

# Faculty Senate Meeting

March 17, 2023  
Room 1321, 8:00 am

**Call to Order:** – Holly Martin

**Roll Call:**

Rose Beebe	Jami Casenelli	Joel Farkas	
Craig Giffin	Pat Harris	Felicia Kademian-Saini	Kyle Lancaster
Holly Martin (Chair )	Melanie Matheny	Lauri Reidmiller (Secretary)	
Doug Rhodes (Vice-Chair)		Rebecca Tucker	

**Others in Attendance:**

Torie Jackson	David Lancaster	Dave Thompson	Danielle Kelly
Rob Anderson	Andrew Rochus		

**Approval of minutes from February 17, 2023 Senate Meeting**

Joel Farkas motioned. Doug Rhodes seconded.

**Updates:**

**A. ACF Representative – Joel Farkas**

1. House Bill 2005 Early College
  - \$75 a class
  - Zero cost for students

**B. BOG update - Rose Beebe**

- Next meeting will look at tuition and 6 new AAS programs
- Board member and guest will tour the new Discovery World facility
- March 13 committee will begin reviewing material for university president

**C. Nominations for ACF and BOG**

- Descriptions needed for each position
- Email will be sent out to all faculty
- Nominations will close on April 14

**D. Emeritus status**

- Motions Approved for Rose Beebe and Tom Riddle.

**E. Honorary Degree from WVUP**

- Clearer description needed
- Dr. Torie Jackson clarified that it would be for a Bachelor Honorary Degree
- Was this sent out to all faculty? – No

- Motion passed for Honorary degree nomination for Robert Todd Fox

## **New Business:**

### **A. Dr. Torie Jackson**

#### **1. Senate Bill 10 Campus Carry**

- Senate passed, now in the House
- Allow to carry gun in “public space” (hallways, classrooms, parking lots....)
- CCW permit to carry (10 hours of training and cost involved)
- College will have ability to enforce our own restrictions
- Would go into effect in July 1, 2024
- Clarification needed on some of the terminology
- Caperton will be off limit because of the high school population
- Soul Occupant Offices with walls to ceiling and closed door can post no conceal weapon permitted signs
- WVUP will not supply Lock Boxes
- Vehicles would be considered Lock Boxes

#### **2. BOG update**

- Next meeting will look at tuition increase options of 5%, 7%, or 9%
- Will also look at 2,300 pay increase to help cover PEIA 23% increase

#### **3. House Bill 2005 Early College**

- \$75 a class reimbursed to WVUP from the state for approved pilot program courses
- Department of Commerce makes the decisions of which courses are approved
- Zero cost to students
- If we don't offer the classes our competition will
- Our goal is retaining as many students as possible
- 789 Early College students (we traditionally retain 18%)
- Goal is to retain 30% of Early College Students
- 58 complete their degree during high school

#### **4. Enrollment**

- Goal to increase enrollment by 150 students by Fall 2023
- Out of the 150, 20 predicted to come from Manufacturing Technology Program, 20 from Medical Scholarships, 5 Chemical Op program, 40 FTE....
- Roughly 60 still needed
- Torie Jackson is challenging the Deans and Program Coordinators to recruit the additional students
- Most of our student population does not pay the same amount for tuition
- Discussion to offer more courses and possible programs at JCC

## 5. Answer Book

- Goal to update the book by this summer

## B. Rob Anderson (Presenter)

### 1. Faculty Salary Data

- Report created from Spring 2022 HEPC data
- WVUP salaries are low compared to other CTC schools
- WVUP is a public school that offers both 2 and 4 year programs
- See Documents 1 and 2 submitted by Dr. Anderson.

## Committee Reports :

- A. Ad hoc committee to discuss tenure process at WVUP: Joel Farkas (Chair), Felicia Kademian-Saini, Kyle Lancaster, Doug Rhodes, Melanie Matheny
- Guidelines need to be established
  - Get feedback from Divisions
- B. Ad hoc committee to discuss faculty pay and responsibilities: Felicia Kademian-Saini (Chair), Holly Martin, Doug Rhodes
- Invited Rob Anderson to today's meeting
  - Alicia Beeson invited to our next meeting
  - Working on revising the Questions for the Survey
- C. Ad hoc committee to discuss multiyear term appointments: Holly Martin (Chair), Felicia Kademian-Saini, Joel Farkas, Amy Strong, Craig Griffin, Lauri Reidmiller
- Reviewed Answer book 4-8 and 4-12, missing procedure to determine how and why faculty get multiyear
  - The years should be attached to rank or promotion?
  - Add it to the faculty review paperwork?
  - Multiyear should also be assessed yearly according to the Answer book
  - What criteria should we be following?
  - What should the timeline look like?
  - How does it fit into the Strategic Plan?
  - Wait until the new president is hired?
  - How to guarantee it will be addressed by new president?

