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SR-05-06-(18) 63-120R IS

Marshall University

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**INDIVIDUAL SENATOR
RECOMMENDATION**

RETURNED TO SENATOR

SR-05-06-(18) 63-120R IS

It is requested that the total amount of equity and merit money allocated to the Elizabeth McDowell Lewis College of Business (LCOB) by the University using SR-03-04-49 FECAHC be distributed to the LCOB as 100% merit money. This policy will commence at the next available salary adjustment cycle and remain a continuing policy of the college.

FACULTY SENATE CHAIR:

RETURNED TO SENATOR: Larry Stibler DATE: May 1, 2006

UNIVERSITY PRESIDENT:
READ: [Signature] DATE: 5/3/06

COMMENTS: April 27, 2006—Disapproved by the Faculty Senate. Discussion included: The actual number of LCOB faculty that attended their college's meeting and participated in the vote; the number of faculty who would not qualify for a salary increase if there is no equity portion; the setting of a precedence in that a college could opt out of a university-wide policy; the approval of this request would count all LCOB faculty as meritorious; and the development of well defined policies so LCOB faculty knows what must be done to be deemed meritorious.

**INDIVIDUAL SENATOR
RECOMMENDATION**

SR-05-06-(18) 63-120 IS

Recommends that the Elizabeth McDowell Lewis College of Business (LCOB) be granted an exception to SR-03-04-49 FECAHC. It is requested that the total amount of equity and merit money allocated to the LCOB by the University be distributed to the LCOB as one lump sum for the LCOB to distribute under its own college system, as it was done before the adoption of SR-03-04-49 FECAHC. LCOB allocates faculty salary monies based on a merit system. This policy will commence at the next available salary adjustment cycle following the Fall 2005 process and remain a continuing policy of the college.

RATIONALE:

The Elizabeth McDowell Lewis College of Business (LCOB) has historically used a system based on 100% merit in the determination of salary increases and wishes to continue in this manner.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE: _____ DATE: _____

DISAPPROVED BY THE
FACULTY SENATE: Jany Stibler DATE: 2/27/2006

UNIVERSITY PRESIDENT:

READ: [Signature] DATE: 3/2/06

COMMENTS: Disapproved by the Faculty Senate, February 23, 2006. The Senate questioned
if all faculty within LCOB approved of this exception; how this exception would affect the LCOB
faculty in relation to equity; if this exception was necessary for the college's accreditation; what is the
LCOB's plan for distributing merit monies; and if other colleges could also opt-out of the current
policy.