

12-2-2003

SR-03-04-08 LA

Marshall University

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**LEGISLATIVE AFFAIRS COMMITTEE  
RECOMMENDATION**

**RETURNED TO COMMITTEE**

**SR-03-04-08 LA**

Recommends the West Virginia Legislature to amend State Codes §5-5-1 and §5-5-2 to include higher education faculty to receive the Annual Experience Increment (AEI) pay program provided for state employees.

**RATIONALE:**

All employees of the State of West Virginia, except faculty of state institutions of higher education, receive Annual Experience Increment (AEI) pay under the provisions of State Codes §5-5-1 and §5-5-2. Administrative employees of state institutions of higher education who also maintain faculty status receive AEI pay. It is obviously unfair that ALL FACULTY STATUS employees do not receive the AEI pay given they are state employees.

There are many issues related specifically to the impact of budget cuts affecting faculty of Marshall University that make the inclusion into the AEI pay program all the more important. Those other issues are as follows: a) no pay raise this past year due to budget cuts (and more cuts are proposed for the next fiscal year); b) the threats of furlough; and c) the real possibility of larger class sizes because of fewer course offerings. In addition, the salaries of faculty of Marshall University fall below those of peer institutions. Therefore, it is possible that inclusion of faculty of higher education institutions into the AEI program could be a tool to attract and retain qualified faculty in addition to the remediation of the historically inequitable treatment of faculty.

**FACULTY SENATE PRESIDENT:**

RETURNED  
TO COMMITTEE: Larry W. Stickle DATE: Dec. 2, 2003

**UNIVERSITY PRESIDENT:**

READ: Don Oyer DATE: Dec 3, 2003

**COMMENTS:** The Executive Committee proposes that this recommendation be forwarded to the Faculty Evaluation & Compensation Ad Hoc Committee for its possible inclusion with other salary issues they are discussing. Also, the topic is included in another recommendation (SR-03-04-12 LA) that is sponsored by your committee thus making this recommendation unnecessary.