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

Member Present:
Almond, C.  Cumming, J.  Jacknowitz, A.  McDiarmid, M.  Ruscello, D.
Ameri, S.  Dixon, S.  Jackson, K.  McGrath, J.  Selin, S.
Atkins, C.  Douglas, W.  Johnson, D.  Miller, M.  Sexstone, A.
Bergner, G.  Fones-Wolf, E.  Kenney, B.  Myers, T.  Stack, S.
Bilgesu, I.  Farina, L.  Kershner, R.  Nath, C.  Stolzenberg, A.
Bowen, E.  France, K.  Kite, S.  Nelson, C.  Townsend, C.
Branch, D.  Garbutt, K.  Kleist, V.  Nutter, R.  Urbanski, J.
Brister, C.  Gladwin, M.  Kuhlman, J.  Olson, K.  Weihman, L.
Brooks, R.  Hanson, R.  Lastinger, M.  Outterson, K.  Wilkinson, C.
Brown, G.  Harris, B.  Lively, M.  Panaccione, D.  Wilson, R.
Bryan, W.  Held, J.  Long, K.  Perry, J.  Wologhuk, J.
Buchanan, T.  Hill, R.  Loudin, B.  Rafter, W.  Yeater, R.
Burton, J.  Hornak, L.  Loyd, B.  Riemenschneider, S.  Yelton, D.
Campbell, K.  Hornsby, G.  Mandich, M.  Robbins, J.
Campbell, L.  Iskander, W.  Mays, M.  Rosen, K.
Clark, N.  Islam, S.  McCutcheon, T.  Royall, B.

Members Absent:
Abbott, J.  Graeber, J.  McNatt, S.  Ogershok, P.  Valentine, S.
Bagby, M.  Grose, K.  Meit, S.  Putman, H.  Vitaglione, G.
Behling, R.  Hoey, J.  Milhoan, P.  Rezaei, A.  Voelker, J.
Brown, P.  Howell, R.  Morgan, D.  Riley, W.  Wright, F.
Cook, L.  Hurst, M.  Morris, T.  Rosen, C.
Culberson, J.  Janson, D.  Mullett, C.  Shambaugh, N.
Elmore, S.  Komisaruk, A.  Napolitano, M.  Sherwood, L.
Freeman, B.  Larrabee, J.  Nuss, M.  Ulrich, I.

2. Provost Lang expressed best wishes for a new year. He titled his remarks as, “Much Accomplished, Much More to Do.” He asked the senators to look through a window; what they see depends on if they are looking from the outside in or from the inside out. If looking from the outside in, you would get a sense that the Institution is making significant progress within the state and the region. He said there is great pride in the Institution, and he discussed the following issues:

- WVU has been successfully reaccredited.
- Largest enrollment ever -- spring enrollment surpasses expectations.
- The capital campaign was a great success.
- External funding continues to set successful agendas (making a difference in the state’s economy).
- The support for the HSC has been extraordinary.
• New loan package from the state to develop further research facilities and new support from federal government for biomedical research facilities and money from both Charleston and Eastern Panhandle divisions.
• WVU continues to receive federal support from Senator Byrd for the Forensics Identification program.
• Bond ratings continue to remain high.
• Received an unqualified audit with no management letters.
• Pay increases.
• Positive relationship with Morgantown to develop the areas in Sunnyside (Sunnyside Up Project).
• New Master Plan for the campus to include investments in downtown, housing for students and investments for HSC.

The Provost said other institutions are modeling after WVU because they see the success from the outside, and the faculty need to continue to push the institution’s agenda. Provost Lang listed the following ongoing issues; continued enrollment management; continued development of externally funded research; investment in additional renovations and new buildings on campus (over the next 5-7 years will see $3 to $4 hundred million dollars in renovations and new developments in Morgantown campus); delivery on the HSC research agenda; development of the research park, using it as an incubator for intellectual property and entrepreneurial activities; work with new government, new administration, and with legislative and federal leaders to continue to make the case for WVU; work with regional campuses to integrate services to reduce costs and concentrate on academic programming; continue to work on financial health and well-being; continue with post-campaign agenda; continue to work with the city to manage Morgantown’s growth; work with BOG to try to find more flexibility in governing; address salary needs; and work with extension agents to avoid duplication. The Provost said WVU is working with the HEPC to try to make a case for reduced or no cuts to higher education and an opportunity to make investments.

