

Glenville State University Faculty Senate – minutes

Meeting Date: Mar 25, 2025

Meeting Place: 319 MCCC

Meeting Time: 12:30 PM

I. CALL TO ORDER

- a. President S. Chapman called the meeting to order at 12:25 pm.
- b. Senators in Attendance: G. Lieving, M. Sarver, S. Silva, D. McEntire, M. Gildein, K. Queen, N. Nasser, S. Haynes, D. Lewis, J. Wenner, S. Beatty
- c. Administrators in Attendance: M. Clements, Tim Henline, T. Ratliff
- d. Others in Attendance: Pai Song, B. Hutton, T. Chenoweth, Donal Hardin, Jason Gumm, L. Mason, R. Rice

II. Approval of Minutes

- a. The minutes of Jan 21, 2024 presented for approval. Sarver motioned to approve. Wenner seconds. No oppositions, S. Beatty abstains, no discussion, approved.

III. Reports

- a. President – S. Chapman
 - i. ULC passed revalidation for grad program.
 - ii. Question from online committee will be emailed to senators to take back to departments
 - iii. Cabinet meetings now on same day as senate and will be sent out.
- b. ACF - K. Queen
 - i. House bill 3279 increases number of BoG at WVU, but also eliminates BoG voting power for faculty, staff and students. Language for this was removed then put back in. They will still have a seat on the board, but no voice.
 - ii. Minutes are not being posted to the web
 - iii. Chapman- Do we need to draft letters from the Senate, and Staff council?
 1. They are seeking input from Senior staff, Senate President & College Presidents
 - iv. Nasser – Ohio just passed SB1 bill removing academic freedom
 1. Queen had not heard about this. The WV Senate is focused on WVU, but the legislation affects all colleges and universities in WV
 2. Clements- Our Chancellor will go to the mat for academic freedom.
- c. BoG – M. Gildein
 - i. No updates
 - ii. Deferred time to guest speakers
- d. Academic Affairs – M. Clements
 - i. Documents on Academic Calendar and Organizational structure changes are in approval process
 1. President wants fiscal notes, which may delay getting them out
 2. Department chair elections taking place may also delay the process

IV. Old Business

- a. Chapman introduces guests T. Ratliff and T. Henline
- b. Questions requested prior to meeting to keep time efficient
- c. Issues with classrooms in AB
 - i. Ratliff – AB building needs to be sealed before repairs can begin
 1. While finalizing contract, contractor realized that there were errors in the calculations. They priced one wall, not whole building.

2. Such companies are difficult to find and very expensive
3. Looking to have our own maintenance team do the work.
4. Classrooms were repainted 2 years ago. Will redo once sealing done.
- ii. Science Hall
 1. Painted after flood a few years ago.
- iii. Pickens Clark Hall, LBH maintenance also being looked at
- iv. New Furniture has arrived and is being put together
 1. Delivery was unexpected expense of time and money
 - a. Not part of deferred maintenance
- v. Chapman – Is there a timeline?
 1. Henline – We are looking at contractors. Need estimates first
 2. Ratliff- Contractors have to have commercial license. They are exploring options to make sure the work happens.
 3. LBH - sequence has to be right. Schedule starts in May with expected completion date of Aug 5. Dome forensic work was done, but might be hiccups if issues are discovered in the process.
 - a. Chapman- This could displace summer workers up to a week at a time. Are there any issues relating to asbestos? Is there remediation in place.
 - b. Ratliff- contractor does both remediation and demo.
 - c. The tower is the oldest part of the building.
 - d. Working on egress options in case elevator is not usable due to major construction.
 4. Sarver- What about the doors in AB. One does not close
 - a. Ratliff - They fixed the door that does not close, but it keeps swelling in spite of work. This is due to a humidity problem and a broken steam vent. The leak is under the rear parking area and will take time to reach and repair.
 - b. Electronic access doors planned, but are still a year away. It may not resolve all the issues. Locking the doors is still currently the best option. May cause attendance issues
 - c. Sarver - Many faculty do not have keys to AB doors.
 - d. Ratliff – we have no problem issuing keys.
 5. Wenner- Some doors are locked, some are not. Varies day-to-day. Side note on humidity, please turn off heat before opening windows.
 6. Lieving – Are the elevator maintenance issues being addressed?
 - a. Ratliff - A lot of issues with purposeful destruction. Cameras will help curb that. Goodwin and PE have damage resistant buttons. We spent \$15K last fall and will spend another \$17K very soon. We have a repairman on call for \$50K a year. He has seen students kick the call buttons.
- vi. Chapman – Sarver presentation on faculty salary compression
 1. Sarver – presentation available. Highlights - Shows we are the lowest paid faculty in WV, we do have faculty salary compression. In some cases, we are paying market rates. In many more, we are not. Efficiency and involvement as criteria for salary
 2. Henline – Data analytics
 - a. Some variables are not addressed in this information
 - b. Some positions are paid by other means, like grants

