

Marshall University

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Staff Council Minutes

Staff Council

5-19-2016

The Minutes of the Marshall University Staff Council Meeting, May 2016

Marshall University Staff Council

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Marshall University Classified Staff Council Minutes

May 19th, 2016, John Spotts Room MSC 2E37

Members Present: Chris Atkins, Jason Baldwin, Nina Barrett, Amber Bentley, Missy Browning, Patty Carman, Joe Chambers, Stacy Good, Jennifer Jimison, Becky Lusher, Lisa Maynard, Tim Melvin, Larry Morris, Marcos Serrat, Nancy Tresch-Reneau, Tony Waugh, Lisa Williamson, Joe Wortham, Miriah Young

Members Absent: Toni Ferguson, Shay McComas, Donna Megquier, Rachel Williamson,

Members Absent (Excused): Tootie Carter, Carol Hurula, Leonard Lovely,

Guests: Dr. Jerry Gilbert, Bruce Felder

The meeting was called to order by Chair Nina L. Barrett. Parliamentarian Joe Wortham confirmed we had a quorum.

Dr. Gilbert – University President

- Dr. Gilbert stated they have heard that the Legislature isn't inclined to cut Higher Ed any further. They're trying to avoid cutting by increasing tobacco taxes by \$0.45.
- Dr. Gilbert announced that they are reviewing the practices and procedures on sexual assault and misconduct following an incident on campus. They would like for the campus community to better know how to report and handle incidents.
- A new VP of Student Affairs was hired this week from Mississippi State.
- Dr. Gilbert said they are working on ways to unify the campus and promote that the community is a family.
 - He also spoke with the Huntington Mayor on more ways for Marshall to get involved with the surrounding community.
 - Dr. Gilbert attended a women's event in town and received the suggestion to do classes for the elderly, such as self-help and personal interest classes.
 - A Marshall math class approached HPD about new patrol routes based on math equations incorporating where calls are made from, along with other contributing factors.
 - The University would also like to find ways to help combat the drug and prostitution problem in Huntington. Dr. Gilbert said that what is Huntington's problem is Marshall's problem and vice versa.
- Dr. Gilbert said they plan to release a Request for Development at the end of June in which they are looking to move most of Pharmacy to Hal Greer while still maintaining some presence at the VA. Any construction that takes place will be a private/public partnership.
- Dr. Gilbert announced that he will be teaching a Uni class this fall.
- The day before, Mary Ellen and Bill Burdette presented to House Finance on what additional cuts to Marshall's budget would do. We're looking at least at the 4% that was cut mid-year fiscal year 2016 to anything more. Mary Ellen and Bill gave a spectrum of

worst-case scenario (layoffs, project cuts, etc) to best case scenario (just increasing tuition).

- There is a possibility that the State may be looking at making Promise Scholarships more need-based.
- Marshall may tap into its reserves for to invest in things like recruitment and retention, which will ultimately be an investment.
- After seeing some numbers come out (p. 5-6) Marshall is 4th in tuition cost in the State; not 2nd as we would have assumed. *Where are our enrollment numbers currently?* – Currently it looks to be the same as last year, if not slightly above.
- A South Charleston undergraduate program has been added. The need arose after the WVU Tech campus in Montgomery was moved to Beckley. They will probably have about 40 students to start with, largely from engineering.
- Update on Salary Raises progress: Dr. Gilbert wants to shoot over the median and then find out the dollar amount for how much we will need each year to reach that.

Bruce Felder – Human Resources

- Bruce said he had sent a reminder about the PEIA requirement this year to all staff, and PEIA extended the deadline to June 1st.
- April 15th was the first paycheck for staff to be paid based upon their number of hours worked rather than a consistent 81.25 hours. Bruce added that if this causes any hardships for employees they can apply for a loan in Human Resources that will help offset the changes and be taken out of several following paychecks to pay back.
- The first bi-weekly paycheck will be in September.
- Bruce asked that any suggestions for training, or for changes to the bi-weekly pay training be brought to his attention.
- The Overtime Exempt Rule was signed and goes into effect on December 1st.
 - \$47,476 is the floor, meaning anyone paid under that is eligible for overtime. Options for those affected are:
 - Raise salary above the threshold.
 - Shift work around to other employees to even the load.
 - Create new jobs.
- Shared Services
 - The newsletter that was sent out approximately 3 weeks ago gives an outline of what is going on with shared services.
 - Currently they're doing a multifunctional evaluation including retirees.
 - Travel office has been put together.
 - There will be a Business Unit
 - Currently there are 3 Business Managers
 - They have to make sure all of their other duties are reassigned before fully being under the business unit umbrella.
- Web time entry will start in phases over the summer with the med school, physical plant, and housing going last.

