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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.

<u> Miriah Young – BOG</u>

- 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:

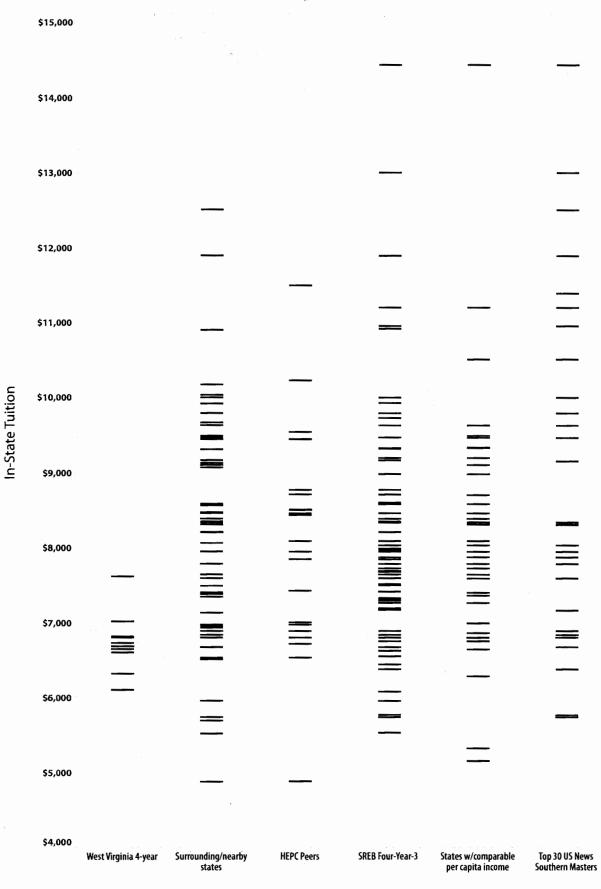
 Nina L. Barrett, Chair, Staff Council

 Minutes read by:

