

Faculty Senate Minutes

Monday, October 19, 2015, 3:10 p.m., Cumberland Room

Senate Roster for 2014-16: Kurtis Adams (MUSC), Andro Barnett (HPERS), Sally Brasher (HIST), Chris Coltrin (ART), Kathy Corpus (BADM/FACS), Amy DeWitt (SOC/GEOG), Rhonda Donaldson (LIB), Karen Green (SCWK), Jeff Groff (IEPS), Max Guirguis (PSCI), Osman Guzide (CME), Roger Hamood (ACCT), Mary Hancock (NURS), Jim Lewin (ENGL/LANG), Mengyang Li (CHEM), Chris Lovelace (PSY), Kathy Reid (ECON), Sylvia Shurbutt (ACF), J.B. Tuttle (EDUC), Kevin Williams (COMM), David Wing (BIOL)

Officers: J.B. Tuttle (President), Sylvia Shurbutt (Parliamentarian), Jeff Groff (Secretary)

Meeting Schedule (2015-16): 9/21, 10/5, 10/19, 11/2, 11/16, 2/1, 2/15, 3/7, 3/21, 4/4, 4/18 (Cumberland Room)

Attendance

Kurtis Adams	(MUSC)	x
Andro Barnett	(HPERS)	present
Sally Brasher	(HIST)	present
Chris Coltrin	(ART)	present
Kathleen Corpus	(BADM/FACS)	present
Amy DeWitt	(SOC/GEOG)	present
Rhonda Donaldson	(LIB)	present
Karen Green	(SCWK)	x
Jeff Groff	(IEPS)	present
Max Guirguis	(PSCI)	present
Osman Guzide	(CME)	present
Roger Hamood	(ACCT)	x
Mary Hancock	(NURS)	present
James Lewin	(ENG)	present
Mengyang Li	(CHEM)	x
Chris Lovelace	(PSY)	present
Kathy Reid	(ECON)	present
Sylvia Shurbutt	(ACF)	present
J.B. Tuttle	(EDUC)	present
Kevin Williams	(COMM)	present
David Wing	(BIOL)	present

Visitors: Susan Kelley, Alan Perdue, Chris Ames

I. Announcements

II. Action Items

A. Approval of October 5, 2015 Senate Minutes (Senators Tuttle/Groff)

Motion to approve as amended made, seconded, and carried.

III. Guests/unfinished/new business

A. PEIA shortfall issue (Susan Kelley, AFT and formerly ACF)

Kelley: PowerPoint slides and written briefing presented (attached). Last time the legislature gave any money to PEIA was 2011. Josh Sword and Elaine Harris are usually the only two on the PEIA board of nine to cast votes in favor of legislature support. Nevertheless, medical inflation continues unabated and the board is charged with balancing the budget so the cuts to benefits continue. By law, no additional money can be drawn from the reserve fund. So, as of last Thursday we are expecting \$120 million in cuts (slide incorrectly says \$90 million) this year. RX benefits will be drastically cut. Specialty medications (cancer and heart drugs) will no longer be covered. So, for many who have been paying into the system for many years, we are now faced with no benefits. We will have to pay

out of pocket for such luxuries as cancer drugs and heart medication. Retirement benefits will also be cut. Because it is an election year, Governor Tomlin may come up with money to give public employees a 1-2% raise. This money could be applied to the PEIA shortfall instead. As it stands right now the family deductible will be raised \$1000, which is over a 100% increase. The maximum out of pocket for a family is going up \$3000 compared to where it is right now. I am asking everybody to do the following. Attend the PEIA open hearings and pressure your legislators to attend the open hearings. You don't want your legislator to act without knowing your concerns. Also, inform your friends and colleagues about the coming cuts and encourage them to attend the open PEIA hearings too.

Shurbutt: What is the best way to express our desires to others?

Kelley: Say you want the legislature to address the \$150 million shortfall. We have all been faithfully paying into this plan year after year. We have held up our side of the bargain and helped educated WV at lower pay than much of the nation and it is unethical to deny us the benefits we have paid for.

Perdue: Do the cuts violate the minimum requirements of the Affordable Care Act? If so, the legislature must maintain benefits level that satisfy the ACA requirements or face serious penalties.

Kelley: No, the cuts do not violate the ACA. PEIA remains a strong plan even with these cut but this may not be the case in the future.