Approval of Minutes

March 17th, 2016 Minutes approved without changes.

Miriah Young – BOG

- Miriah reported that they sat through several program reviews and only the MS in Athletic Training is being phased out in 2020 because they can no longer practice under just a Bachelors, so it is being transitioned to a 3+2 program.
- Intent to plan was approved for the Bachelors and Masters of Science in Electrical and Computer Engineering.
- The undergraduate classes at South Charleston were approved.
- Approval of changes to the policy GA-1 which is Discrimination, Harassment, Sexual Harassment, Sexual and Domestic Misconduct, Stalking and Retaliation. This has also been sent out for 30 day comment.
- Three programs were deleted at the request of the programs. They were replaced by a MA in Education with three different focuses. Those degrees are as follows:
 - MA in Early Childhood Education
 - MA in Elementary Education
 - MA in Secondary Education
- The draft operating budget was presented but will probably change once the State finalizes their budget.
 - They approved three models for tentative tuition and fees.
- Made changes to the Travel Policy to remove the procedures from the policy itself.

Committee Reports

Election Committee – Becky Lusher – No Report

Legislative Committee – Chris Atkins – Chris said he had spoken to Doug Reynolds who said the Promise Scholarship wasn't actually in any danger of being cancelled, and that they would, somehow, fund PEIA as well.

The Legislature is currently in Special Session. Some points from the session:

- Senate Finance is moving along, Chaired by Mike Hall, to try and come up with a budget.
- The Tobacco Tax was voted up, 17 to 16, which now goes to the House.
- No other new revenue generating tax looks to be passed.

Personnel/Finance Committee – Lisa Williamson –

Physical Environment Committee – Nancy Tresch-Reneau –

Personnel and Physical Environment have still been working together on a recommendation regarding some safety issues on campus such as a buzzer/controlled entry and bulletproof

glass in the Safety building. They plan to bring a recommendation to Council during the June meeting.

Staff Development Committee – Miriah Young – Summer tuition benefits have been awarded. There was \$886 donated to the Flower Fund at the employee luncheon.

Announcements

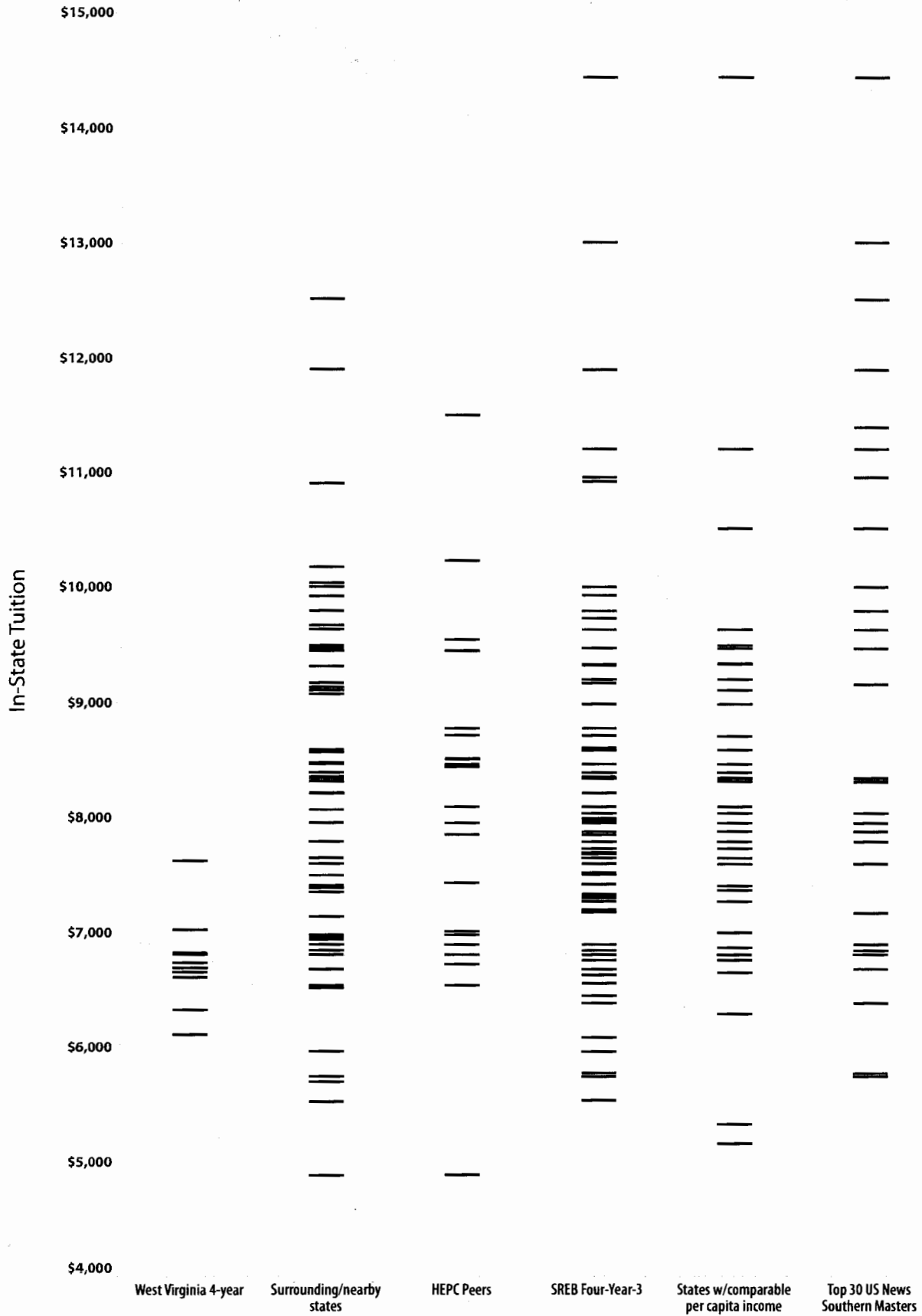
Minutes taken and prepared by: _____
Katie M. Counts, Program Assistant, Staff Council