3. It was moved and duly seconded to approve the minutes from the December 13, 2004. Motion carried.

4. Chair Hornak gave a powerpoint presentation for the following issues:

Central Issues for the 2004-2005 Senate Session: Progress Report

• Development and Institutionalization of a University-level Comprehensive Strategic Planning and Assessment Process (SP&A).
• Evolution of the Faculty Senate – Admin Organizational Interface for Shared Responsibility, and Shared Action.
• Successful Implementation of the New General Education Curriculum (GEC)
• Committee on University Strategic Planning and Assessment (CUSPA): Integrated Structure.
• Timeline: Completion of SP&A Framework
• A Long-Term Vision of University Strategic Planning and Assessment.
Chair Hornak said the new General Education Curriculum implementation continues, and a proposed GEC assessment plan is set to be brought before the Faculty Senate next month.

Chair Hornak said the Ad hoc committee on Strategic Planning and Assessment completed its work in December with a report to the Faculty Senate. He said senators continue to be involved in the Strategic Planning and Assessment activities, and a draft of the Plan will be presented to the Faculty Senate in June for its endorsement.

5. Professor Nigel Clark, Chair, Faculty Senate Curriculum Committee, moved for approval of the following reports:

   Annex I, New Courses and Course Changes. Motion carried.
   Annex II, Proposal for Undergraduate Major in Management in Management. Motion carried.
   Annex III, The Alteration Report was submitted for information.

6. Professor Jim Held, Chair-elect, Liberal Studies Committee, moved for approval of Annex IV, Liberal Studies Report. Motion carried.

7. Professor Wilkinson reported on Graduate Council activities. He said the Graduate Council’s primary agenda is the program review that it undertakes on behalf of the BOG. He said 24 graduate programs are being reviewed this year (2004-2005) in which a number of them include both masters and doctorate degrees.

8. Professor Wilkinson reported on the General Education Curriculum.

9. Provost Lang presented a proposal that would create additional salary enhancement for faculty at the professor rank that would reward the University’s “most productive and loyal faculty members” for continued academic achievement. The Provost said he sent e-mail copies of the proposal by e-mail to all faculty members, and he said it would soon be available on the Provost’s Internet Webpage. Provost Lang said he will ask the Faculty Senate to endorse the proposal, and it will be submitted to the BOG for approval before it is implemented.

   Provost Lang said the following 4 opportunities would be used to enhance faculty members’ base salaries:

   • Annual performance-based salary increases
   • Ten percent salary increases concomitant with promotion to associate professor or professor.
   • Time-limited professorships.
   • Sponsored Academic Activity Incentive Program.

The Provost said salaries of those at the professor rank currently are at 80% of those at peer institutions, and those at the rank of professor lag further behind their peers than in the other ranks. Provost Lang said that many faculty members were promoted before the 10%
promotion increase was codified. He said across-the-board raises forced salary compression for those at the rank of professor. Provost Lang proposed two additional opportunities for salary increases for those at the rank of professor. The first, being a 7.5% base salary increase, would come after a minimum of five years of service. He said reviews would be made in the faculty members’ sixth year of service at the professor rank, and the increase would begin in the seventh year. He said the plan would allow for an additional 5% base salary increase after a second five full years of service.

For both raises, the Provost said faculty members would be reviewed and would need to demonstrate significant and substantial contributions to the University’s mission. He said performance must meet that which formed the basis for the faculty member’s promotion to the rank of professor and must include “excellent” and “good” ratings through the annual review process. The Provost said professors or equivalent titled positions would be eligible for the raises, which would be in addition to the annual performance-based salary increases currently available.

Provost Lang said both central administration and the administration of the Health Sciences Center are in favor of moving forward with the proposal, and the regional campuses will have the option of adopting the plan if the administrations feel they have the resources to implement it.

Provost Lang asked that faculty members review the material and send comments by January 28, 2005 to GELang@mail.wvu.edu or Nancy Lohmann, NLohmann@wvu.edu.

10. The meeting adjourned at 4:35 p.m. to reconvene on Monday, February 14, 2005. An Executive Session was held immediately following the meeting to discuss honorary degree candidates.

Mary Strife
Faculty Secretary