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**FACULTY SENATE  
RECOMMENDATION**

**SR-03-04-13 FS**

Recommends endorsement of the amended attachment of the "Legislative Agenda of West Virginia Higher Education Faculty in 2004" prepared by the Advisory Council of Faculty (ACF).

**RATIONALE:**

There are some inaccuracies in the ACF version which require correction. Endorsement and support of the amended agenda will show solidarity among the colleges and universities regarding important issues related to budget, an equitable treatment of faculty, the role of Faculty Senates, the role of faculty in policy making, etc... all of which, if achieved, will not only improve faculty morale, but also give West Virginians the opportunity to assist the state-supported higher education system in achieving its missions for the citizens.

**FACULTY SENATE PRESIDENT:**

APPROVED

BY SENATE: Laura M. Sticklew DATE: 11/29/2003

DISAPPROVED

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

**UNIVERSITY PRESIDENT:**

APPROVED: [Signature] DATE: 12/1/03

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

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

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**RECOMMENDATION BY MARSHALL UNIVERSITY  
FACULTY SENATE FOR CHANGES TO  
THE ADVISORY COUNCIL OF FACULTY**

**Legislative Agenda of West Virginia Higher Education Faculty in 2004**

- **Restoration of Higher Education Budget**

**Rationale:** The proposed reallocations of state appropriations away from higher education will work to the detriment of the State and its citizens by undermining opportunities for economic recovery, limiting access to higher education, diminishing services to the State performed by the institutions of higher education, and denying future generations of West Virginians a fair opportunity for obtaining a state-supported higher education at a reasonable cost.

**Action:** Pass legislation to prohibit further cuts to the Higher Education budget and to restore funding to FY 2003 levels.

- **Annual Experience Incremental Pay for Faculty, WV Code §5-5-1**

**Rationale:** Faculty are the only higher education employees, and the only state employees, who do not receive the Annual Experience Incremental (AEI) pay increase each year--i.e. \$50 times the employees' years of service. Even in these hard fiscal times, administrators and staff will continue to receive the incremental salary raise, while faculty will receive nothing.

**Action:** Pass legislation to amend WV Code §5-5-1 to include faculty in AEI pay increase as specified in Code §5-5-2.

- **Minimum 10% Salary Increase upon Faculty Promotion**

**Rationale:** Any deviation from the standard 10% increment will ultimately lead to salary compression and even inversion. Further, this award for promotion (earned by faculty moving to "assistant," "associate," and full "professor" ranks) serves to encourage the continued pursuit of excellence among WV higher education faculty and to keep morale high. Such a salary increase, based upon rigorous standards and a defined application process, is ultimately the best indicator of "merit" that higher education faculty can achieve. While some institutions have committed, as a matter of principle, to continuing the 10% promotion salary increase, others have not.

**Action:** Pass amendment legislation in §18B-8-3, Item (c) to re-instate a minimum 10% salary increase upon promotion.

- **Contribution Rates for TIAA-CREF**

**Rationale:** While the State of West Virginia's TIAA-CREF contribution is on average 6%, the average state contribution for Peer Institutions is 9.7%. The discrepancy impacts hiring of new faculty and retention of quality higher education faculty in WV.

**Action:** Pass legislation to fund raising the State TIAA-CREF contribution to 9%, while maintaining the employee's contribution at 6% (15% total).

- **Legislative Enactment of the Role and Function of Faculty Senate**

**Rationale:** While HB2224 updated WV Code §18B-6-4b to clarify the role and function for institutional classified employee councils, higher education faculty senates do not enjoy similar clarification; indeed a previous update of §18B-6-2a deleted much of the role and function of such a faculty advisory group as detailed in §18B-6-2. Such legislation is important in recognizing the voice and contribution of WV higher education faculty, the "engine that drives the machine" of WV higher education.

**Action:** Pass amendment to WV Code §18B-6-2, which will acknowledge the existence of higher education faculty senates (or similarly constituted bodies operating under a different name) and their relationship to institutions of higher learning through out the State.

- **Representation of Faculty Point of View in Higher Education Policy-Making Process on the HEPC**

**Rationale:** Faculty expertise, insight, and understanding of higher education issues serve as a valuable resource to the State. At present, higher education faculty in West Virginia have no advocate nor any voting representation at the HEPC level, and when we do speak, our voice or point of view is seldom heard.

**Action:** Pass enhancement legislation to SB653 to reinstate voting memberships on the WV Higher Education Policy Commission for faculty, classified staff employees, and students--and that the faculty representative be the chair of the Advisory Council of Faculty (ACF) or the chair of the Faculty Senate Presidents, an organization which has established a broad-based constituency across WV higher education.

- **Adjunct Staffing Issue**

**Rationale:** The Modern Language Association Newsletter notes that in the field of language arts, "fewer than two percent of faculty appointments in 1969 were off the tenure track; today that figure is over fifty percent" (Summer 2003:6). WV higher education faculty have a two-fold concern that this extraordinary increase in use of adjunct staff will 1) compromise the quality of education, particularly General Studies education and 2) lead to abuse of those higher education faculty unable to secure tenure track positions and forced to accept long-term adjunct status.

**Action:** Legislative action to increase funding for benefits and compensation of adjunct staff already employed by institutions and for additional faculty lines to curb the hiring of adjunct teaching staff in favor of full-time teaching positions.