Minutes approved by: _____
Nina L. Barrett, Chair, Staff Council

Minutes read by: _____
Dr. Jerry Gilbert, University President



Tuition Comparison 2015-16



West Virginia 4-year Institutions (public)				Public Institutions from Surrounding/Nearby States (KY, MD, OH, PA, VA, +IN, NC, TN, WV)*			
Rank	Institution	In-state tuition (\$)		Rank	Institution	In-state tuition (\$)	
1	West Virginia University	WV 7,632		1	Christopher Newport University	VA 12,526	
2	Glenville State College	WV 7,032		2	Longwood University	VA 11,910	
3	Shepherd University	WV 6,830		3	Millersville University of Pennsylvania	PA 10,918	
4	Marshall University	WV 6,814		4	Clarion University of Pennsylvania	PA 10,190	
5	Concord University (W.Va.)	WV 6,744		5	Shippensburg University of Pennsylvania	PA 10,052	
6	West Liberty University	WV 6,702		6	James Madison University	VA 10,018	
7	West Virginia State University	WV 6,662		7	California University of Pennsylvania	PA 9,936	
8	Fairmont State University	WV 6,620		8	Indiana University of Pennsylvania—Main Campus	PA 9,936	
9	West Virginia University Institute of Technology	WV 6,336		9	Radford University	VA 9,809	
10	Bluefield State College	WV 6,120		10	East Stroudsburg University of Pennsylvania	PA 9,684	
Top 30 US News-Southern Masters (public) Institutions				11	Slippery Rock University of Pennsylvania	PA 9,645	
Rank	Institution	In-state tuition (\$)		12	Edinboro University of Pennsylvania	PA 9,506	
1	Winthrop University	SC 14,456		13	Western Kentucky University	KY 9,482	
2	The Citadel	SC 13,024		14	West Chester University of Pennsylvania	PA 9,462	
3	Christopher Newport University	VA 12,526		15	Bloomsburg University of Pennsylvania	PA 9,326	
4	Longwood University	VA 11,910		16	Towson University	MD 9,182	
5	University of Montevallo	AL 11,410		17	Kutztown University of Pennsylvania	PA 9,145	
6	College of Charleston	SC 11,220		18	Northern Kentucky University	KY 9,120	
7	University of Mary Washington	VA 10,974		19	Salisbury University	MD 9,086	
8	Coastal Carolina University	NC 10,530		20	Eastern Kentucky University	KY 8,600	
9	James Madison University	VA 10,018		21	Indiana State University	IN 8,580	
10	Radford University	VA 9,809		22	Frostburg State University	MD 8,488	
11	Troy University	AL 9,646		23	East Tennessee State University	TN 8,477	
12	Western Kentucky University	KY 9,482		24	Middle Tennessee State University	TN 8,404	
13	Georgia College & State University	GA 9,170		25	Norfolk State University	VA 8,366	
14	University of Tennessee—Chattanooga	TN 8,356		26	The University of Tennessee—Chattanooga	TN 8,356	
15	Tennessee Technological University	TN 8,353		27	Tennessee Technological University	TN 8,353	
16	University of Tennessee—Martin	TN 8,326		28	Youngstown State University	OH 8,327	
17	Arkansas State University	AR 8,050		29	University of Baltimore	MD 8,326	
18	Morehead State University	KY 7,966		30	The University of Tennessee—Martin	TN 8,326	
19	University of Central Arkansas	AR 7,889		31	Virginia State University	VA 8,226	
20	Austin Peay State University	TN 7,801		32	Indiana University—Purdue University—Fort Wayne	IN 8,080	
21	Murray State University	KY 7,608		33	Morehead State University	KY 7,966	
22	University of North Georgia	GA 7,178		34	Austin Peay State University	TN 7,801	
23	Western Carolina University	NC 6,903		35	Bowie State University	MD 7,657	
