


TO: Dr. Jason Best, Faculty Senate President  
Mr. Brian Hammond, Chair of Classified Staff Council  
Ms. Monet Johnson, President of Student Government Association

FROM: Suzanne Shipley 

DATE: October 6, 2009

SUBJECT: Notice of Board of Governors Policy Making

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Pursuant to Policy One of the Board of Governors, I hereby give notice that the University has prepared draft amendments to Board Policy 26, *Salary Policy*. The amendments revise the policy to establish examples of certain types of exigent circumstances that could make traditional processes for institutional salary increases inappropriate, on a short term basis. The amendments authorize the President to modify the normal processes when necessary to utilize either only across the board raises or merit-only raises. The revisions also make very limited modifications to the salary chart for classified raises, to create an opportunity for a modest raise for classified employees who have more than sixteen years of experience.

In the current economic climate that West Virginia faces, most State employees will not get a pay raise in FY2010 and may not get a raise in FY2011. My discussions with various higher education and State leaders have led me to believe that, while higher education may have some flexibility regarding recognizing meritorious performance, across the board raises are completely unacceptable at present. For that reason, I am proposing this revision to Policy 26. If it is adopted, substantially as proposed, I would hope to implement merit-only raises for faculty and for non-classified staff this year, as well as step increases for all classified employees.

I enclose a copy of the amendment showing deletions as strike-throughs, and new language underlined. Appendix A is amended with the addition of a seventeenth column.

You and any interested persons are invited to submit comments or suggestions to me in writing at any time prior to the close of business on November 9, 2009. The Board of Governors will probably take up this proposed amendment for action at its meeting on November 12, 2009.

A copy of this Notice will also be posted on the Board's web page and will be available for anyone to obtain from my office.

cc: Dr. Brian Noland, Chancellor