Groff: Why isn't wellness part of the discussion anymore? We used to have PEIA wellness screening. We don't anymore. The wellness dimension is ignored even as WV has disproportionately high health risk factors like obesity rates and smoking rates compared to the rest of the nation. What is being done to address statewide health concerns like these that increase costs for everyone?

Kelley: We have been told that there wasn't enough benefit to the wellness initiatives to justify continuing them.

Tuttle: Would getting a Shepherd-wide document circulating to which we could each be signatories benefit us?

Shurbutt: John Unger, Herb Snyder, and Stephen Skinner could be invited to a Senate meeting for discussion.

Hancock: Email blasts have been effective in my experience.

Tuttle requests Shurbutt and Perdue to draft an email for individuals to send to legislators in the next week or so. Communicate with your department about sending these emails to your legislators.

B. OASIS effects: adjuncts and overlapping employment (UC Perdue)

Perdue: One consequence of the OASIS conversion is that adjuncts working at multiple State schools will accumulate hours at all of those schools that add toward the Affordable Care Act hours threshold (30 hours/week) above which health care must be provided. The school selected to cover these costs would be determined in a somewhat arbitrary fashion.

Corpus: Is adjunct pay the same at all institutions? Will we lose some good adjuncts because of this?

Perdue: No, pay varies from institution-to-institution.

Ames: I believe that we pay better than Blue Ridge CC.

Lewin: How many hours does each course count toward?

Perdue: The IRS has agreed to a three-fold multiplier. So a three-credit course counts as 9 hours per week.

Perdue: As a side note related to the PEIA discussion we just had, we currently report base pay for PEIA premium calculations but once OASIS is in place we believe other sources of money showing up on your W2 such as summer salary and stipends would also be included in this calculation.

Tuttle: Is it too soon to talk about the conversion from 24 to 26 pay periods?

Perdue: November 14th will be the beginning of the first pay period on the new OASIS system. The biweekly pay schedule will begin at that time.

Corpus: How will this affect those on 9-month salaries?

Perdue: If you have been getting 18 pays, a unified calendar is being worked on to address this.

Gansz: Will the health care deduction still be taken out of the first paycheck each month?

Perdue: At first yes and the conversion will be lumpy, but over the long term we aim to smooth these deductions so paychecks are always the same amount.

Wing: I advise everyone to check his or her paystubs for underpayments. Go to the state auditor's website (URL below) to access these. I discovered underpayments on my checks recently.

<https://myapps.wvsao.gov/apps/default.aspx>

Corpus: Come to the seminar October 26th to get more information about the OASIS change.

Copy of Corpus's Email to the campus about this seminar:

Professor Cindy Vance and Dr. Kathleen Corpus will hold a session on "OASIS: Knowing the Numbers and Personal Finance Tips to Navigate the Change." The goal is to help you think about ways to budget and save money when West Virginia moves to 26 pay periods per year from the current 24 pay periods per year. The focus of the presentation will be how this change affects you, finding the numbers, and what you can do to make it work.

The second session will be tomorrow, Tuesday, October 13th from 12-1 p.m. in the EOB Auditorium. We promise to begin on time and have you out by 1:00 p.m. The third session will be on Monday, October 26th from 5-6 p.m. There will be handouts of the presentation available at both sessions.

Professor Vance is a Certified Public Accountant (CPA) with degrees in accounting, and Dr. Corpus is a Certified Personal and Family Finance Educator (CPFFE) with degrees in personal finance and consumer economics.

We hope to see you at one of the remaining sessions! Come join us!

Kathy Corpus

Guirguis: If the 26-week calendar runs from January to December, how will starting in November affect us this year?

Perdue: Some of your December pay will be received in January so your taxable income for 2015 will be a little less.

C. New Library Dean Introduction: Dean David Gansz

Gansz: Hello. It's good to be here and if you need anything from me feel free to stop by my office.

D. Distinguished Professor Charge to PDC (Senator Guirguis)

Guirguis: We should explore attaching a 10% raise to attaining the rank of Distinguished Professor. I would like the Senate to charge PDC with the following: Considering the specific criteria for promotion to Distinguished Professor, identifying the benefits that will be attached to promotion to this rank, and revising the catalog language to make the requirements less vague and more realistic.

Shurbutt: I think this is a great idea and several institutions in the state have already embraced it.

Motion made by Guirguis: To charge PDC with considering the specific criteria for promotion to Distinguished Professor, identifying what benefits will be attached to promotion to this rank, and revising the catalog language to make the requirements less vague and more realistic.

