the mid May dates should be good. Additional funding is still needed to fully furnish and equip the facility once the building is completed. The road behind Wilson Hall is being moved to provide an ADA walkway from Towers dorms to mid campus. Grading and site preparation work continue on the College Courts parking lot. Part of the lot has been graveled for use this year; we hope to have funds to pave the lot this summer. Engineered specifications for Sprinkler Systems for North/South Towers are nearly complete. IKM has submitted their revised drawings for the Chapel/Alumni Center. Trane corp. is conducting the investment grade audit for possible Performance Contracting.

Computer Center The upgrade of Banner to SVR 7.3 has been the most difficult in recent memory. The computer center staff has worked long and hard to get the conversion completed and they are now updating the 200 custom programs that many departments depend on. Priority has gone to the Registrar and Financial Aid.



Concord University
Campus Development Plan
(Under Revision)

**Concord University
Campus Development Plan
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I. Introduction

The FY 2006 Campus Development Plan provides a current five-year plan for planning, financing, acquisition, construction and renovation of capital facilities and equipment. The plan also addresses demolition of existing facilities and acquisition or disposal of real property.

The Concord University Campus Development Plan supports the University mission, the Institutional Compact and the Facility Master Plan as approved by the West Virginia Higher Education Policy Commission. The Concord University Campus Development Plan also supports the statewide higher education mission and complies with associated policies.

II. Planning Assumptions

The Concord University Campus Development Plan is based upon the following major planning assumptions over the plan period:

1. 1. Average campus enrollment of 2,800 to 3,000 FTE.
2. 2. Students living on campus of 850 to 1,100 headcount.
3. 3. The proportion of students driving automobiles to continue increasing.
4. 4. Conversion to an equitable policy of WV Higher Education system debt payment by FY 2003.
5. 5. Increasing use of distance education options.
6. 6. Graduate coursework offerings in up to 3 fields of study.
7. 7. Academic program offerings similar to existing fields of study.
8. 8. Continuation of existing housing and required dining plan policies.
9. 9. Fee increases adequate to support operations and facilities.
10. 10. Annual Inflation and Construction Cost Index increases averaging 5%.
11. 11. State appropriation increases adequate to offset inflation.
12. 12. Construction of a multi-institutional instructional facility in Beckley WV.
13. 13. Continuation of the policy to maximize use and efficiency of existing facilities in lieu of additional construction or acquisition.
14. 14. No significant change in compliance requirements (ADA, OSHA, etc) that would create significant additional unfunded mandates.

III. Property Acquisition

The following property acquisition requirements have been identified, although specific sites are not currently available.

1. Soccer Field Complex. Concord University has successfully developed a women's NCAA soccer team as part of the athletic program. Soccer games and practice are taking place on the baseball field. A regulation soccer field will require acquisition and development of potentially level property in proximity to the Athens campus. Property donation and external funding will be sought for this project.
2. Plans for development of a limited number of upgraded campus housing units will be considered. The University may purchase lots nearby or contiguous to the campus if they become available at reasonable prices.

IV. New Facilities

1. It is anticipated that a multi-institutional instructional facility will be built in the Beckley area of West Virginia. The project is in the construction phase and is expected to be open for classes by the fall of 2007.
2. An inter-faith chapel, museum and alumni center known as University Point is in the design and fund raising stage. The facility will be located on the extreme right corner of the front campus property where the campus road formerly made a sharp right turn. The project is being funded in large part with donations although the University has budgeted a \$500k contribution.

V. Renovations, Additions or Demolition

1. The Rahall Technology Center – A new ten million dollar, multi-purpose, E&G technology facility is under construction on the site of the former White Hall. It is expected to open in the spring of 2007.
2. Wilson Hall and Twin Towers Sprinkler System – The Twin Towers and Wilson dormitory facilities will require fire suppression sprinkler systems by 2010. Sprinkler Project Engineering is complete and installation should be completed in the 2007/2009 time frame.
3. Twin Towers Interior Renovation - The 36 year old Towers contain 300 two bedroom suites capable of housing up to 600 students. The layout of the Tower's suites is generally preferred by students over the other older style residence halls. The rooms and common areas need aesthetic and energy saving interior renovation. The project is likely to require bond financing. The HEPC is currently considering a joint bond issue that would permit fixed costs to be shared among

participating schools. This would be the preferred method of financing this top priority project.

4. Sarvay Hall- A dormitory built in 1940, Sarvay Hall has a Deferred Maintenance & Compliance Index of 61% (see page 6). It is energy inefficient and in need of heating and plumbing systems upgrades. The Building is structurally sound but suffering from deterioration of interior walls, floors, bathrooms and ceilings. The outdated interior design is inefficient in terms of capacity and desirability. Interior renovation of Sarvay Hall will be a second housing priority when sufficient funding is available. Projected cost, ranging from limited to complete renovation, is \$1-4M.
5. 5. College Courts Apartments – The College Courts apartment complex consists of twelve, 4-unit, single story, masonry buildings built in the late 50's and early 60's. These units are energy inefficient and have a deferred maintenance and compliance index of 25%. During this plan period, the College Courts complex will be under consideration for future replacement, renovation or demolition depending on availability of funds. Projected cost of renovation totals \$1M; with replacement cost for garden apartments at \$5.5M and demolition costs projected at \$65K.
6. 6. Vermillion House – The Vermillion House, over 100 years old, is a wood frame residential rental structure presently divided into two apartments. The house is outdated and renovation is cost prohibitive. It is anticipated that this structure will be considered for demolition during the plan period.

VI. Site Improvements

1. Landscaping, parking, paving and road re-routing in the Twin Towers area are anticipated over the next 5 years. Groundwater seepage is damaging brick retaining walls and soil erosion results from gravel parking lots in need of pavement and proper drainage.
2. Roadwork and sidewalk modifications from the Twin Towers behind Wilson Hall to the main campus will be required for ADA compliance. Projected cost is estimated at \$75k.
3. 3. Sidewalk replacement / pedestrian circulation projects will be required as the University progresses to full compliance with ADA. High and middle priority sidewalk projects total an estimated \$440,000.

VII. Telecommunications, Utilities and Infrastructure

1. 1. Telecommunications - A megabit fiber and Ethernet campus network with an ATM switch and a new telephone EAPBX was installed at Concord University in

FY 00. Most campus locations were wired or served by wireless facilities by the end of FY 01. Additional telephone distribution cable will be required to meet growing demand in the Towers dormitories. Direct inter-net is provided over the fiber network, with DS3 service feeding the campus. It is expected that the existing telecommunications network will continue to meet campus needs if maintained and upgraded as technology evolves over the plan period. The Campus television cable network is aged and outdated in many buildings including the dormitories. Replacement costs during the plan period may exceed \$150,000.

2. 2. Utilities:

A. Water: Water is supplied to Concord University from the town of Athens municipal water system. The supply is currently adequate for existing and projected needs. If the municipal water supply becomes inadequate there are contingency plans and existing lines to convert the town and University to the much larger West Virginia Water Company system. The water distribution lines on the campus are owned and maintained by the University. They are generally considered adequate to meet campus needs over the next 10 years with the exception of the lines serving the College Courts Apartments. If the College Courts apartments are renovated or replaced the water lines should be considered for replacement as well.

B. Sewage: The town of Athens municipal sewage system provides Concord University's sewage disposal. The existing sewage treatment plant is inadequate and fails to meet environmental standards. Athens has initiated a replacement process to build a new sewage plant in the FY 2001-2003 time frame. The new plant is expected to meet current and projected needs of the Concord campus over the next ten years. The sewage lines on campus, owned and maintained by the University, are of terra cotta clay composition. These lines are believed to be in fair condition with the exception of those serving the College Courts apartments. If the College Courts apartments are renovated or replaced instead of retired, the sewage lines will need to be considered for replacement. Also a sewer main should be re-routed from beneath White Hall when that building is renovated. The sanitary sewer system should be evaluated by maintenance personnel from Athens and the University for ground water and storm water infiltration to evaluate possible inflow into the Athens sewer system.

C. Natural Gas: Natural Gas service is delivered through Allegheny Power Company. The gas lines on campus were upgraded to meet current standards in 1998 and should be adequate for the next 10 years.

D. Electrical Service: American Electric Power Company provides electrical service to the Campus with mainline voltage of 12,470. The supply of electricity is considered reliable and adequate for anticipated demand. The campus distribution system, lines, switch-gear and transformers, except at the Towers dormitory, are owned and maintained by the University. The distribution system feeding Sarvay Hall, Wilson Hall, White Hall, College Courts and the Maintenance Building should be upgraded and re-routed during the plan period. This project should be initiated in concert with the White Hall renovation.

