

West Virginia University at Parkersburg  
Faculty Senate

Monday, February 10, 2025  
Agenda

Members

Nursing & Health Sciences

Jami Casenelli  
Heather Carter

Workforce, Technology, & Computer

Information Sciences (WTCIS)

Doug Rhodes  
Craig Giffin

Professional Studies

Greg Hill  
Marybeth Hunt

Arts & Sciences

Lauri Reidmiller (Vice Chair)  
Holly Martin (Chair)  
Lee Brown

Advisory Council of Faculty Representative (ACF)

Joel Farkas (Secretary)

Board of Governors Representative (BOG)

Andrew Walker

Staff Council Representative

Elizabeth Knick

West Virginia University at Parkersburg Faculty Senate  
Meeting of Monday, February 10, 2025  
Room 2214  
5:30 pm

1. Call to Order
2. Roll Call
3. Approval of minutes
  - Faculty Senate meeting – Monday, January 10, 2024
    - Action Item: Vote to approve minutes
4. Updates
  - ACF Representative – Joel Farkas
  - BOG Representative – Andrew Walker
5. Old Business
  - a. Faculty Resolution 2025-1 (See attached document.) - update
  - b. Proposal for release time/stipend for additional/unusual work (See attached document.)
  - c. End-of-the-semester student course evaluation
    - i. *How can we increase numbers for this semester?*
    - ii. Kyle Lancaster indicated that rates were about 17.4% in Fall 2023, 29.9% in Spring 2024, and 35.6%.
  - d. Calculating lab contact hours
    - iii. Consider Education lab course – 1 contact hour for a 3.5-hour class.
  - e. Supplemental/summer/overload contracts; summer contracts - teaching and committee responsibilities for 9-month faculty
    - iv. Adjunct pay
  - f. Faculty training and professional development
    - v. New faculty and adjunct checklist/mentors
  - g. ACF and BOG election in April
  - h. Feedback on new Faculty Annual Evaluation form; new Tenure process; new multi-year contract process
    - vi. Do survey later in the semester based on last senate meeting to capture entire process
    - vii. Create form to help with tracking activities through the year.
    - viii. Allot one day during the January in-service week to work on review.
6. New Items
  - a. Dual enrollment – Early College assessment of courses
    - i. Completion of student course evaluation
  - b. Employees eligible for tenure
7. Comments/Announcements from senators and/or attendees

- Other issues to discuss or to add to future agendas

8. Next Meeting

- Monday, March 10 - 5:30-7:30 pm – Room 2214

9. Adjournment

Submitted: Holly Martin 2/10/2025

## Form for Release Time/Stipend

Name: \_\_\_\_\_

Division: \_\_\_\_\_

Please indicate the semester for which you are applying for release time or stipend.

Semester: \_\_\_\_\_

Please select your role(s). Check all that apply.

- Faculty
- Program Coordinator
- Other: \_\_\_\_\_

Indicate the area(s) your work would address. Check all that apply.

- Curriculum
- Assessment
- Accessibility
- Other: \_\_\_\_\_

Please attach an explanation of the work that you would undertake that includes the following:

- A summary of your major goals
- Indicate how this work contributes to meeting the university's Strategic Plan goals.
- An estimate of the number of hours needed to complete the stated goals
- A detailed description of the work that you would undertake with deadlines of when you would complete each item
- An explanation of how this work would benefit the institution

## **Faculty Resolution 2025-1**

The faculty senate wishes to address three concerns related to faculty pay and equity.

Faculty starting pay scales are updated infrequently. The most recent update was in 2023. The previous revision was in 2015.

Since 2014, faculty have received raises in seven out of ten years.

These ranged from 2 to 5%. Averaged out, these raises result in an annual salary growth for faculty that has been around 2.3%

Historically, inflation in the US has averaged about 2.5%, over longer periods of 20 or 30 years. Notably inflation spiked during the pandemic, so the average annual inflation over the last 10 years has averaged 2.8%.

Infrequent updates to the faculty starting pay scales, and sporadic increases in pay are two of the major causes of inequity between faculty salaries. The third major cause is the inconsistent application of two raises, when faculty receive a promotion raise at the same time as a second raise.

In an effort to avoid creating future inequities, faculty request the following policy changes:

1. The starting pay scale should be updated annually, with the goal of ensuring salaries match or exceed inflation, if possible.
2. Faculty should receive annual raises, also aiming to match or exceed inflation, if possible.
3. When individual faculty receive promotion raises, the application of multiple raises should be formalized so that a promoted faculty member first receives their promotion raise, followed by the general raise applicable to all faculty.