

Minutes  
Faculty Senate Executive Committee  
President's Conference Room, Stewart Hall  
January 22, 2007

1. Chair Famouri called the meeting to order at 3:00 p.m. in the President's Conference Room, Stewart Hall.

**Members present:**

Bergner, G.	Lang, G.	Robbins, J.	Wilson, C.B.
Branch, D.	Lastinger, M.	McDiarmid, M.	
Famouri, P.	Kershner, R.	Nutter, R.	
Hardesty, D.	Kleist, V.	Strife, M.	

**Members absent:**

Butcher, F.	Clark, N.	Dean, R.	Jackowitz, A.
Torsney, C.			

**Guest:**

Lohmann, N.	Kite, S.	Gregory, K.
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2. President Hardesty distributed an article about faculty on college campuses that he wrote for Fairmont State University entitled, "*Universities must be uniformly committed to teaching and learning.*" He said that college is a place of incredible diversity where people come from different places in society, different backgrounds, different ethnic backgrounds, etc. He said if a faculty member is asked a question, there would be diversity in the response, but at the same time, it is held together by a strong commitment to academic freedom, to the learning process, to the work of the University, and for a mutual respect for human beings. The article discusses the tension between diversity and the glue that has held it together creates a rich environment for learning.

The President said he met with classified staff this morning and was asked if he knew how compensation for staff and the legislation (about the University) would come out. He said that the Governor has put in the first base budget restoration since the year 2000. For the first time, the Governor has put \$5 million in the base budget for 4-year schools and \$7.5 million for research, which we hope will become a base budget item. The Governor has called for state employees to get a one-time raise, which is a separate fund of money. The President said that if appropriations can be retained this year and if tuition can be raised, in accordance with the plan, then there may be a better-than-average raise this year. He asked faculty to support the four pots of money, which include: base budget-appropriation, the research appropriations, not limiting tuition and the one-time money that the Governor has put in.

Chair Famouri asked the President's advice about taking a team of distinguished, internationally-known faculty to Charleston to support the budget plan. The President said that the Chair should discuss the possibility of going to Charleston with Dave Miller, Executive Office, Presidents Staff, because he is taking a group of classified staff, so he

would also be willing to take any faculty that wanted to go to Charleston as well. The President will discuss the issue with Provost Lang at an administrators meeting the next morning, and he will contact Chair Famouri with any suggestions.

The President distributed and discussed a new “seating arrangement” for the Faculty Senate. He suggested that the senators sit in the front rows of the 2 seating sections and visitors would sit in the back rows with the microphones placed in the middle. The Chair will discuss the new arrangement at the February 12<sup>th</sup> Faculty Senate meeting.

3. It was moved and duly seconded to approve the minutes from the December 18, 2006 meeting. Motion carried.
4. The Chair reported on the following issues:
  - Files continue to be reviewed for the presidential search. The next meeting will be February 9, 2007. The applicant pool will be reduced to the top ten applicants, and interviews will be done at the beginning of March. The pool will then be narrowed down to 3-5 applicants.
  - A recommendation went forth to revise the current health-care benefits. A faculty member sent Margaret Phillips, VP-Human Resources, an e-mail concerning this issue.
  - A request that the Faculty Senate petition administration make membership at the University Recreational Center free or at a nominal cost. It would promote “healthier” faculty and possibly reduce PEIA insurance. Provost Lang said that students are paying a \$90.00 per semester fee to use the recreation center; therefore, faculty cannot be exempt or pay less than students are paying to use the center.
  - The longevity pay (\$50.00 per year of service) be extended to faculty and staff that are less than 1.0 FTE (full-time employee); pay could be pro-rated to receive \$40.00 per year. Associate Provost C.B. Wilson said this benefit was a “legislative-definition;” therefore, changes cannot be made. The Chair will relay this message to the colleague requesting the information.
  - Faculty Senate Chair’s are invited to attend two ACF meetings per year (fall and spring). The ACF has not met since December 1, 2006.
5. The Executive Committee reviewed the, “Draft Faculty Senate Minutes” for January 8, 2007. Changes included adding, “Accountability” to the LOCEA abbreviation listed on page 3 and changing the date to “February 9<sup>th</sup>” instead of the 19<sup>th</sup> listed on page 2.
6. Professor Gwen Bergner, Chair, Curriculum Committee, moved for approval of the following annexes:

Annex I, New Courses and Course Changes. Motion carried.