VIII. General Deferred Maintenance and Compliance

Deferred Maintenance and Compliance (Life Safety) can be quantified using a Deferred Maintenance and Compliance Index. It is calculated by dividing deferred maintenance, improvement and compliance cost estimates by plant replacement cost. The Deferred Maintenance and Compliance Indexes calculated for Concord University Facilities by building are presented in the Facilities Database Summary of the Campus Masterplan. At the beginning of FY 2002 the total campus Deferred Maintenance Index was 10%, adding compliance and improvement costs increased the index to 30%.

Spending on physical plant renewal for Education and General (E&G) facilities has been limited by a lack of funds resulting from a State Higher Education System policy that redistributed over \$4M in Concord building renewal funds to other schools over the past ten years. Deferred maintenance on the E&G facilities presently totals just over four million dollars. Compliance and improvement cost estimates increase the total to \$10M. The current E&G plant replacement value is calculated at \$41.5 million. At the beginning of FY02, the E&G total index for Deferred Maintenance, Compliance and Improvement was 24%. In order to avoid the accumulation of deferred maintenance, annual building renewal spending should average 1.5 to 3% of plant replacement value. Under the current fund redistribution policy the University receives only enough money to fund capital repair and renewal at a level of 1% of replacement value.

Proper funding of the University's facilities to address the deferred maintenance and compliance issues can begin when the policy of redistributing the University's building renewal and repair funds is changed to permit Concord to use all of the facilities maintenance fees paid by its own students.

The Auxiliary facilities index for Deferred Maintenance, Compliance and Improvement is 36%. The Auxiliary facilities capital budget prioritizes project funding with available resources.

A major campus challenge continues to be the low level of renewal funding, high-deferred maintenance and increasing demands by regulators. Available capital resources are allocated in the Capital budgets to addresses the highest priority deferred maintenance and compliance issues over the next five years.

ADA accommodations for disabilities have been made as buildings have been renovated and as individual situations have required. In FY02 Students with more serious disabilities began living in dormitories, and a greater share of capital spending for facilities accommodations has been required bringing the campus into much higher levels of compliance. The University ADA section of the facilities master plan identifies options for additional ADA improvements, and continued progress is envisioned over the development plan period.

IX. Hazardous Materials Identification and Management

Hazardous materials are managed on a departmental basis through periodic inventory and analysis with assistance from the West Virginia Division of Environmental Protection. The WV Fire Marshall's office and hazardous materials specialty firms are contacted for disposal.

X. Occupational Health Improvements

Known occupational health hazards are believed to be abated or in a dormant state or location which, if undisturbed, pose no threat to inhabitants. Asbestos will require abatement whenever construction or other activity will disturb dormant material such as the roofing shingles on White Hall, insulation in the Alexander Fine Arts building, or boiler room pipe insulation, etc in other locations.

XI. Facility Priorities

Facilities projects are prioritized below by category as E&G, Auxiliary or Other. The campus governing board has approved the following facilities priorities.

A. E&G Facilities:

1. White Hall – With a Deferred Maintenance & Compliance Index of 67%, White Hall remains the 1st priority for building renovation. The building, built in 1940, is energy inefficient and non-compliant with current building codes. Moisture penetration of the building envelope continues to erode the integrity of the structure. White Hall has historical significance to the campus community and presently houses a number of important campus offices. Plans are being developed to renovate and expand the facility into a consolidated campus technology center. Cost estimated at \$4-6M. A Metal storage building will be required to store existing material from White Hall during renovation.
2. The Roof Replacement Plan to replace aged and leaking roofs should be continued with the Science Building and sections of Carter Center as the next candidates. Cost estimated at a \$100k per roof average.
3. Progress has been made on the ADA compliance plan and this continues to be a priority, as accommodations require, and facilities are renewed. The ADA Site, Entrance and Vertical Transportation section of the Master Plan lists many compliance options with related costs.
4. The swimming pool in Carter Center requires installation of a pool liner due to extensive rust and wear of the existing pool bed. Also the pool shower rooms are leaking into the locker rooms on the floor below. This is a near term priority due to the present condition of the pool, which is used for physical education classes. Cost estimated at \$137k.
7. Handball Courts in the Carter Center require repair due to extensive water damage. Cost estimated at \$100k.
8. Parking and paving remains an issue due to enrollment growth and the propensity for a higher percentage of students to own vehicles. Expansion of existing lots and

property acquisition for additional parking lots should be considered whenever possible. Costs depend on specifics.

9. The President's residence, 600 Vermillion street, requires renovation to maintain and protect the structure. Cost estimated at \$40k –60k.
10. A phase II electrical power distribution project to replace high voltage feeder lines coming from the Towers / Wilson side of campus is needed to upgrade the circuit cables and provide power feed redundancy to the main campus. Cost estimated at \$250k.
11. Marsh and Science Hall Floor Replacement. Floor and sub-floor may require replacement by FY 06 to prevent ground moisture from continuously buckling floor tile. Cost estimated at \$150k.

B. Auxiliary Facilities:

Housing

1. Sarvay Hall – Sarvay Hall, a dormitory built in 1940, has a Deferred Maintenance & Compliance Index of 61%. It is energy inefficient and in need of heating and plumbing systems upgrades. The Building is structurally sound but suffering from extensive deterioration of interior walls, floors, bathrooms and ceilings. The outdated interior design is inefficient in terms of capacity and utilization. Interior renovation of Sarvay Hall should be a high housing priority when sufficient funding is available. Cost estimated from \$826k - \$4M
2. Landscaping, parking and paving in the Twin Towers area is an additional student housing priority. Groundwater seepage is damaging brick retaining walls and soil erosion results from gravel parking lots in need of pavement and proper drainage. Cost undetermined.
3. College Courts Apartments – The College Courts should be considered for renovation, replacement or retirement if funding becomes available. \$65k demolition to \$5.5M replacement.
4. Towers Sprinkler System – Dormitory sprinkler systems will become a mandate by 2009. Costs and financing are presently under study.

University Center

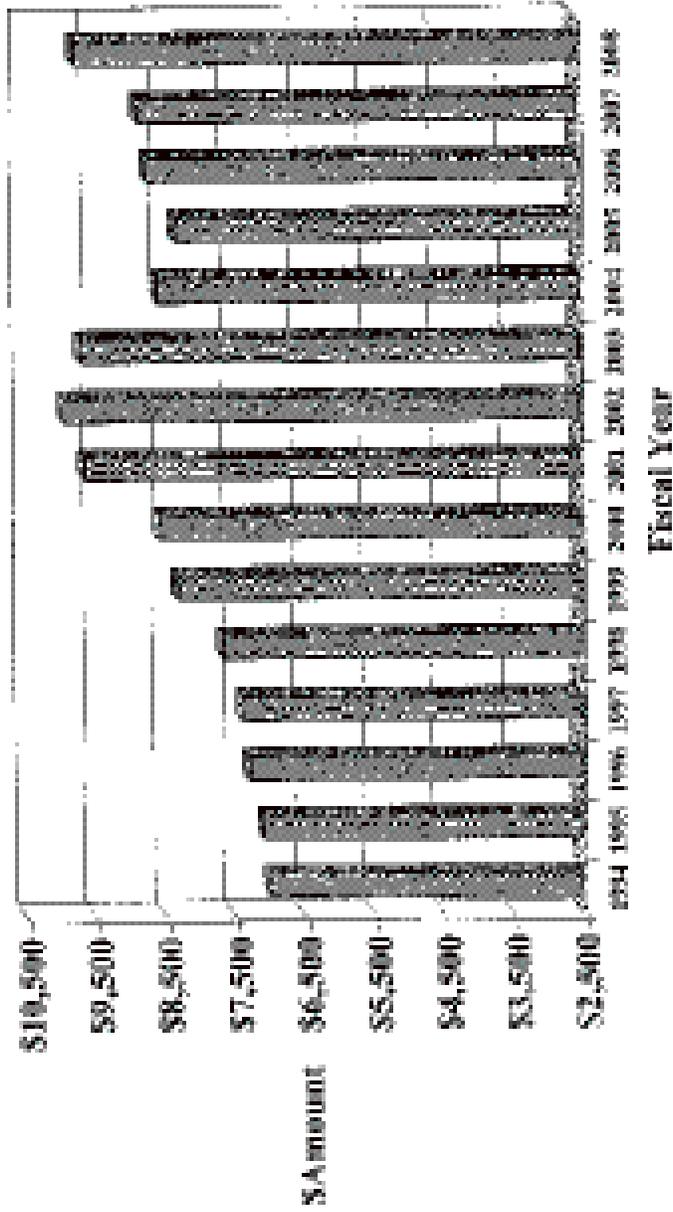
1. Elevator upgrade for ADA compliance. Cost \$30k

2. Ballroom HVAC & floor repair. Cost estimate \$150k
3. Steam pipe repair. Cost \$75K

C. Other:

1. Tree and shrubbery replacement is a near term priority for grounds maintenance. Older unhealthy trees along the campus drive require replacement on an annual basis. Blighted or damaged shrubby in some campus locations should be replaced as funding is available. Cost estimated at \$15-20k initially, \$4-5k per year.
2. An inter-faith chapel has been identified as an intermediate term priority for the campus community. Private funding will be required. Cost \$3M.
3. A NCAA soccer field is an intermediate term priority. Land acquisition or significant modification of existing terrain will be required. Cost undetermined.
4. It is anticipated that a multi-institutional instructional facility will be built in the Beckley area of West Virginia. The project is still in the conceptual stage and will require coordination, planning and funding.