Seconded by Shurbutt

Tuttle: Do we have any information regarding what the State is likely to do with a new promotion-related pay-raise mandate?

Perdue: I think the code as written only deals with the current rank-related pay raises. This would probably be an institution-level adjustment. Regardless, the institution funds all rank-related pay raises even if they are mandated in state-level code.

Shurbutt: Marshall did what we are considering here. Perhaps we can look at what they did to inform this investigation.

Lewin: The salary compression is not our doing. So why does the solution fall exclusively on us. I think an adjustment to pay raises based on years of service can be part of the solution. It doesn't have to be an either/or solution.

Guirguis and Ames: Yes, the higher rank can be there for those who wish to pursue merit-based pay raises and at the same time we can pursue other methods to address salary compression based on years of service.

Motion carries with unanimous support.

E. Unfinished Business

1. WV state ACF recommendation regarding annual full-body meeting between faculty senates and BoGs (Senator Tuttle)

Progress is being made, but I have not heard back from Dr. Brand on this issue yet.

2. Consulting/Gateway update (Senator Guirguis)

Tuttle: The subcommittee has met and elected Senator Guirguis as its chair.

Guirguis: The committee met briefly on October 7th. I shared with the committee that I met with Ames and Perdue in early September and requested budget documents for all the years referenced on the FOIA requests of last year. The subcommittee has not yet received those documents.

IV. Committee Reports:

A. Admissions & Credits (Senator Corpus)

Corpus: The deadline for withdrawing for a course is noon this Friday.

DeWitt: VPAA Ames will be addressing the Senate soon about progress on addressing the "Shepherd Shuffle."

B. Curriculum & Instruction (Senator Shurbutt)

no report

C. Core Curriculum (Senator Lovelace)

no report

D. Advisory Council of Faculty (Senator Shurbutt)

no report

E. President's Budget Council 2016 (Senators Barnett, Guzide, and Wing)

Guzide: There is a shortfall of just over \$1 million. Work is underway to identify saving of approximately \$300,000 in the budget. Nevertheless, the remaining \$700k shortfall is significant and finding cuts to balance the budget will not be easy.

Corpus: Perhaps the tuition model we use (12-20+ credits costs the same) is something we want to change.

Ames: Executive staff discussed employee layoffs and mid-term tuition increases to address this shortfall and took these off the table. The idea of not fully funding depreciation is an option.

Lewin: Have we looked at more summer programs or a January term to raise revenue?

Groff: My undergraduate institution mandated students take one Jan Term in addition to eight normal semesters of study. The Jan Term lasted 3 to 4 weeks and was awesome. It was one of the best parts of my undergraduate education. It can be a great way to enhance the liberal arts. This would require re-working the calendar.

F. Honors Committee (Senator Brasher)

no report

G. Institutional Review Board (Senator Coltrin)

no report

H. Library Committee (Senator Guirguis)

no report

I. Professional Development (Senator Reid)

no report

J. Scholarship & Awards (Senator Adams)

no report

K. Senate Bylaws (Senator Shurbutt)

The Bylaws Committee met today. See the handout for proposed changes that aim to formalize a tradition regards the practice of bringing items brought before A&C, C&I and CCC that affect the entire university to the Senate for approval or endorsement.

Lewin: Will these changes need to be voted on by the assembly?

Lovelace: The description in the Constitution of these committees is identical to the wording in the Bylaws so this suggests that this will have to go before the entire Assembly for a vote on changing the Constitution too.

Corpus: I would like to bring this to A&C to discuss. Perhaps this means we will not vote on these proposed changes at the next meeting.

Tuttle: For the next meeting this will be a discussion item instead of an action item.

L. Washington Gateway (Senator Coltrin)

no report

M. Calendar Committee (Senator Reid)

We are working this semester on the next calendar cycle. We are considering ways that the calendar could be modified in ways that facilitate retention and capstone presentations.

N. Diversity & Equity Committee (Senator Lewin)

no report

O. Enrollment Management Committee (Senator Reid)

First meeting this week.

P. Graduate Council (Senator Shurbutt)

no report

Q. Technology Oversight Committee (Senator Guzide)

no report

R. Assessment Task Force (Senator Wing)

no report

S. Internationalization Committee (Senator Li)

no report

T. Student Success Committee (Senator Li)

no report

U. Student Life Council (Senator Barnett)

no report

Motion to adjourn made, seconded, and carried: Adjourned at 5:08 pm

Respectfully submitted by,

Jeff Groff

IEPS Senator and Senate Secretary