Annex II, Modified Multidisciplinary Studies Baccalaureate Program. Motion carried.

Annex III, The Alteration Report was submitted for information.

7. Professor Steve Kite, Chair, General Education Curriculum Oversight Committee, moved for approval of the revised GEC Actions Report. Motion carried. A list of the objectives will be provided on future reports.
8. Nancy Lohmann, Sr. Advisor to the President, distributed a draft plan for a, “Summer Deferred Payment Plan.” She said the plan is designed for employees who work less than 11 months, in which case it would deduct money from paychecks and allow it to be spread over a 12-month period. Professor Lohmann explained that the current options for putting away money so it would be available for the non-working summer months is through bank accounts or the WVU Credit Union. The draft plan differs from these two options by not having the same flexibility. You will specify how much money you want taken out during the working months, and that amount will not be permitted to be changed until the next fiscal year. She explained that when money is taken out of the paycheck, it will remain in a pool until the employee begins to draw on it over the summer months. Professor Lohmann said that one of the downfalls to the plan is that money does not draw interest like it does with the WVU Credit Union. She said retirement and taxes would be estimated deductions. Professor Lohmann hopes the plan will be finalized in the next month, so she will be able to discuss it at the March, Faculty Senate meeting.
9. Provost Lang distributed and discussed an SREB report entitled, “2005-2006 Highlights for the State Data Exchange.” He said the report is divided into 2 parts; pages 1 to 8 represent 4-year institutions and pages 9 to the end of the report, represent 2-year institutions. The report lists the latest trends for public 4-year colleges and universities and 2-year colleges. He said faculty salaries are compared with other states’ salaries. The Provost said it was clear that faculty salaries for West Virginia are among the lowest in comparison to the SREB peers. The total appropriations are seen via the graph tables that include the “general university” and do not include salaries for medical, pharmacy or dentistry faculty. The Provost said when the WVU data for fall, 2006 is available, he will present it to a Faculty Senate meeting.
10. The Chair said he received an electronic mail from a frustrated faculty member concerning a decision from PEIA to change the current health care benefits. He said the faculty called it, “the erosion of faculty/staff benefits.” The electronic mail said that, “from the PEIA webpage, it’s hard to tell if it’s just the drug coverage or all health-care coverage, which would be a disaster.” The Chair will discuss this issue with Professor Stan Cohen, Chair, Faculty Welfare Committee.
11. The Chair asked for, “items to be discussed at a future Faculty Senate meeting.” The following items were raised:
  - Professor Branch asked to revisit the merit-pay system so that it would include a 2% fixed across-the-board raise to off-set cost of living expenses. Chair Famouri will talk with Professor Stan Cohen, Chair, Faculty Welfare Committee, about this issue.
  - Professor Ruth Kershner said that if international students enroll for a 9-hr web-based course, only 3-hrs can be delivered electronically. She said a lot of graduate courses are on-line through Vista, etc. She requested that a representative from International Studies attend a Faculty Senate meeting to give an overview of “academic regulations.” Chair

Famouri will contact a representative to attend the February 12<sup>th</sup> Faculty Senate meeting to discuss this issue.

- The Chair said last month the Faculty Senate discussed the issue of “dead week.” This item went to the Student Instruction Committee for its review.
- The Provost said that the policy commission charged the campuses to come up with salary programs that were substantially merit-based; thus, the new program was called, “the performance-based program,” and it was shared with the Faculty Senate. Associate Provost C.B. Wilson will give an overview/background of how things are reviewed for merit and how they are distributed within the colleges at the February 12<sup>th</sup> Faculty Senate meeting.

12. The meeting adjourned at 5:15 p.m. to reconvene on Monday, February 26, 2006.

Mary Strife  
Faculty Secretary