**Concord University
State Appropriated Funds
FY 1994 to FY 2008**

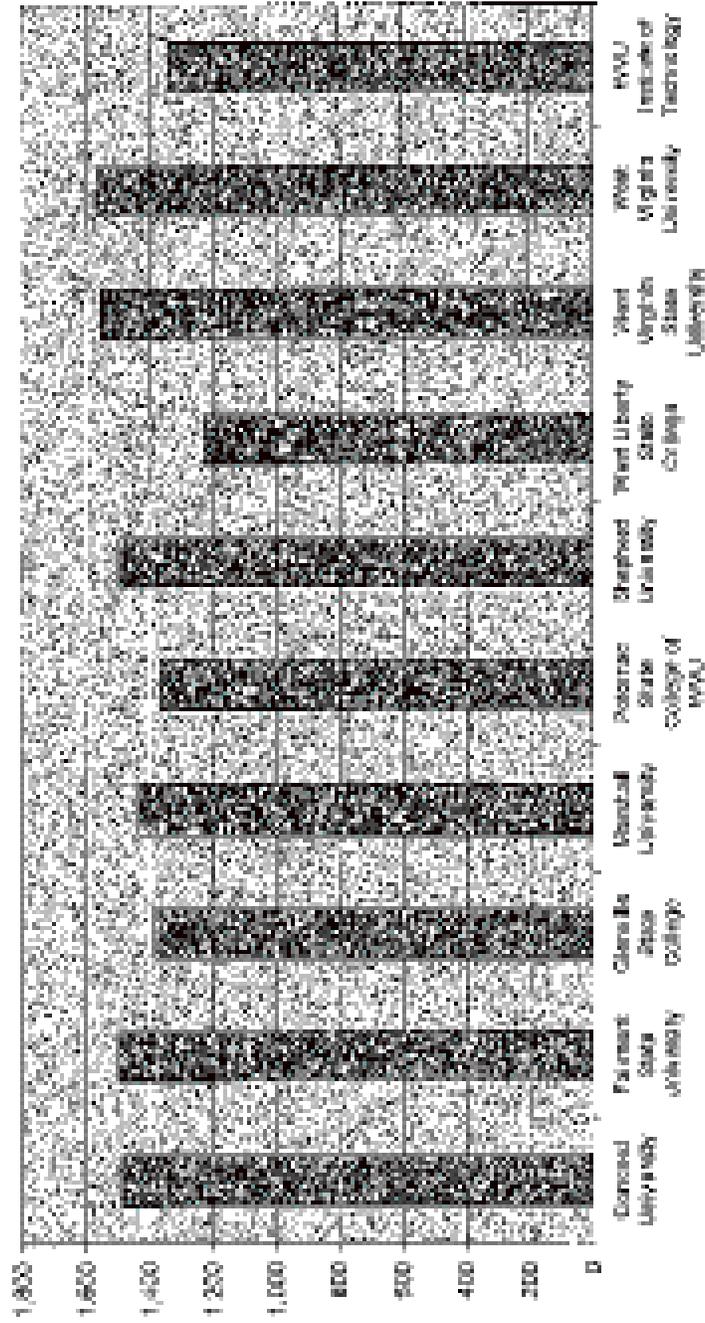


etc.

STUDENT REES GAIN FROM

ADA Improvements
Rahul Technology Center
New Faculty Center
Over 200 Parking Spaces
Increase internet, hard width and WVMPT changes
 * Off campus: 5-1.5 megs bytes in the last 5 years
 * On campus: Post used shared 10 megs bytes back home and correctly
Higher Education inflation index 3 percent
Edis
Student portal
Automated Progression Sheets
Pay Increase (5 percent)
Other pay increases (raises, increments, etc.)
Newer positions (development and human resource)
Safety in dormitories
Closed deferred maintenance gap
Fitness Center in 10 years
Picnic area with SDA
Student Minimum Wage Increase
Post base Financial Aid
New Windows in Science Building
Additional CAT Staff
Medical Coverage

BOARD RATES COMPARISON 2006-2007



■ Board Rates

Attachment 01c

CONCORD UNIVERSITY ALTERNATIVE STUDENT PROPOSAL TUITION AND FEE RATES FOR FISCAL YEAR 2008

The number one complaint or issue that I have heard from students as their representative is that as tuition and fees have increased they have failed to see an increase in the student life. They want to know for what they are paying.

Last year, there was a substantial increase in tuition and fees that was approved by the Board of Governors with the hope that we would work to make sure such significant increases did not occur again. It was even suggested we make a goal of no increases for this upcoming year. I know that many of you said you wanted to be committed to keeping tuition and fees as low as possible in the future.

However, the proposal brought before this body today by the administration did not meet that goal. While we saw a 7.5% increase last year, this year they again want a 5% increase. The students fail to see this as reasonable. If the goal was to have a significantly lower rate in the future, it's a goal that has not been met.

A major cost factor for tuition and fees is faculty and staff salaries. And, the students agree that the employees of this University deserve to be paid well. Dr. Bousley is prepared to propose a 5% increase in the salaries of all employees, which was calculated by Board member Amy Pitzer as being \$546,070. The Governor has allocated nearly \$185,000 towards those salaries.

The justification that is being used for this increase is the Higher Education Price Index (HEPI) which does indicate that higher education costs should, on the average, go up by 5%. However, there are important considerations to this figure. Faculty and staff

Attachment 02a

ACTIVITIES IN ACADEMIC AFFAIRS

March 23, 2007

A Brief Report to the Concord University Board of Governors

- • Spring 2007 Commencement is scheduled for Saturday May 19th, 10AM in the Carter Center. We will celebrate the graduation of about 270 students during the ceremony. The “Class of Spring 2007” will be represented by six co-valedictorians: Kira Marie Bailey, Huntington; Rebecca Aileen Ball, Oak Hill; Amanda Elizabeth Barie, Kelsey Jade Craft and James Bryan Gibbs all from Princeton; Stephen Daniel Taylor, Athens.
- • Professor of Physical Education Eloise Elliott has been funded to dedicate one-half of her time to the eLearning modules “Healthy Hearts 4 Kids” and “Take Charge! Be Healthy” during the ’06-’07 academic year. This summer Dr. Elliott will facilitate interventions for the CARDIAC Project, including a summer camp for overweight children with a year-long follow-up with the children and their parents.
- • Six Concord Alpha Chi (AX) Honor Society scholars attended the national conference March 15-18. Kira Bailey was awarded a prestigious \$3,500 Sledge Graduate Fellowship and Amanda Barie received Region V recognition. Dr. Steven Rowe, sponsor of the Beta (Concord) Chapter received one of two Executive Director’s Awards for his efforts in founding AX chapters at Indiana Institute of Technology, West Liberty State College and Concord University.
- • Dr. Roy Ramthun (Recreation and Tourism Management) has just returned from Mari State Technical College in Russia. Dr. Ramthun had presented to Russian visitors three years ago and was consequently invited to visit Mari State to explore recreation and tourism potentials in their West Virginia-similar topography. His visit provides additional opportunities for future student/faculty exchanges and study abroad.
- • Derek Trull (BSED ’05 and son of Concord Associate Professor of Education Cheryl Trull) has been recognized as “Teacher of the Year” at Wendell Phillips Elementary School, Indianapolis, IN. A significant achievement during his second year of teaching and first year at Wendell Phillips Elementary.
- • Associate Dean Jane Smith, Assessment Director Danette Light and Professor Charles Brichford have attended “Making a Difference in Student Learning: Assessment as a Core Strategy” to strengthen Concord’s NCA/HLC-required assessment program. The NCA/HLC consultant/evaluators will visit Concord 3/30-4/2/08.
- • Assistant Professor Fernando Porras (Advertising/Graphic Design) continues to place Concord interns in prestigious graphic arts businesses in the Charlotte, NC area. He also continues to exhibit his works in the

Virginias and Carolinas. If you haven't seen the art produced by Mr. Porras and his students, I'll do what I can to arrange this.