## Meeting Adjourned:

Submitted: Lauri Reidmiller  
Secretary of Senate

Document 1 submitted for 3/17/23 Faculty Senate Meeting by Dr. Rob Anderson

Faculty Salary Scale – Base Pay

	Instructor		Assistant		Associate		Professor	
	Master's	Terminal	Master's	Terminal	Master's	Terminal	Master's	Terminal
Year 1	\$42,000.00			\$47,000.00				
Year 2	\$43,537.25			\$48,369.00				
Year 3	<b>\$45,074.50</b>			\$49,738.00				
Year 4			\$49,581.95	\$51,107.00				
Year 5			\$50,305.46	<b>\$52,476.00</b>				
Year 6			\$51,028.98			\$57,723.60		
Year 7			\$51,752.49			\$58,648.55		
Year 8			<b>\$52,476.00</b>			<b>\$59,573.50</b>		
Year 9					\$57,723.60	\$60,498.45		
Year 10					\$58,186.08	\$61,423.40		
Year 11					\$58,648.55			\$67,565.74
Year 12					\$59,111.03			\$68,230.37
Year 13					<b>\$59,573.50</b>			<b>\$68,895.00</b>
Year 14							\$65,530.85	\$69,411.71
Year 15							\$66,371.89	\$69,932.30
Year 16							\$67,212.93	\$70,456.79
Year 17							\$68,053.96	\$70,985.22
Year 18							<b>\$68,895.00</b>	\$71,517.61
Year 19							\$69,411.71	\$72,053.99
Year 20							\$69,932.30	\$72,594.39

Methodology:

1. The numbers in bold are the average of the medians of the 2-years institutions and the smaller four-year institutions (medians' average).
2. To improve Instructor salaries, the salary for new hires with a Master's degree was increased from \$37,564 to \$42,000.
3. To improve Assistant Professor salaries for new hires with a terminal degree, including doctorates and MFAs, \$5,000 was added to the new hire salaries for Instructors for the first three years of employment.
4. Faculty of all ranks and degrees receive a yearly increase in their base pay.
5. The top salary for each rank with a Master's degree was that rank's medians' average.
6. The medians' average for each rank with a terminal degree, except for Assistant, will be reached in the third year the rank is held. Assistant Professors with terminal degrees will reach the medians' average in year five. This conclusion was reached for two reasons. First, they are new hires. Secondly, this base will prevent the inflation of salaries for Associate and Full Professors.
7. Full Professors with Master's or Terminal degrees will continue to receive increases of .75% to their base salaries annually after reaching the medians' average.
8. Salaries in this scale are considered the minimum for that rank, degree, and year of service.
9. This scale does not intend in any way to limit the administration's future need to increase salaries to hire or to retain faculty based on market demand.

10. This scale will not supersede the current salaries of Nursing and Health Sciences or Technology faculty. The scale will also require updating with degrees other than Master's or terminal.

11. Additional salary increases periodically provided by the administration and/or state legislature will be added to the increases included in the salary scale.

Conclusion:

Dr. Gilmer has expressed his willingness to address wage and salary inequities as long as the institution is financially able. The Task Force's focus on the most egregious hourly and salary issues leads to these questions. Where do we start? Where do we draw the line? Additionally, I fear addressing what the Task Force concludes are the worst issues would only perpetuate the institution's history of underpaying staff and faculty and antagonize already deeply rooted frustration over real or perceived inequities.

Therefore, the Task Force should recommend broader changes to address existing inequities and prevent future ones from occurring. Otherwise, the wages and salaries of WVUP's staff and faculty would remain at the discretion of any future administration or the state legislature. History has proven that to be unreliable and too often arbitrary and capricious. Just look at the situation we're in today.

Finally, my intention is not to overlook staff. I am simply not familiar with the Mercer Scale and whether the rates are fixed or flexible. My area of expertise is faculty.

**Faculty**

<b>HEPC Data (WVUP)</b>				
<b>Rank</b>	<b>Total</b>	<b>Median</b>	<b>Maximum</b>	<b>Minimum</b>
Professor	14	63,468.00	86,418.00	57,100.00
Associate	14	54,702.00	64,713.00	50,023.00
Assistant	24	46,208.00	61,669.00	41,269.00
Instructor	16	37,564.00	39,443.00	36,520.00
<b>All</b>	<b>68</b>	<b>49,265.00</b>	<b>86,418.00</b>	<b>36,520.00</b>

<b>HEPC Data (All of WV)</b>					
<b>Rank</b>	<b>4-Yr Median*</b>	<b>2-Yr Median</b>	<b>WVUP</b>	<b>DIFF (2-Yr)</b>	<b>DIFF (4-Yr)</b>
Professor	71,277.00	66,513.00	63,468.00	-3,045.00	-7,809.00
Associate	62,935.00	56,212.00	54,702.00	-1,510.00	-8,233.00
Assistant	56,000.00	48,952.00	46,208.00	-3,744.00	-10,792.00
Instructor	45,149.00	45,000.00	37,564.00	-7,436.00	-7,585.00

\*This column includes medians for smaller 4-year colleges and universities: Bluefield, Potomac, Glenville, Shephard, West Virginia St., and West Virginia Tech.

WVUP median faculty salaries compared to the medians for all state 2-year colleges.

