1. Professor Parviz Famouri, Faculty Senate Chair, called the meeting to order at 3:15 PM in Assembly Rooms A/B, NRCCE.

Members Present:
Abbott, J.  Clark, N.  Held, J.  McDiarmid, M.  Royall, B.  
Ameri, S.  Cohen, S.  Hoey, J.  McGinley, P.  Sedgeman, J.  
Atkins, C.  Cottrell, L.  Hornak, L.  McNerney, K.  Selin, S.  
Banta, L.  D’Souza, G.  Howard, S.  Nath, C.  Stolzenberg, A.  
Bergner, G.  Davari, A.  Iskander, W.  Nestor, P.  Stuchell, R.  
Bilgesu, I.  Dillis, C.  Jones, R.  Nutter, R.  Tauger, M.  
Bryner, D.  Dixon, S.  Kite, S.  Olson, K.  Townsend, C.  
Branch, D.  Etzel, E.  LaGodna, B.  Petronis, J.  Valenti, M.  
Brown, G.  Gladwin, M.  Lastinger, M.  Price, S.  Valentine, S.  
Campbell, L.  Hartman, K.  Mays, M.  Robbins, J.  

Members Absent:
Almond, C.  Dedhia, H.  Kershner, R.  Mullett, C.  Sherwood, L.  
Anderson, R.  Fitch, C.  Kulhan, J.  Murthy, K.  Steranka, P.  
Behling, R.  Garbutt, K.  Lake, M.  Mutz, C.  Stockdale, T.  
Brooks, R.  Gerbo, R.  Latimer, M.  Nuss, M.  Temple, J.  
Brown, P.  Graeber, J.  Mancinelli, C.  Putman, H.  Verlinden, S.  
Buchanan, T.  Grose, K.  Mandich, M.  Richards, A.  Walker, E.  
Cook, L.  Hill, R.  Melton, P.  Sand-Jecklin, K.  Weihman, L.  
Culberson, J.  Hurst, M.  Miller, M.  Shambaugh, N.  Woloshuk, J.  
Cuming, J.  Jacknowitz, A.  Morgan, D.  Shelton, E.  Wright, F.  

2. No report from the President’s Office.

3. It was moved and duly seconded to approve the minutes from the January 8, 2007 meeting. Motion carried.

4. Chair Famouri reported on the following issues:

- Dr. Syd Peng, former chair of the Department of Mining Engineering, was inducted into the “National Academy of Engineers,” which is part of the four national academies of Science and National Research Council. He is the first one from WVU to be so honored. Charles Best, alumni from the MAE department, has been nominated to become the president of the National Academy of Engineers.
- The Chair attended an ACF meeting and then went to the state capitol with other faculty who were recognized by Senator Plymale, and had the opportunity to promote funding for higher education.
• The presidential search committee met last week. Initially, approximately 50 applicants responded to the presidential position, but since then, the pool has been reduced to a manageable number. The first week of March, airport interviews will be held at the Pittsburgh airport. After this process, the pool of applicants will be reduced to 3-5 candidates. These candidates will be announced and campus interviews will take place. The search committee will give the list of candidates to the Board of Governors for its review. The Chair recommended that faculty give feedback to the Board concerning the candidates. Anonymous suggestions may be submitted to Bill Funk and Associates.

• Two vice-presidents will speak at the March 12th Faculty Senate meeting – Ken Gray, VP for Student Affairs and John Weete, VP of Research and Economic Development. Margaret Phillips, VP for Human Resources, will speak at the April 9th Senate meeting.

• Professor Kuhlman will speak to the Faculty Senate on April 9th about export control and the new regulations that are coming from the federal government to the universities concerning what they can do and what they cannot do in certain projects. Doina Jikich, Coordinator of Immigration Services, will speak at the April 9th Faculty Senate meeting about new rules for international students.

• A new seating arrangement for senators, administration and guests will be put into place at the March 12th meeting.

5. The following Curriculum Committee reports and the General Education Oversight Committee Report were moved for approval from the consent agenda:

New Courses and Course Changes listed in Annex I. Motion carried. Professor Clark (CEMR) made a friendly amendment to add “industry” after equine on page 1 of the rationale for AVS 281.

Modified Multidisciplinary Studies Baccalaureate Program listed in Annex II. Motion carried. The Alteration Report was presented for information in Annex III.

The General Education Oversight Committee Report listed in Annex IV was pulled for discussion from the consent agenda. Professor Kite moved for WDSC 460 to be pulled from the GEC report and sent back to the committee. It was duly seconded. Motion carried. There is not currently a way to deal with 400 level courses.