Attachment 02B

BECKLEY COUNTY STATE
 "WITHOUT DUAL ENROLLMENT"

	# OFFERS	# OFFERS	# OFFERS	TOTAL OFFERTS
	-----	-----	-----	-----
FALL 1998	79	1,251	664	4,488
SPRING 1999	83	1,227	685	4,854
1ST SEMESTER 99	8	38	67	314
2ND SEMESTER 99	7	25	72	269
FALL 2000	73	1,246	627	4,324
SPRING 2001	76	1,215	625	4,365
1ST SEMESTER 01	5	30	70	353
2ND SEMESTER 01	7	47	84	383
FALL 2002	73	1,152	590	4,326
SPRING 2003	64	1,228	616	4,328
FALL 2004	80	1,200	554	4,411
SPRING 2005	73	1,188	450	4,718
FALL 2006	77	1,253	431	4,368
SPRING 2007	83	1,183	588	4,767
FALL 2008	78	1,261	671	4,582
SPRING 2009	77	1,206	634	4,326
FALL 2009	72	1,222	636	4,441
SPRING 2010	74	1,208	474	4,288
FALL 2011	68	1,200	603	4,187
SPRING 2012	73	1,224	540	4,126
FALL 2013	66	1140	427	4,328
SPRING 2014	74	1,150	475	4,637
	-----	-----	-----	-----
	# OFFERS	# OFFERS	# OFFERS	TOTAL OFFERTS

* EARLY OFFERS DATE DATA

Attachment 03

Board of Governors
Admissions & Financial Aid
April 2007
Submitted by Michael Curry

The first quarter of 2007 proved to be a challenging one for Admissions & Financial Aid. While our counselors and staff were busier than in past years with more follow-up visits and fairs, a computer glitch brought our staff to a level of frustration rarely seen. From January 26 to March 22, we were unable to access student and applicant data which guides and generates our direct mail system. During this period, we were unable to send acceptance letters, financial aid awards, or other basic information to students. This problem may have enrollment consequences in the fall but we are trying to compensate by other means. We are trying to contact students via email, telephone, and personal contacts (both at fairs and in follow-up visits) to let them know about the problem. Fortunately, the problems now seem to be resolved and we are again engaging our recruits via the mail.

The Financial Aid staff drew down 1909 student applications and began (on March 22) to process those awards. More than 400 of those pending packages are first-time freshmen. They will be the priority as we dig-out from the backlog.

As of March 23, 2007, we were able to discern that our “acceptances” were up by 146 students over last year at this same date. While our applicants appear to be close to where we were last year, the data is still not absolute and it will take another week to get solid numbers. Since the same computer problem hit the Housing Office, we are still not sure how deposits are doing, but before the glitch, they were also up.

Online applications have already exceeded the total submitted all last year 968 to 909 and this should be a good sign.

International recruitment has been enhanced by several “stringer” efforts abroad and those numbers will become clearer in the coming months.

Attachment 04

CONCORD UNIVERSITY BECKLEY CENTER Board of Governors Report – April 3, 2007

The timing of this particular report to the Board of Governors, coming just after midterms and just prior to early registration for summer and fall classes, dictates that it will be both brief and speculative. A few key points warrant mention:

1. 1. Student Recruitment – we have begun a series of public information sessions in Beckley to educate the community on financial aid and scholarship opportunities at Concord, as well as the impact that Concord's presence in the new higher education facility will have on available programs and services. Radio and newspaper ads will precede each session. April 19th is the next session at the Mining Academy.
2. 2. Advertising – we are working with Anita Moody's office to develop a series of ads that speak directly to prospective students in the Beckley-Raleigh County market. These information messages are designed to target key considerations on making the decision to go [back] to college and on choosing the right college. The issues of cost, academic quality, long-term debt, alumni success and support, the "hot" career prospects, lifelong learning, skills development, and becoming an informed consumer in a more competitive higher education market will be featured.
3. 3. Class Scheduling – we continue to work toward the kind of schedule in Beckley that will attract and retain the region's best student prospects.
4. 4. The Beckley Public Higher Education Center [PHEC] – construction on the new facility continues. Fr. Acker assures us that the facility will be ready, though the access road to the facility may not be completely paved [chances are that 1/3 of the access, plus parking, will be gravel]. The current Center class schedule suggests that the facility will be heavily used. There are many Friday and Saturday classrooms available – we will pursue these opportunities as well as our regular Monday-Thursday class format.
5. 5. Concord's General Studies Program -- by packaging our general studies classes around specific academic programs and requirements [specific classes that lead logically into particular majors], we make it more likely that students will look upon their semester schedule of classes as a coherent, more personalized academic whole, rather than an array of separate classes selected principally on the basis of cost or meeting time. These considerations suggest a marketing program that is truly public information, a program geared toward educating the community on what a university education is all about. This, in turn, suggests a more significant and informed role for our adjunct faculty. As mentioned in last month's report, each class that each teacher teaches will assume greater programmatic significance and will increasingly reflect as much in the syllabus they design.
6. 6. Distance Delivery Options – we now have access to a "wired" classroom at the Mining Academy, should we need it to supplement the new higher education facility.

Respectfully submitted,
William A. O'Brien

Attachment 05

Concord University Development Office Monthly Report 2006/2007

SUMMARY REPORT

February-03

- I. Current Operations
- II. Capital/Endowment
- III. Deferred
- IV. Grand Total at Face Value

MONTH		YEAR TO DATE		LAST YEAR TO DATE	
NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
		327	\$207,038.41	164	\$207,209.25
		234	\$326,027.82	350	\$1,646,536.28
		561	\$533,066.23	514	\$2,853,745.53
Mountain Lion		493	\$62,176.73	508	\$84,257.25
Federal Grants					
State Grants		7	\$65,500.00	7	\$65,000.00
Other					
Year-to-Date through Foundation		1040	\$481,310.96	1073	\$3,006,599.58

*Mt. Lion Gross Income :

	MONTH	YEAR TO DATE	
Number of Referrals			
Alumni Membership		628	\$27,947

Attachment 06

Board of Governors – April 3, 2007 Student Affairs

Housing and Residence Life

- Official spring 2007 residential housing numbers total as of 2/16/07: 825 (North Tower – 259, Sarvay Hall – 41, Wilson Hall – 143, South Tower – 238, Wooddell Hall – 144).
- Room sign-up for students returning fall 2007 is ongoing and, together with new and transfer students, reflects an increase of 45 students from the same time last year (See Appendix I).

Career Services

- Database for targeted use work study and other student workers has been developed and tested. In an effort to offer a more coordinated work study program, the Career Services office will make available the database of work study and other student jobs available on campus. Students will be able to match their skills and career interests with jobs in various campus offices. Each office will still hire their own employees, but ultimately the intent is to minimize the search time for students awarded work study and to match their career goals and skills with jobs on campus. Currently all campus offices are submitting their hiring needs to the Career Services office and the plan should be fully implemented by June 2007. Additionally, during fall orientation, all freshmen receiving work study funds will be required to attend a workshop that will explain how the work study program works and offer advice on how to be a good Concord University employee. Topics such as confidentiality, punctuality, appropriate office behavior, and time cards will be addressed.

Athletics

- Presidential Scholar Athlete Dinner – April 3rd for all student athletes with an accumulative GPA of 3.5 or better. Over 30 students maintain a +3.5 GPA.
- Both Men's and Women's Basketball Teams qualified for the semi-final game of the WVIAC Tournament.
- April 6th is National Student/Athlete Day.
- Tyrone Anderson played in the NABC/NCAA Division II National All-Star Game on March 23rd in Springfield, Massachusetts.
- See Appendix II for more information on athletics.

Multicultural Affairs

- A trip exploring culturally rich New York City was held during Spring Break 2007. This event was open to all interested Concord University students and was designed to increase student's appreciation of history, culture and art. One student from Bulgaria, two students each from Turkey and Japan and five American students traveled to New York City for a sightseeing trip sponsored by a grant from the Higher Education Policy Commission and \$1,000 from the Student Government Association. The students toured Central Park, the Empire State Building, China Town and Little Italy, Rockefeller Plaza, and Ground Zero. Not only did the group experience a segment of American culture, but they also experienced living and traveling with people from cultures different than their own.
- A proposal to enhance the international program received \$15,000 from the HEPC.

Disability Services

- We have purchased a laptop computer and the software for the TypeWell program. TypeWell is a system for transcribing speech to text. It is an effective learning tool for deaf and hearing impaired people as well as those with visual, physical or learning difficulties.
- We are looking for a student to train as a transcriber using this system that uses a laptop computer with the TypeWell abbreviation software to transcribe meaning-for-meaning what is said in lectures and discussions.
- The person with a hearing disability reads the transcript in real-time from a second computer. He or she can also type questions and comments to the transcriber to be voiced, and can take notes directly into the TypeWell program on the second computer. In addition to communication access during class, TypeWell transcribers usually provide notes for after-class study.

- We are awaiting the upgraded BANNER system so that we can check students' reports of unsatisfactory midterm grades to evaluate what can be done to assist the students in their efforts to successfully complete the semester.

Student Center/Student Programming

- Upcoming events: Buzz Sutherland – April 11, 2007, Michael Anthony – April 18, 2007, Greek Week Events, Snakes Alive – April 30, 2007.
- Current projects: Daycare Easter Egg Hunt, Spring Fling Events, Friedl Award nominations, Orientation Leader applications.
- In conjunction with housing programs, student programs were facilitated ranging from diversity to wellness.
- Attendance thus far has topped 8,138 attendees compared to 8,010 last year (See Appendix III).