- Full Professor           6 of 8
- Associate Professor   5 of 8
- Assistant Professor   5 of 8
- Instructor               6 of 8

Conclusion: WVUP faculty salaries are below the medians for all 2-year colleges across all faculty ranks, ranging from more than \$1,500 for professors to more than \$7,400 for instructors. Furthermore, WVUP faculty salaries rate in the bottom half of the eight CTC schools included in this survey. Additionally, WVUP faculty salaries are far below the median for 4-year schools. This situation is not only insulting to WVUP's faculty, it is also inexcusable because WVUP is considered the "standard" (at least what we have been told since I arrived in 2005) by which 2-year schools are measured and a "hybrid," which means we offer 4-year programs. For too long, this philosophy has been followed. Why buy the cow when you get the milk for free? Therefore, WVUP should endeavor to increase faculty salaries to place them at the top of the CTC institutions and align them more closely with the smaller 4-year institutions in order to recruit and retain high quality faculty necessary to maintain the exceptional educational opportunities available at WVUP.

## Staff

Position Title	Total	Average	Maximum	Minimum	bls.gov&	Poverty Level@
Administrative Asst. Sr.	2	43,612	44,302	42,822		Above (+\$15,862)
Trades Specialist Lead	3	39,884	45,201	36,153		Above (+\$12,134)
Program Specialist	5	38,750	52,806	35,237		Above (+\$11,000)
Administrative Associate	8	38,276	45,708	26,364		Above (+\$10,526)
Trades Specialist I	2	37,547	44,402	30,693		Above (+\$9,797)
Program Coordinator	6	35,516	52,806	21,334		Above (+\$7,766)
Supervisor*	3	31,590	34,203	26,364		Above (+\$3,840)
Admissions Counselor	6	30,979	34,203	29,504		Above (+\$3,229)
Financial Aid Counselor	2	30,781	31,181	30,381		Above (+\$3,031)
Program Assistant II	4	30,213	45,708	21,091		Above (+\$2,463)
Maintenance Worker I	3	30,030	37,713	22,874	17.94 (49-9071)	Above (+\$2,280)
Records Assistant III	4	26,364	26,364	26,364	17.09 (43-9061)	Below (-\$1,386)
Accounting Assistant II	3	26,338	26,364	26,286		Below (-\$1,412)
Security Guard	3	25,402	34,203	19,793	13.92 (33-9032)	Below (-\$2,348)
Library Technical Asst.	2	24,833	25,643	24,024		Below (-\$2,917)
Campus Service Worker	11	23,232	29,640	22,211	13.55 (37-2011)	Below (-\$4,518)
Food Service Worker	2	19,793	19,793	19,793	10.29 (35-3023)	Below (-\$7,957)

&The numbers in parentheses (##-####) are the job codes from the Bureau of Labor Statistics for May 2020.

@Family of 4, relying on a single, average hourly income from WVUP, with a poverty level of \$27,750.

\*Supervisors of Campus Services, Food Service, and Warehouse.

Conclusion: Although WVUP has made strides to resolve pay issues for staff, when compared to state hourly wage averages, many WVUP staff continue to receive substandard pay. An employee with three other family members would not receive an income above the poverty line in six positions from the table above. Those six positions were also less than the per capita income for the state at \$27,346. None of the positions in the table approached the state's median household income of \$48,037.

### Observations:

- The state emphasizes how colleges help drive local economies. It is obvious that WVUP could increase their influence on the local economy by raising salaries and hourly wages.
- It would appear the hourly rates are entry-level at best and do not encourage career-building at WVUP.
- Unless there are others contributing to the household income, WVUP hourly-wage earners can expect at best to be part of the lower middle class and at worst be impoverished or the working poor.
- WVUP needs to reevaluate the image it wants to project as an employer and as a member of the community.

## Miscellaneous

Interesting description of Potomac State and WVUP in the *Chronicle*.

<https://data.chronicle.com/category/state/West-Virginia/faculty-salaries/>

Potomac State College of West Virginia University

West Virginia | 4-year public | Assoc./Bacc. (mostly assoc.)

West Virginia University at Parkersburg

West Virginia | 4-year public | Assoc./Bacc. (mixed bacc. and assoc.)

## Federal Poverty Level (FPL)

A measure of income issued every year by the Department of Health and Human Services (HHS). Federal poverty levels are used to determine your eligibility for certain programs and benefits, including savings on Marketplace health insurance, and Medicaid and CHIP coverage.

The 2022 federal poverty level (FPL) income numbers below are used to calculate eligibility for Medicaid and the Children's Health Insurance Program (CHIP). 2021 numbers are slightly lower, and are used to calculate savings on Marketplace insurance plans for 2022.

### Federal Poverty Level (FPL)

Family size	2021 income numbers	2022 income numbers
For individuals	\$12,880	\$13,590
For a family of 2	\$17,420	\$18,310
For a family of 3	\$21,960	\$23,030
For a family of 4	\$26,500	\$27,750
For a family of 5	\$31,040	\$32,470
For a family of 6	\$35,580	\$37,190