 Dr. Jerry Gilbert, University President



Puition Comparison 2015-16



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	West Virginia 4-year Institutions	public)		8	Texas State University at San Marcos	ТΧ	9,9
Rank	Institution	(P)	In-state	9	Radford University	VA	9,6
			tuition (\$)	10	Prairie View A&M University	ΤX	9,1
1	West Virginia University	WV	7.632	11	Troy University	AL	9,6
2	Glenville State College	WV	7,032	12	Western Kentucky University	KY	9,4
3	Shepherd University	WV	6,830	13	Stephen F. Austin State University	TX	9,
4	Marshall University	wv	6,814	14	Lamar University	ΤX	9,3
5	Concord University (W.Va.)	WV	6,744	15	Sam Houston State University	TX	9,
6	West Liberty University	WV	6,702	16	Alabama A&M University	AL	9,
7	West Virginia State University	WV	6,662	17	Towson University	MD	9,
8	Fairmont State University	WV	6,620	18	Jacksonville State University	AL	9,
9	West Virginia University Institute of	WV	6,336	19	University of South Alabama	AĹ	8,
	Technology			20	Texas Southern University	ТX	8,
10	Bluefield State College	WV	6.120	21	Texas A&M University at Corpus	ΤX	8,
					Christi	101	
	op 30 US News-Southern Masters (pub	lic) Instit		22	Eastern Kentucky University	KY	8,
Rank	Institution		In-state	23	East Tennessee State University	TN	8,
	Marine the second se	SC	tuition (\$)	24	Middle Tennessee State University	TN VA	8, 8,
1	Winthrop University	SC	14,456 13.024	25 26	Norfolk State University University of Tennessee at	TN	8,
2 3	The Citadel Christopher Newport University	VA	12 526	20	Chattanooga	1.0	0,
4	Longwood University	VA	11,910	27	Tennessee Technological University	TN	8,
5	University of Montevallo	AL	11,410	28	Virginia State University	VA	8,
6	College of Charleston	SC	11,220	29	University of Arkansas at Little Rock	AR	8.
7	University of Mary Washington	VA	10,974	30	Arkansas State University at	AR	8,
8	Coastal Carolina University	SC	10,530		Jonesboro		
9	James Madison University	VA	10,018	31	Midwestern State University	ΤX	8.
10	Radford University	VA	9,809	32	Texas A&M International University	ΤX	7,
11	Troy University	AL	9,646	33	Morehead State University	KY	7,
12	Western Kentucky University	KY	9, 4 82	34	University of Central Arkansas	AR	7,
13	Georgia College & State University	GA	9,170	35	Angelo State University	TX	7,
14	University of Tennessee—	TN	8,356	36	Austin Peay State University	TN	7,
	Chattanooga	-		37	Arkansas Tech University	AR	7
15	Tennessee Technological University	TN	8,353	38	Tarleton State University	TX	7,
16	University of Tennessee Martin	TN	8,326	39	Texas A&M University at Kingsville	TX LA	7
17	Arkansas State University	AR	8,050	40 41	University of Louisiana at Monroe Murray State University	KY	7
18	Morehead State University	KY AR	7,966	41	Delaware State University	DE	7
19	University of Central Arkansas	TN	7,889 7,801	42	West Texas A&M University	TX	7
20 21	Austin Peay State University Murray State University	KY	7,608	45	Texas A&M University at	TX	7
21	University of North Georgia	GA	7,178		Commerce		
22	Western Carolina University	NC	6,903	45	Valdosta State University	GA	7
23	Appalachian State University	NC	6,852	46	Kennesaw State University	GA	7
25	Marshall University	WV	6,814	47	Georgia Southern University	GA	7
26	University of North Carolina-	NC	6,690	48	University of Texas at Tyler	ΤX	7
	Wilmington			49	Southeastern Louisiana University	LA	7
27	University of North Florida	FL	6,394	50	Sul Ross State University	ΤX	7
28	University of South Florida-St.	FL	6,394	51	University of West Georgia	GA	7
	Petersburg			52	Westem Carolina University	NC	6
29	Mississippi University for Women	MS	5,781	53	Appalachian State University	NC	6
30	North Carolina Central University	NC	5,755	54	Marshall University	WV	6
				55	Southern University	LA	6
D !	HEPC Peer Institutions		in state	56	University of North Carolina at	NC	6
Rank	Institution		in-state tuition (\$)	57	Wilmington University of Houston-Clear Lake	TX	6
1	Oakland University	MI	11,513	58	University of West Florida	FL	6
2	Southern Illinois University at	IL	10,247	59	University of Texas of the Permian	TX	6
-	Edwardsville				Basin		
3	University of Missouri at Kansas	MO	9,559	60	University of North Florida	FL	6
	City			61	University of Central Oklahoma	OK	6
4	West Chester University of	PA	9,462	62	North Carolina A and T State	NC	5
_	Pennsylvania				University		
5	University of South Alabama	AL	8,790	63	Florida A&M University	FL	5
6	Wright State University	OH	8,730	64	North Carolina Central University	NC	5
7	University of Arkansas at Fayetteville	AR	8,522	65	Northeastern State University	OK	. 5
8	East Tennessee State University	TN	8.477			his Dec	C!!-
9	University of South Dakota	SD	8,457	Pu	blic Institutions from States w/Comp income(AL,AR,ID,KY,LA,MS,NM,SC)		
10	University of Arkansas at Little Rock	AR	8,108	Rank	Institution	.,	v) in-
11	Morehead State University	KY	7,966	T QUIN	instation.		tuitio
12	University of North Dakota	ND	7,965	1	Winthrop University	SC	14
13	Eastern Washington University	WA	7,866	2	College of Charleston	SC	11
14	University of Mississippi	MS	7,444	3	Coastal Carolina University	SC	10
15	University of Idaho	ID	7,020	4	Troy University	AL	9
16	Southeast Missouri State University	MO	6,990	5	University of North Alabama	AL	9
17	Western Carolina University	NC	5,903	6	Western Kentucky University	KY	Ş
18	Marshall University	WV	6,814	7	Auburn University at Montgomery	AL	2
19	University of North Carolina at	NC	6,733	8	Alabama A&M University	AL	6
~~	Greensboro East Carolina University	NC	6,550	9	Northern Kentucky University	KY	
20 21	East Carolina University	WY	4,891	10	Jacksonville State University	AL	
21	University of Wyoming	** 1	4,031	11 12	Alabama State University Eastern Kentucky University	AL KY	6
	SREB Four-Year-3 Instituti	ons		12	East Tennessee State University	TN	5
Rank	Institution		In-state	13	Middle Tennessee State University	TN	1
			luilion (\$)	15	University of Tennessee at	TN	1
1	Winthrop University	SC	14,456		Chattanooga		
2	The Citadel	SC	13,024	16	Tennessee Technological University	ŤN	8
3	Longwood University	VA	11,910	17	University of Tennessee at Martin	TN	Į
4	College of Charleston	SC	11,220	18	University of Arkansas at Little Rock	AR	(
5	University of Mary Washington	VA	10,974	19	Arkansas State University at	AR	ł
6	University of Texas Rio Grande Valley	ТΧ	10,938		Jonesboro	101	
7		VA	10,018	20	Morehead State University	KY A P	
'	some mensor enversity	•0	.0,010	21	University of Central Arkansas	AR	