Board of Governors – February 27, 2007 Student Affairs (Page 2)

Health/Counseling Services

- Five hundred ninety-three (593) students were seen during the fall semester (08/01-12/31/06) per agreement with Athens Medical Center. One hundred twenty (120) students were seen January 2007 and one hundred thirty-four (134) students were seen in February 2007 per agreement with Athens Medical Center.
- Student prescriptions for December were \$458.86 (total \$1,650.69 year-to-date). Student prescriptions for January were \$241.94 and \$250.25 for February.

Intramurals

- Visit the intramural website @ <http://students.concord.edu/intramurals>
- Sign-ups for 5-on-5 basketball are underway. Play will begin April 12. Students, faculty, staff, and Board of Governors members are welcome to participate.

Student Retention

- Continuing efforts discussed at the 2/27 Board of Governors Meeting.
- Presentation to the Strategic Planning Committee at the March 6 meeting (see Appendix IV).

Recreation/Wellness

- Developed a proposal for fitness center in Towers.

Student Government Association (SGA)

- **Community Service Initiative** We have been working with the Vice President of Student Affairs to encourage organizations to engage in community service activities. Each year, the SGA receives a financial endowment from the University that is used to pay for our operational expenses, implement campus improvement projects, and to allocate to campus organizations for activities and project of their own. A proposal to amend our bylaws to create an incentive for organizations to engage in community service has been drafted, but has not been submitted to the student body at this time.
- **Elections** SGA Elections are in progress. The outcome will determine the SGA leadership, including a new Board of Governors Representative as Representative Call is graduating in May. At the time this document was submitted, there was only one candidate who filed to run in the election. The candidate is Travis Prince, and I know him to be a hard worker who is of excellent character. If he remains uncontested, he will be an asset to the Board.
- **Early Registration Policy** The SGA is developing a policy that would allow certain students to register on the same day as seniors if they can demonstrate a need to do so. These students would be required to fill out an application that explains the reason(s) they need to register early, along with any processing information that is required. The student's faculty advisor will be charged with evaluating and either approving or denying the request. The policy is still being evaluated in the CU Student Affairs Committee.

- **Beckley Center Outreach Initiative** There is no common knowledge base to inform Beckley Students about how decisions made in Athens affect them. As a result, Beckley Students may not be given as much consideration in the decisions made in Athens. Furthermore, the Beckley Students have less access to the services that Athens students enjoy. There are also questions concerning if the quality of instruction suffers in Beckley with less access to library resources and more detrimental class cancellations due to inclement weather. The SGA has identified a contingent of concerned students in Beckley and is conducting regular meetings with them in order to establish this knowledge base, troubleshoot the problems they are facing, and assure that they are systematically represented in the future. The first of these meetings was conducted on March 9, 2007. The next meeting is scheduled for Friday, March 30, 2007 at noon in Athens.
- **Picnic Complex Project** According to Jim Cannon, the Picnic Complex Project is progressing. Soil samples have demonstrated that construction is feasible at the proposed site and blueprints are in progress. The SGA would like to call a meeting between President Beasley, Vice President Cannon, SGA President Noland, SGA Business Manager Danielle Richmond, and Mr. Ted Boggess to establish mileposts for the project and tentative deadlines for their completion. President Noland intends to ask the student body to allocate our end of the year budgetary surplus to the project to help assure that it is adequately funded. The SGA is committed to this project and hopes that it will receive board approval when the time comes.

Judiciary

- As of 3/23 The Student Hearing board has adjudicated approximately 67 cases: 13 visitation violations, 18 drug or alcohol related offenses, 17 violations of fire evacuation policy, and 20 were violations of published rules and regulations.
- College Hearing Board and Judicial Appeals Board heard all cases in a timely manner.

Other Areas/Initiatives

- External funding initiatives remained at \$641,301.00 (2006-07).
- Updated Disability website.
- Expanded to Wood and Wirt Counties for Drug Court database management through West Virginia Supreme Court.

Appendix I
Housing Reservations
FEBRUARY

<u>FALL 2007</u>	<u>Men</u>	<u>Women</u>	<u>FALL 2006</u>	<u>Men</u>	<u>Women</u>
Incoming students rec'd in Feb.	37	48	Incoming students rec'd in Feb.	40	53
Previous total to Jan. 31	65	102	Previous total to Jan. 31	<u>35</u>	<u>75</u>
Sub-Total	102	150	Sub-Total	75	128
Cancellations	1	3	Cancellations	<u>0</u>	<u>0</u>
Sub-Total	101	147	Sub-Total	75	128
Currently enrolled rec'd in Feb.	0	0	Currently enrolled rec'd in Feb.	<u>0</u>	<u>0</u>
Previous total to Jan. 31	0	0	Previous total to Jan. 31	<u>0</u>	<u>0</u>
Sub-Total	0	0	Sub-Total	<u>0</u>	<u>0</u>
Cancellations	0	0	Cancellations	<u>0</u>	<u>0</u>
Sub-Total	0	0	Sub-Total	0	0
TOTAL	101	147	TOTAL	75	128

FALL 2007 - INCOMING

Men

West Virginia	66
Out -of-State	<u>36</u>
Sub-Total	102
Cancellations	<u>1</u>
Sub-Total	101
Can. Prior to Feb.	<u>0</u>
TOTAL	101

Women

West Virginia	110
Out-of-State	<u>40</u>
Sub-Total	150
Cancellations	<u>2</u>
Sub-Total	148
Can. Prior to Feb.	<u>1</u>
TOTAL	147

FALL 2006 - INCOMING

Men

West Virginia	48
Out-of-State	<u>28</u>
Sub-Total	76
Cancellations	<u>0</u>
Sub-Total	76
Can. Prior to Feb.	<u>1</u>
TOTAL	75

Women

West Virginia	85
Out-of-State	<u>44</u>
Sub-Total	129
Cancellations	<u>0</u>
Sub-Total	129
Can. Prior to Feb.	<u>1</u>
TOTAL	128

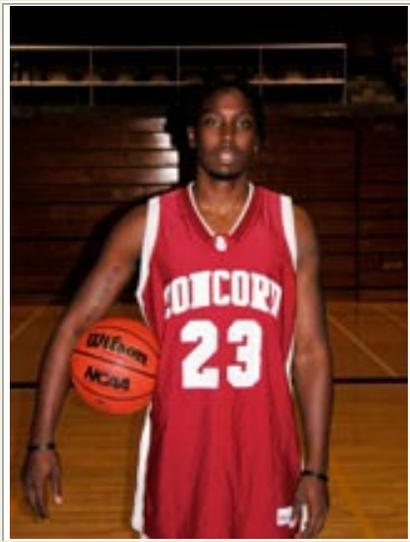
Appendix II Athletics

Friday Night Lights



Athens, WV- The Concord Football Spring Game will held Friday April 20th, 2007. The game will begin at 7:00pm and will be under the lights on the June O. Shott Field. During the night there will be food, games, prizes, and more. It is a whole family experience. Come out and support your CU Mountain Lions.

Anderson Named Daktronics All-American



[Tyrone Anderson](#), 3rd Team All-American

Edinburo, PA- Two WVIAC basketball performers were named to the Daktronics All-American list. Ted Scott of WV State was named to the first team, while the Mountain Lions' [Tyrone Anderson](#) was named to the 3rd team.

Tyrone finished 2nd in scoring in WVIAC and 2nd in scoring in the nation only behind Ted Scott. Anderson averaged 26.1 points per game.

Tyrone who is a 6'4 senior forward, hails from Indianapolis, Indiana. Tyrone joined Concord his junior year after transferring from Glen Oaks Community College.

Along with his 26.1 points per game average Tyrone finished with 7.9 rebounds a game.

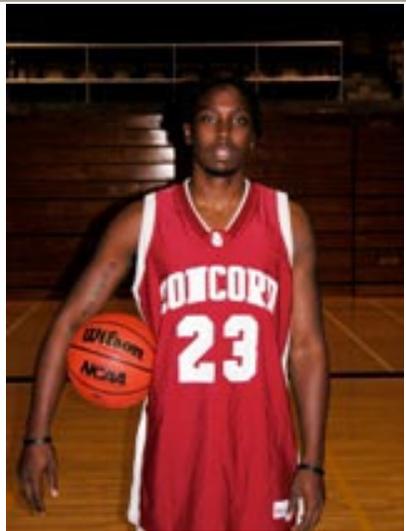
Along with his All-American selection, Tyrone was named to the first team All-WVIAC in both of his years at Concord.

Tyrone will be playing in NABC/NCAA Division II All-Star

Game to be held Friday, March 23 at the Naismith Memorial Hall of Fame in Springfield, Massachusetts.