- c. We are required to pay certain amounts
 - d. Compare part time employees to other institutions.
 - i. Us 70% to them 40%
 - e. Compare budgets
 - i. Us \$32 million to Fairmont \$66 million
 - f. Data not from HEPC. Pulled through research
 - g. Market – Supply and demand
 - i. Problem with salary, location, housing
 - h. Needs help determining what factors should be included when determining pay.
 - i. Turnover rates are high and need to stabilize
 - j. The hope was to have a year of savings, then address wage compression
3. Sarver – there are frustrations that some coaches make more than faculty
 4. Lieving – Historically, we could count on the state legislature to throw a little money at the institution to help figure out some of these issues. When is the last we got some of that?
 - a. Gov. Justice gave us money three times. But when he gives a five percent pay raise, it does not go to all faculty and staff. So it is evened out to give everyone a raise of 2%..
 5. Nabil – We got a raise to offset PEIA increases, but the raise did not cover the fees.
 6. Chapman- In terms of what senate can do, two things. One is the affect of the cost of reorganization.
 - a. The fiscal note was going to be amended to the impact of reorganization.
 - i. Clements – that will be circulated to the entire campus community in a week or two.
 - ii. Henline – without knowing the structure, I cannot assess impacts.
 - iii. Chapman – But looking at the options available, you can assess the impacts. Yes.
 - b. From Senate – addressing salary compression is a concern, but will not be resolved in the short term. But we could help by creating a committee in the senate to outline pay priorities. Absolutely.
 - i. Clements – Task force not committee
 - ii. Lieving motions to establish task force. Nasser seconds. No oppositions, no abstentions, no discussion, approved.
 - iii. Sarver – I don't want to just kick it down. A task force can take some time. Faculty Compensation needs to be addressed now, for where we are and for other future systems. It is ridiculous how little our faculty make. We seem to be able to spend money for other parts of the organization. We seem to be ok with spending money, just not on faculty.
 - iv. Chapman- What do we do then?
 - v. Sarver- I would like the administration to commit to work on raising faculty salaries, even if its just across the board

for now until we can get something new. We will faculty senate this to death with no decisions.

- vi. Henline- I can address some of that now. Dr. Manchin, Dr. Clements and I have discussed this, but we need some help from the faculty. It isn't fair if someone starts at a higher salary than someone who has been here 10 years. That is wage compression. We need to solve that. I have done my own analysis and come up with ways to resolve this, as has Dr. Manchin, but what is the best way to go about it. We all have ideas of ways to resolve this, but it is faculty who has to give input on ways to solve the issue.
- vii. Chapman – I do not want to senate this to death, but if we are going to do this, we need to generate a proposal. I will put it on my agenda for cabinet of things we would like to see. As Tim has suggested, administration does not want to impose something that may not be favored by faculty. If the task force can outline what we would like to present to administration.
- viii. Sarver – The task force is a great idea, but the institution has prioritized other things about faculty. I just want to know that that is going to change. We can present recommendations, but until the administration agrees to listen, or if they are prioritizing athletics over faculty, it does not matter.
- ix. Gumm- Can I chime in? I supplied you with the sheet I created for HLC for several years. I agree with Mark, but I basically supply trends. One thing I am worried about is that the trend shows since 2021 an additional \$2million in administration and staff salaries while faculty pretty much stagnant. That takes into account grants, because they are not separated from the whole and we cannot see who is being paid by which pool of money.
- x. Sarver- because it shows as monies paid out by the institution.
- xi. Gumm- We run it through the college itself, right?
- xii. Henline – It depends. Foundations, research corps, housing corps, but most of what we run through runs through our payroll.
- xiii. Gumm – But it validates what Sarver is saying.
- xiv. Henline – I would have to look at the data.
- xv. Chapman – I can make recommendations through cabinet. I can bring it up at the next meeting and try to get a sense of commitment that this will be addressed, understanding that it might take time. But we need to be more specific that just saying we would like salary compression solved. We need to make specific recommend Sarver on the task force?
- xvi. Gildein, Nasseri, Donal, Queen volunteered.

- c. Chapman – Anything else for Henline? Any questions for wither of our guests can also be submitted for cabinet.

V. New Business

- i. Senate will have a special meeting April 11 to cover policies that need to be addressed.

VI. Adjourn – 1:30