22 Austin Peay State University ΤN 7,801 7,740 AR 23 Arkansas Tech University 7,658 24 University of Louisiana at Monroe LA 25 Murray State University KΥ 7,608 ΤN 26 27 Tennessee State University 7 4 1 7 7,378 Nicholls State University LÁ LA 7,280 28 Southeastern Louisiana University 29 Northwestern State University LA 7,006 Boise State University ID 30 6.876 WV 6,814 31 Marshall University 32 LA 6,766 Southern University 33 McNeese State University LA 6,658 34 Southern Utah University UT 5.300 UT 5.339 35 Weher State University NM 5,168 36 Eastern New Mexico University-Main Campus Public Institutions from Surrounding/Nearby States(KY,MD,OH,PA,VA,+IN,NC,TN,WV)* Rank Institution In-state tuition (\$) 12.526 11.910 Christopher Newport University Va VA 2 Longwood University 3 PA 10,918 Millersville University of Pennsylvania Clarion University of Pennsylvania 10.190 4 PA PA 10.052 5 Shippensburg University of Pennsylvania 10,018 James Madison University VA 6 PA 9,936 California University of 7 Pennsylvania PA 9,936 8 Indiana University of Pennsylvania-Main Campus 9.809 9 Radford University VA East Stroudsburg University of PA 9.684 10 Pennsylvania Slippery Rock University of PA 9.645 11 Pennsylvania 12 Edinboro University of Pennsylvania P۵ 9 506 13 Western Kentucky University KΥ 9.482 West Chester University of PA 9,462 14 Pennsylvania PA 9.326 15 Bloomsburg University of Pennsylvania 16 Towson University MD 9 182 17 Kutztown University of PA 9,145 Pennsylvania 18 Northern Kentucky University KΥ 9.120 19 Salisbury University MD 9.086 20 8,600 Eastern Kentucky University КY IN 8,580 21 Indiana State University 22 Frostburg State University MD 8 488 τN 8,477 23 East Tennessee State University τN 8 404 24 Middle Tennessee State University Norfolk State University 25 VA 8,366 26 The University of Tennessee ΤN 8,356 Chattanooga 27 Tennessee Technological University ΤN 8.353 28 Youngstown State University OH 8.327 University of Baltimore 29 MD 8.326 30 The University of Tennessee-Martin ΤN 8,326 31 Virginia State University VA 8,226 32 Indiana University-Purdue IN 8.080 University-Ft Wayne 33 Morehead State University KΥ 7,966 34 35 Austin Peay State University ΤN 7.801 MD Bowie State University 7.657 36 Murray State University KΥ 7,608 37 Morgan State University MD 7,508 38 39 Tennessee State University ΤN 7 4 1 7 University of Southern Indiana IN 7,397 40 Purdue University-Calumet Campus IN 7,360 41 University of Maryland-University MD 7,146 College 42 Indiana University-South Bend IN 6,986 43 Indiana University-Northwest iN 6.963 44 Indiana University-Southeast IN 6 949 45 Western Carolina University NC 6.903 46 Appalachian State University NC 6.852 47 Marshall University ww 6.814 48 University of North Carolina NC 6.690 Wilmington 49 East Carolina University NC 6 550 50 University of North Carolina at NC 6,531 Charlotte 51 North Carolina A & T State NC 5.972 University 52 North Carolina Central University NC 5.755 53 Winston-Salem State University NC 5.707 NC 54 University of North Carolina at 5.534 Pembroke 55 Favetteville State University NC 4.885

thocludes only institutions with Carnegie Classifications similar to Marshall: "Master's Colleges and Universities" (medium programs)" "Master's Colleges and Universities (larger programs)", and "Decloral/Pesearch Universities" Source "Annual Survey of College 2015" by the College Board, via the Chronical 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			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

9 944

9,809

9,745

9 646

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9,342

9,341

9 3 3 7

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7,188

6.903

6 852

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6.690

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6.569

6.458

6,394

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5 785

5.755

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tuition (\$)