Basketball Players Honored

Concord Men's and Women's Basketball had amazing seasons and were honored with All-Conference and All-Tournament Selections.



[Tyrone Anderson](#)

[Tyrone Anderson](#) was the only WVIAC First Team All-Conference and All-Tournament selection. Anderson is a 6'4 senior forward from Indianapolis, Indiana. During the season Tyrone averaged just over 26 points per game, 7.9 rebounds a game and 5.2 assists per game. Anderson shot 58% from the floor and 78% at the charity stripe. Tyrone is one of the most complete players Concord has ever seen. During the WVIAC tournament Tyrone averaged over 37 points per game taking them to semi-finals of the tournament.

Because of Tyrone's achievements he been selected to play in the Second Annual NABC/NCAA Division II All-Star game Friday March 23 in Springfield, Massachusetts. He will be playing for the East All-Star team.



[Brian Foster](#)

[Brian Foster](#) was selected to the WVIAC Second Team. Foster is a 6'0 senior guard hailing from South Bend Indiana. During the season Brian averaged 19.9 points per game, 2.6 rebounds per game, and 2.0 assists per game. Foster hit 87 three pointers during the season while averaging 81% from the foul line.



[Dannie Parker](#)

[Dannie Parker](#) was selected to the WVIAC All-Tournament Team. Parker is a 6'4 junior forward from South Bend, Indiana. Dannie was a big part of Concord's success as he averaged over 13 points a game and 7 rebounds a game during the regular season. Many nights Dannie would post a double-double. During the WVIAC tournament Dannie hit big shots and made key stops to help Concord get as far as the semi-finals.

Appendix II
Page 4



[Jamie Cluesman](#)

[Jamie Cluesman](#) was named to the WVIAC Second Team All-Conference List and was an All-Tournament Selection. Cluesman is a 5'7 junior guard from Jonesville, VA. During the season Jamie averaged 10.2 points per game 7.1 assists, 5.8 rebounds per game, and 3.1 steals per game. Jamie would turned in many double-doubles and nearly missed a triple-double several times.

Appendix II
Page 5



[Samm Nester](#)

[Samm Nester](#) was selected to the WVIAC All-Conference Second Team. Nester is a 6'0 junior center hailing from Huntington, WV. During the season Samm averaged 14 points per game, 5.7 rebounds per game, and 2.1 assists per game.



[Shari Walker](#)

[Shari Walker](#) was named to the All-Tournament Team. Walker, the lone senior for Concord is 5'6 and is from Union, West Virginia. Shair averaged 13.5 points per game and 3.9 rebound per game. Walker, known her her three point shooting abilities, was lights out during the tournament helping the Lady Lions go to the semi-finals.

Final 2006-2007 Men's Basketball Standings

		Conference Only						Overall				
		PR	W	L	Pct	PF	PA	W	L	Pct	PF	PA
1.	Alderson-Broadus	176.67	18	0	1.000	1511	1240	24	6	.800	2487	2128
2.	West Liberty St.	169.44	17	1	.944	1783	1529	25	5	.833	2962	2583
3.	West Virginia St.	120.56	13	5	.722	1629	1501	26	7	.788	2979	2694
4.	Concord	107.22	12	6	.667	1616	1502	17	13	.567	2568	2470
5.	Salem Int'l	100.56	11	7	.611	1452	1425	15	12	.556	2121	2087
6.	Wheeling Jesuit	99.44	11	7	.611	1553	1396	18	10	.643	2413	2089
7.	Shepherd	79.44	9	9	.500	1427	1359	16	13	.552	2324	2088
8.	Charleston (W.Va.)	76.11	9	9	.500	1352	1314	15	14	.517	2187	2119
	Fairmont St.	76.11	8	10	.444	1377	1401	14	14	.500	2230	2127
10.	Ohio Valley	43.33	5	13	.278	1440	1662	8	20	.286	2238	2567
11.	Bluefield St.	36.11	5	13	.278	1289	1474	10	19	.345	2077	2340
12.	Davis & Elkins	23.89	3	15	.167	1188	1367	6	22	.214	1852	2086
13.	Glenville St.	22.22	3	15	.167	1371	1621	6	22	.214	2191	2503
14.	West Va. Wesleyan	14.44	2	16	.111	1275	1472	3	25	.107	1946	2336
15.	Pitt.-Johnstown	0.00	0	0	.000	0	0	21	9	.700	2396	2093
	Seton Hill	0.00	0	0	.000	0	0	15	11	.577	2082	1937

Final 2006-2007 Women's Basketball Standings

		Conference Only						Overall				
		PR	W	L	Pct	PF	PA	W	L	Pct	PF	PA
1.	Glenville St.	176.67	18	0	1.000	1510	1024	33	3	.917	2778	2056
2.	Charleston (W.Va.)	136.11	15	3	.833	1401	1039	23	8	.742	2413	1871
3.	West Liberty St.	115.00	12	6	.667	1404	1177	21	10	.677	2359	2063
4.	Concord	110.00	12	6	.667	1199	1141	21	9	.700	2054	1904
5.	Fairmont St.	106.67	11	7	.611	1228	1117	19	10	.655	1978	1745
6.	Wheeling Jesuit	106.11	11	7	.611	1221	1148	17	12	.586	1925	1850
7.	Shepherd	103.33	11	7	.611	1249	1153	18	11	.621	2069	1897
8.	Salem Int'l	92.78	10	8	.556	1215	1274	12	16	.429	1826	1982
9.	West Va. Wesleyan	76.67	9	9	.500	1282	1214	11	16	.407	1891	1892
10.	Ohio Valley	51.67	6	12	.333	1305	1479	9	19	.321	1954	2260
11.	Bluefield St.	31.11	4	14	.222	1064	1314	7	21	.250	1736	1975
12.	Alderson-Broadus	20.00	3	15	.167	959	1317	4	23	.148	1386	1912
13.	West Virginia St.	14.44	2	16	.111	1092	1292	4	24	.143	1696	2005
14.	Davis & Elkins	13.89	2	16	.111	991	1431	4	24	.143	1558	2135
15.	Pitt.-Johnstown	0.00	0	0	.000	0	0	21	8	.724	1976	1813
	Seton Hill	0.00	0	0	.000	0	0	12	11	.522	1524	1498

Baseball Standings

	Conference Only							Overall					
	PR	W	L	T	Pct	RF	RA	W	L	T	Pct	RF	RA
North Division													
Alderson-Broadus	70.00	0	0	0	.000	0	0	7	3	0	.700	127	50
West Liberty St.	70.00	0	0	0	.000	0	0	4	8	0	.333	44	78
Fairmont St.	60.00	2	2	0	.500	28	26	4	12	0	.250	55	104
Davis & Elkins	60.00	2	2	0	.500	26	28	3	13	0	.188	58	125
Wheeling Jesuit	60.00	0	0	0	.000	0	0	3	9	0	.250	69	84
Seton Hill	0.00	0	0	0	.000	0	0	12	5	0	.706	139	98
Shepherd	0.00	0	0	0	.000	0	0	3	7	0	.300	53	56
Salem Int'l	0.00	0	0	0	.000	0	0	1	14	0	.067	67	153
South Division													
West Virginia St.	85.00	6	2	0	.750	99	50	16	7	0	.696	182	109
Pitt.-Johnstown	82.50	3	1	0	.750	28	25	5	9	0	.357	69	89
Concord	80.00	2	2	0	.500	35	35	7	12	0	.368	120	176
Charleston (W.Va.)	60.00	2	2	0	.500	33	42	8	14	0	.364	121	169
Ohio Valley	60.00	2	2	0	.500	42	33	7	13	0	.350	128	146
Bluefield St.	16.25	1	7	0	.125	40	92	6	20	0	.231	127	222
West Va. Wesleyan	0.00	0	0	0	.000	0	0	2	13	0	.133	57	115

2007 Softball Standings

	Conference Only							Overall					
	PR	W	L	T	Pct	RF	RA	W	L	T	Pct	RF	RA
1. Glenville St.	77.50	3	1	0	.750	21	10	5	17	0	.227	73	136
2. West Liberty St.	65.00	1	1	0	.500	4	5	2	15	0	.118	30	129
3. Ohio Valley	60.00	1	1	0	.500	8	5	3	15	0	.167	49	137
Davis & Elkins	60.00	0	0	0	.000	0	0	1	9	0	.100	34	79
5. Salem Int'l	55.00	1	1	0	.500	5	8	2	22	0	.083	35	232
6. Shepherd	0.00	0	0	0	.000	0	0	12	4	0	.750	107	38
Charleston (W.Va.)	0.00	0	0	0	.000	0	0	8	5	0	.615	71	38
Bluefield St.	0.00	0	0	0	.000	0	0	15	15	0	.500	146	174
Fairmont St.	0.00	0	0	0	.000	0	0	7	8	0	.467	53	55
Wheeling Jesuit	0.00	0	0	0	.000	0	0	4	7	1	.375	44	63
Seton Hill	0.00	0	0	0	.000	0	0	4	7	0	.364	50	65
West Virginia St.	0.00	0	0	0	.000	0	0	8	15	0	.348	91	109
Alderson-Broadus	0.00	0	0	0	.000	0	0	4	9	0	.308	34	82
West Va. Wesleyan	0.00	0	0	0	.000	0	0	4	15	0	.211	65	115
Concord	0.00	0	2	0	.000	6	16	4	12	0	.250	60	126

Concord's Anderson Named to Compete in D-II Men's Basketball All-Star Game

INDIANAPOLIS---The NCAA Division II Men's Basketball Committee announced the 20 student-athletes and two coaches for the Second Annual NABC/NCAA Division II All-Star Game to be held Friday, March 23 at the Naismith Memorial Hall of Fame in Springfield, Massachusetts.

