

Glenville State College Faculty Senate Minutes

September 11, 2012

I. Call to Order and Roll

President David O'Dell called to order the Glenville State College Faculty Senate at 12:30 p.m. on September 11, 2012 in the Mollohan Center Conference Room, Room 319.

Senators present: Gary Arborgast, Larry Baker (departed at 1:00), Liza Brenner, David O'Dell, Art DeMatteo, Cinda Echard, Kevin Evans, Rico Gazal, Megan Gibbons, Ida Mills, Shelly Ratliff, John Taylor, Milan Vavrek, Dennis Wemm, and Joseph Wood

Senators absent: Paul Peck

Others present: John Peek

II. Approval of Minutes and Ongoing Reports

O'Dell pointed out misspelled name. Motion to approve minutes by Baker / Taylor (m/s). Motion passed unanimously.

ACF/Board Representative Paul Peck:

- No report at this time.

III. Old Business

2012-2014 Committee Appointments

- O'Dell stated there were some changes to former list. Joe Evans was removed from Curriculum and replaced by Tara Cosco. Swisher took over for Batson when Chuck became Chair. Wilson has replaced Perkins on Academic Policy.
- O'Dell and Peek also clarified that Faculty Senate does not appoint members to the International Committee.
- Motion to approve amendments by Evans / Baker (m/s). Motion passed unanimously.

Letter to Governor Tomblin regarding Higher Education Budget Cuts

- Senate members reviewed draft of O'Dell's letter to Gov. Tomblin.
- Wemm suggested adding a phrase to the end of the second paragraph.
- Brenner suggested changing "society" to West Virginia.

- Motion to approve letter with suggested amendments by Taylor / Ratliff (m/s). Motion passed unanimously.

IV. New Business

2012-2013 Faculty Contract Salaries

- O'Dell was approached by members of the faculty and asked if we were going to lose part of our raises, given the October 1st date stipulated in the contract letters. O'Dell consulted with Bob Hardman and learned the following:
 - On average, approximately 86% of the raise will reach us
 - On average, approximately \$400 pre-tax dollars will be lost per individual
 - The wording of the contract does not reflect that faculty will receive only 86% of the stated amount.
 - To remedy the situation for faculty alone would cost approximately \$36,000.
- There was discussion about previous years when raises came in October. The contract letters for those years were less vague.
- There was also discussion about the implications beyond the reduction of the stipulated salary (impact on retirement, health insurance, etc.)
- It was recognized that the intent was not malicious but the execution needs to be improved in order to avoid confusion in the future.
- Motion by Mills / DeMatteo (m / s) to bring to the attention of the President the faculty's concern regarding this matter without going so far as to take legal recourse. Motion approved unanimously.
- Wemm proposed the following resolution be presented to Dr. Peek:

The Faculty Senate of Glenville State College expresses its disappointment in the College's inability to compensate faculty for the full amount of contracted salary amounts for the 2012-2013 academic year.
- Resolution by Wemm / Evans (m/s). Resolution passed unanimously.

Faculty Role Model Revision

- Motion to approve document by Evans / Taylor (m/s). Motion approved unanimously.
- O'Dell reminded the Senate that the intent of the revision is to move away from the numerical evaluation and adopt instead Distinguished / Proficient / Needs Improvement.

- There was discussion of the first page of the document, and it was stated that it is meant to serve as an overview (or snapshot) of a faculty's members duties. It was agreed that summer work also be included in this overview.
- Question was raised about the evaluation of instruction as related to the subjectivity of student evaluations.
- Question was also raised about the nature of the Chair's evaluation. It was noted that an evaluation (non-numerical) has been created for the Chair's classroom visit.
- Motion to table further discussion by Evans / Ratliff (m/s). Motion passed unanimously.

V. Adjournment

Meeting adjourned at 1:25. Motion to adjourn by Echard / Taylor (m/s). Motion passed unanimously.