24	Appalachian State University	NC 6,852		36	Murray State University	KY 7,608	
25	Marshall University	WV 6,814		37	Morgan State University	MD 7,508	
26	University of North Carolina—Wilmington	NC 6,690		38	Tennessee State University	TN 7,417	
27	University of North Florida	FL 6,394		39	University of Southern Indiana	IN 7,397	
28	University of South Florida—St. Petersburg	FL 6,394		40	Purdue University—Calumet Campus	IN 7,360	
29	Mississippi University for Women	MS 5,781		41	University of Maryland—University College	MD 7,146	
30	North Carolina Central University	NC 5,755		42	Indiana University—South Bend	IN 6,986	
HEPC Peer Institutions				43	Indiana University—Northwest	IN 6,963	
Rank	Institution	In-state tuition (\$)		44	Indiana University—Southeast	IN 6,949	
1	Oakland University	MI 11,513		45	Western Carolina University	NC 6,903	
2	Southern Illinois University at Edwardsville	IL 10,247		46	Appalachian State University	NC 6,852	
3	University of Missouri at Kansas City	MO 9,559		47	Marshall University	WV 6,814	
4	West Chester University of Pennsylvania	PA 9,462		48	University of North Carolina—Wilmington	NC 6,690	
5	University of South Alabama	AL 8,790		49	East Carolina University	NC 6,550	
6	Wright State University	OH 8,730		50	University of North Carolina at Charlotte	NC 6,531	
7	University of Arkansas at Fayetteville	AR 8,522		51	North Carolina A & T State University	NC 5,972	
8	East Tennessee State University	TN 8,477		52	North Carolina Central University	NC 5,755	
9	University of South Dakota	SD 8,457		53	Winston-Salem State University	NC 5,707	
10	University of Arkansas at Little Rock	AR 8,108		54	University of North Carolina at Pembroke	NC 5,534	
11	Morehead State University	KY 7,966		55	Fayetteville State University	NC 4,885	
12	University of North Dakota	ND 7,965					
13	Eastern Washington University	WA 7,866					
14	University of Mississippi	MS 7,444					
15	University of Idaho	ID 7,020					
16	Southeast Missouri State University	MO 6,990					
17	Western Carolina University	NC 6,903					
18	Marshall University	WV 6,814					
19	University of North Carolina at Greensboro	NC 6,733					
20	East Carolina University	NC 6,550					
21	University of Wyoming	WY 4,891					
SREB Four-Year-3 Institutions							
Rank	Institution	In-state tuition (\$)					
1	Winthrop University	SC 14,456					
2	The Citadel	SC 13,024					
3	Longwood University	VA 11,910					
4	College of Charleston	SC 11,220					
5	University of Mary Washington	VA 10,974					
6	University of Texas Rio Grande Valley	TX 10,938					
7	James Madison University	VA 10,018					

*Includes only institutions with Carnegie Classifications similar to Marshall: "Master's Colleges and Universities (medium programs)", "Master's Colleges and Universities (larger programs)", and "Doctoral/Research Universities"
Source: "Annual Survey of College 2015" by the College Board, via the Chronicle of Higher Education

Group	Median in-state tuition	Marshall Percent	Marshall Rank	Number in Group
WV	6,723	101%	4	10
Top 30 US News-Southern Masters (public) Institutions	8,340	82%	25	30
HEPC Peer Institutions	7,966	86%	18	21
SREB Four-Year-3 Institutions	7,966	86%	54	65
Public Institutions from States w/Comparable Per-Capita Income	8,079	84%	31	36
Public Institutions from Surrounding/Nearby States	8,327	82%	47	55