The All-Star Game will match an East All-Star Team (with 10 student-athletes from the NCAA East, Northeast, South and South Atlantic regions) against a West All-Star Team (with 10 student-athletes from the NCAA Great Lakes, North Central, South Central and West regions).

Concord standout Tyrone Anderson will be a member of the East squad. The 6-4 senior forward ranked among the West Virginia Conference's top five in scoring (26.1, 2nd), rebounding (7.9, 5th), and assists (5.2, 3rd). The Indianapolis, IN native earned first team All-WVIAC, All-WVIAC Tournament, and All-East Region honors.

The student-athletes and coaches selected to participate are:

East All-Star Team

- **Tyrone Anderson, Concord University**
- Christian Burns, Philadelphia University
- Matt Cooper, Le Moyne College
- Andre Dabney, Bloomfield University of Pennsylvania
- Antonio Fitzgerald, Saint Augustine's College
- Gil Goodrich, Bowie State University
- DeMario Grier, Pfeiffer University
- Esmir Guzonjic, University of North Alabama
- Magen McNeil, American International College
- Jason Smith, University of Alabama, Huntsville
- David McLaughlin (coach), Stonehill College

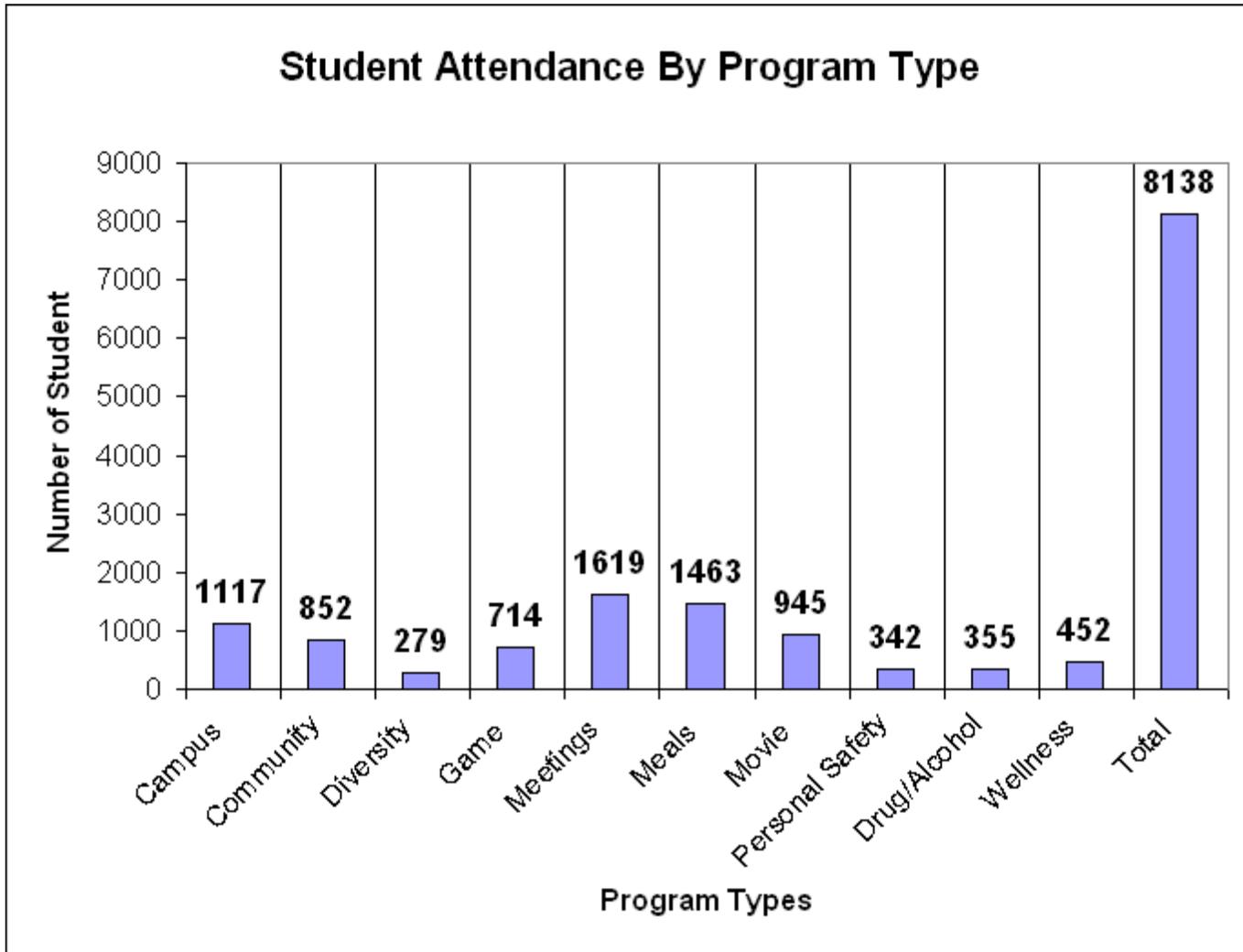
West All-Star Team

- Luke Anderson, Minnesota State University, Mankato
- Eric Babers, Southeastern Oklahoma State University
- Dustin Bremerman, Seattle Pacific University
- Kevin Johnson, Humboldt State University
- Dusty Jura, University of Nebraska at Kearney
- Damien Lolar, West Texas A&M University
- Frank Phillips, University of Findlay
- Ricky Volcy, Northern Michigan University
- Zack Whiting, Chaminade University

- Steven Wright, Northern Kentucky University
- Bill Brown (coach), California University of Pennsylvania

Appendix III

Campus	Community	Diversity	Game	Meetings	Meals	Movie	Personal Safety	Drug/Alcohol	Wellness	Total
1117	852	279	71	161	14	94	342	355	452	8138



Appendix IV

Retention - Strategic Planning Committee

3/6/07

The examination of retention by the Strategic Planning Committee affords Concord University an opportunity to improve our efforts to appropriately retain our students. Information is attached to assist in the direction of the discussion and specific initiatives will be presented. Throughout discussion, initiatives can be refined and new initiatives can be proffered, targeted at student engagement, retention, and achievement.

Retention is strongly interrelated with recruitment; they represent a continuum of engagement by students with Concord University. Therefore, to better understand retention we need to examine why students come to Concord, how they come, and when they come. Similarly, we need to examine why they leave, when they leave, how they leave, and where they go. This represents the ongoing challenge to expand retention to life long learners (for additional degrees or continuing education) and the positive legacy (family as well as friends) engagement with the institution. A ten year statistical analysis has been done, using Computer Center data (attached) and may be used in our discussion. Moreover, the questions posed are explored below and strategies are attached and will be discussed.

Why do students come to Concord – Admissions gave a thorough walk through on recruitment including indicators relative to selection of Concord. Applied to the ten-year analysis, we can see that the average and median scores are similar for students selected with the outlier effect not showing significance.

How do they come to Concord – Is this process through formal recruitment, word of mouth, location, friends and families (of those engaged with Concord), or program directed (specified scholarship programs such as public service or ALEF)? Identified, focused, or sponsored programs yield higher retention. Initiatives have been explored to increase recruitment for these programs.

When do they come to Concord – What are the critical dates that students choose Concord? Students who come to Concord by default, present with unmet needs, especially unmet financial needs.

Appendix IV

Page 2

Why do students leave – Fall statistics (reported by the student) imply students leave due to the following reasons: personal (family), medical, financial, personal (student), work, academic, transferred, relocation. Spring statistics, to date, imply students leave due to the following: 10 personal/family, 9 transfers, 9 financial (6 financial, 3 work), 2 medical, 2 unknown (Beckley students). The students who left in the fall were mainly from West Virginia with only 11 out of state. The students who left thus far this spring: 22 West Virginia, 10 out of state. Of the 49 students who said they planned to return in the spring, 20 have returned and 29 have not.

When do students leave – A daily sheet that is then aggregated, reveal no sentinel dates or events. Drop dates and midterm show a slight increase. Earlier notice to students having trouble before midterm would allow the students to seek help (or be directed to help).