6. Professor Nutter reported that the Advisory Council of Faculty met on Friday, February 2, 2007. He said Faculty Senate Chairs were invited to attend this meeting. Chancellor Noland said that, “this is the best governor’s budget for higher education in this state in 20 years,” which includes $8 million for financial aid improvements, need-based aid and Promise; $5 million for across-the-board base-budget enhancements, $7.5 million for research, and $6 million for salary enhancements. This included a one-time payment for faculty with a minimum of $600 and a maximum of $1200 per employee. Professor Nutter said the Higher Education Policy Commission is working on the state-wide master plan. It was noted that according to higher education financing, out of every dollar, $.42 cents comes from the state and $.58 cents comes from tuition and fees, which is state-wide. He said in 2000, it was the opposite. Chancellor Noland wants to obtain funding to cover inflation, and he believes a link is needed between state appropriations, tuition and fee increases and financial aid.
Chancellor is seeking development for a funding formula. State funding is expected to drop in two years because of a drop in revenue.

Professor Nutter and Sylvia Shurbutt, Shepherd University, met with Representative Mary Poling, chair of the House Education Committee. She assured them that the idea of Promise becoming a loan program had been removed from the bill.

Professor Lastinger (ECAS) asked for clarification of the state appropriation per dollar for WVU. It is somewhere between 22 -28 cents for every dollar WVU receives. Dr. Hornak (CEMR) asked what Rep. Poling meant about leaving the institutions fully funded now and evaluate later. Dr. Nutter believes she was suggesting that current college and state higher education organization structure be left as it is so that this organizational structure can be given time to succeed.

7. Professor Nancy Lohmann, Sr. Advisor to the President, distributed a draft plan for a, “Summer Deferred Payment Plan,” which is an optional plan designed for benefits eligible faculty and staff who work less than 11 months on all WVU campuses. The plan would withhold an amount that the employee specifies, and it will available for use in the summer months in equal payments. Professor Lohmann explained that the current options for putting away money for summer months is through bank accounts or the WVU Credit Union. This deferred payment plan differs from the current options by not having the same flexibility for deduction changes during the year and ability to withdraw at any time. The employee will specify how much money they want taken out during the working months, and that amount will not be permitted to be changed until the general election period, which would be from April 1st and July 31st, but if the first paycheck comes between July 16th and August 31st, there is an earlier election period that is between April 1st and June 1st. 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. One of the downfalls to the plan is that money does not draw interest like it does with the WVU Credit Union, but retirement and taxes would be estimated deductions. Professor Lohmann said the plan will be finalized by mid-March, and training sessions will be held in April at Waterfront Place and televised to regional campuses.

8. Associate Provost C. B. Wilson gave an update on a project concerning an opportunity for the University to create term appointments of up to 3 years for non-tenurable, full-time faculty focusing on teaching. He said the perspective plan has been endorsed by the Higher Education Policy Commission, so the next step is to take new language to an April, HEPC meeting. Upon approval, there will be a 30-day comment period, and then it will be memorialized.

Associate Provost C. B. Wilson gave the history of how the performance-based salary program evolved. He said the concept began on June 29, 2001 when the HEPC passed a motion that included the following, “Faculty shall be compensated based on the salary goals established in the campus compact. Salary increases may be based on a mix of merit and catch up funding until the salary goal has been achieved. Once the goal has been achieved, but not later than fiscal year 2005, all or a substantial portion of salary increases shall be based on merit.” He said WVU has had a merit component in place for many years prior to
that. It was directed to move to a 100-merit system. The Board of Governors approved the following language in Policy 29, which is the salary policy for WVU and regional campuses, “At WVU-Morgantown, a salary pool will be created annually from new resources generated by state resources in student fees. In fiscal year 2003, 75% of the pool will be dedicated to merit increases. In fiscal year 2004, and thereafter, 100% of the pool will be dedicated to merit increases. On May 13th, the Faculty Senate approved faculty salary policy for WVU, which the Board of Governors endorsed June 7, 2002.” Associate Provost Wilson said last year, there was a 4% salary pool and out of 833 faculty, only 25 faculty got less than 2% of the pool. At the January 22nd Faculty Senate Executive Committee meeting, President Hardesty said it looked like a pretty good year for the University by the way the Governor’s budget looked; therefore, it is hopeful that the salary budget will be improved.

Discussion ended with questions and answers.

Professor Branch asked each senator to go back to their constituent group and get opinions about the 2.0% across-the-board raise component.


Mary Strife
Faculty Secretary