

3-28-2003

SR-02-03-(52) 82 LA

Marshall University

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**LEGISLATIVE AFFAIRS COMMITTEE  
RECOMMENDATION**

**SR-02-03-(52) 82 LA**

Recommends that the Faculty Senate encourage the Marshall University Board of Governors to continue the current salary policy that a 10 percent salary increase be awarded upon the faculty promotion. It is further recommended that such a policy be included in the Greenbook.

**RATIONALE:**

1. The West Virginia Legislature has passed a bill (HB 2224) that includes the following language: "ARTICLE 8. HIGHER EDUCATION FULL-TIME FACULTY SALARIES. §18B-8-3. Faculty salary policies; reductions in salary prohibited; salary increase upon promotion in rank.
  - a. Each governing board shall establish and maintain a faculty salary policy that is competitive and which furthers the goals of attracting, retaining and rewarding high quality faculty.
  - b. The salary of any full-time faculty member may not be reduced by the provisions of this article.
  - c. Upon promotion in rank, each faculty member shall receive a salary increase of up to (emphasis added) ten percent, as determined by the salary policy adopted by the governing board."
2. A change in the current policy of an automatic 10 percent raise would seem to defeat goals of "maintaining a faculty salary policy that is competitive and which furthers the goals of attracting, retaining and rewarding quality faculty."
3. A change in the current policy would negatively affect the morale of faculty.
4. An automatic 10 percent salary increase upon promotion needs to be incorporated into the Greenbook to ensure the policy remains in force.

**FACULTY SENATE PRESIDENT:**

APPROVED  
BY SENATE: \_\_\_\_\_ DATE: 3-28-03

DISAPPROVED  
BY SENATE: \_\_\_\_\_ DATE: \_\_\_\_\_

**UNIVERSITY PRESIDENT:**

APPROVED:  DATE: 5/5/03

DISAPPROVED: \_\_\_\_\_ DATE: \_\_\_\_\_

**COMMENTS:** \_\_\_\_\_

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