How they leave – The reasons for leaving inform how they leave. We need to better explore those who left voluntarily (reasons) and those who left involuntarily (could earlier support have helped depending on reason). We can infer this but have no good data for validation.

Where they go – Again reasons for leaving inform this category and give information for planning in academics. Students leave for other academic programs, mainly related to the medical field, and a few left due to rigors of academics.

Data referenced above is available as raw data and in aggregate/analysis format if requested.

To address the above referenced opportunities gleaned from the data, Student Affairs has undertaken several initiatives. These are stated in the attached spreadsheet, and initiatives for discussion found in the spreadsheet are also attached.

Appendix IV

Page 3

Student Withdrawals for Spring 2006 and Spring 2007

Class	2006Withdrawals	2007 Withdrawals
Freshman	58	20
Sophomore	25	6
Junior	16	5
Senior	17	9
Graduate	13	3
Post Graduate	1	0
Other	8	0

Commuter	2006Withdrawals	2007 Withdrawals
Yes	88	26
No	47	16
Unknown	3	1

Plan to Return	2006Withdrawals	2007 Withdrawals
Yes	74	18
No	37	18
Unknown	28	7

Financial Aid	2006Withdrawals	2007 Withdrawals
Yes	93	31
No	35	11
Unknown	11	1

Attachment 07a

Concord University Board of Governors Meeting of April 3, 2007

ITEM: Approval of Tuition and Fees for FY 2008

COMMITTEE: Finance and Facilities

RECOMMENDATION: Resolved, That the Concord University Board of Governors adopt the proposed tuition and fees schedule for FY 2008

STAFF MEMBER: Jim Cannon

BACKGROUND:

Fee increases for FY 2008 are capped at 9.5 percent. It is recommended that the Concord University Board of Governors request a tuition and fee increase of 5 percent for in-state undergraduate and graduate fees and an increase of 5% for out-of-state undergraduate and graduate fees. This would increase in-state, undergraduate tuition and fees by a total of \$102 to \$ 2,144 per semester. Out-of-state undergraduate tuition and fees would increase by \$230 to \$4,839 per semester. In-state graduate fees would increase by \$113 to \$2,373 per semester. The out-of-state graduate and undergraduate preferred program fees would also increase by 5 percent. The recommendation for housing and dining rates is for an increase of 3.5 percent. This equates to an increase of \$54 per double room and \$52 for dining per semester bringing the room & board total to \$3,141. The Higher Education Policy Commission will evaluate the instate fee increase requests based on the University's progress in meeting its compact goals and other criteria prior to approval of the request.

Attachment 07b

Concord University T&F Proposal for FY08

UNDERGRADUATE

In-State	Current FY Cost per semester:	\$2,042	Current FY Cost per Year:	\$4,084
Proposed % Increase	Proposed Cost Per Semester	Total Increase Per Semester	Total Proposed Cost Per Year	Total Proposed Increase Per Year
5.00%	2,144	102	4,288	204

UNDERGRADUATE

OutofState	Current FY Cost per semester:	\$4,609	Current FY Cost per Year:	\$9,218
Proposed % Increase	Proposed Cost Per Semester	Total Increase Per Semester	Total Proposed Cost Per Year	Total Proposed Increase Per Year
5.00%	4,832	223	9,664	446

UNDERGRADUATE

Discounted T&F	Current FY Cost per semester:	\$2,600	Current FY Cost per Year:	\$5,200
Proposed % Increase	Proposed Cost Per Semester	Total Increase Per Semester	Total Proposed Cost Per Year	Total Proposed Increase Per Year
5.00%	2,730	130	5,460	260

GRADUATE

In-State	Current FY Cost per semester:	\$2,260	Current FY Cost per Year:	\$4,520
Proposed % Increase	Proposed Cost Per Semester	Total Increase Per Semester	Total Proposed Cost Per Year	Total Proposed Increase Per Year
5.00%	2,373	113	4,746	226

GRADUATE

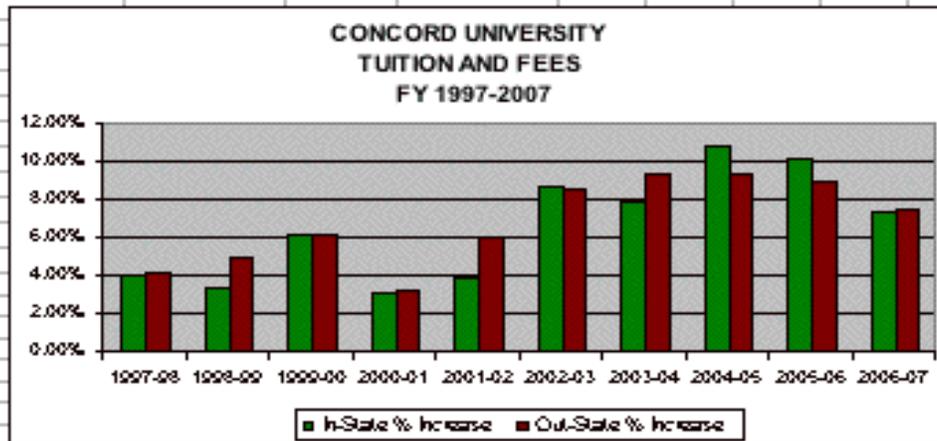
OutofState	Current FY Cost per semester:	\$3,970	Current FY Cost per Year:	\$7,940
Proposed % Increase	Proposed Cost Per Semester	Total Increase Per Semester	Total Proposed Cost Per Year	Total Proposed Increase Per Year
5.00%	4,168	198	8,336	396

ROOM	Current FY Cost per semester:	\$1,553	Current FY Cost per Year:	\$3,106
Proposed % Increase	Proposed Cost Per Semester	Total Increase Per Semester	Total Proposed Cost Per Year	Total Proposed Increase Per Year
3.50%	1,607	54	3,214	108

BOARD	Current FY Cost per semester:	\$1,482	Current FY Cost per Year:	\$2,964
Proposed % Increase	Proposed Cost Per Semester	Total Increase Per Semester	Total Proposed Cost Per Year	Total Proposed Increase Per Year
3.50%	1,534	52	3,068	104

Attachment 07c

CONCORD UNIVERSITY				
TUITION AND FEES				
FY 1997-2007				
Year	In-State % Increase	Out-State % Increase	In-State	Out-Of-State
1996-97			1,109	2,399
1997-98	4.15%	4.21%	1,155	2,500
1998-99	3.38%	5.00%	1,194	2,625
1999-00	6.28%	6.29%	1,269	2,790
2000-01	3.23%	3.26%	1,310	2,881
2001-02	3.97%	6.14%	1,362	3,058
2002-03	8.74%	8.70%	1,481	3,324
2003-04	7.97%	9.48%	1,599	3,639
2004-05	10.94%	9.48%	1,774	3,984
2005-06	10.26%	9.01%	1,956	4,343
2006-07	7.46%	7.51%	2,102	4,669



Attachment 08

Dr. Beasley's Report
To the Board of Governors
April 3, 2007 Meeting
The Concord Room
Marsh Hall

Mr. Rogers, we are working on the budget, and as you know, I want to recommend to the Board a five percent raise, contingent on instructions from the people at the state. As planned now, that amount would run through the faculty salary plan and the classified pay scale. Any promotions, equity adjustments would be outside of that amount. Our analysis indicates that full professors are lagging their counterparts in other similar institutions; we're going to add weight to their point values in the salary plan. We're also required to raise the minimum wage of students as well as other employees on campus. I think also that we do need, as has been suggested, to devise a long-range salary plan that would bring, over the next four to five years, our faculty and staff salaries more in line with peer institutions. One of our institutional objectives is to provide competitive salaries here at Concord and I think that we need to give specificity to that goal. Also, I think that we also have a continuing need to redouble our efforts to raise scholarship funds to keep us accessible.

I would like to report we have a model that the architects have given us of the Chapel, Alumni Center. I would like you to take a minute to look at the sketches we have as well as the model. I think that those of us who have seen them are excited about what this will mean in the long range for all of us here at Concord.

Within the last couple of weeks, Loretta and I have been working with a fellow who attended Concord for one year who is creating a \$500,000 trust to provide scholarships for people from this area who are interested in teaching.

Our strategic planning committee has been meeting and we've been talking about any number of issues, but principally focusing on our students and what is happening to our students. We want to schedule with you, our Board members, budget meetings on April 25th and 27th. We can readjust those based on your schedules, but we want to schedule one-hour budget hearings with each of the cabinet members and we will be talking about the kind of issues and the specificity and the results that we expect that you all have raised in the course of the discussion today. I think that it's especially important for some of our Board members to be involved in these budget hearings because the annual budget is simply a plan for accomplishing certain kinds of things. It has dollars affixed to those plans. These are open meetings. Mr. Rogers, that concludes my report. I do have a personnel item that requires executive session.