

9-25-1998

SR-97-98-48 (FPC)

Marshall University

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**FACULTY PERSONNEL COMMITTEE  
RECOMMENDATION**


**SR-97-98-48 (FPC)**

Recommends exemption of COEHS from SR-97-98-4, Independent Study Credit.

**RATIONALE:** The College of Education and Human Services has unique requirements for faculty load designation that would not be well served by the existing policy. The proposed waivers to this policy are listed below.

1. University supervisors of art and music teachers be designated as the instructor of record for their respective groups of student teachers.
2. Communication Disorders teaching courses should remain as they are currently.
3. Athletic Training students completing student teaching at a public school register for a specific section of PE 490. One person should be listed as instructor of record for this section.
4. Otherwise, the Director of Clinical Experiences should be instructor of record for all curriculum and instruction student teaching courses.

**FACULTY SENATE PRESIDENT:**

APPROVED  
BY SENATE:  DATE: 9-25-98

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

**UNIVERSITY PRESIDENT**

APPROVED:  DATE: 10.1.98

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

**COMMENTS:**

Recommendation was considered 9/24/98 under Agenda item #4 (Unfinished business, etc).

Recommendation passed.




OFFICE OF THE PRESIDENT  
400 Hal Greer Boulevard  
Huntington, West Virginia 25755-1000  
304-696-2300

March 30, 1998

MEMORANDUM

To: Dr. Joseph Abramson, chair, Faculty Personnel Committee

From: J. Wade Gilley 

Re: Response to memos of March 9 and 12, 1998

After reviewing the Personnel Committee's proposal regarding the allocation of funds for faculty salary increases, particularly the modified longevity proposal, we have come to the following conclusions:

- The modified approach to longevity appears positive in regard to the concerns about the effect of longevity on gender equity; thus, we can use it this year in the allocation of the faculty salary increase pool to colleges and schools after promotion and merit costs are provided.
- The amount allocated to merit awards shall be capped at 1% of the faculty salary base for the university with minimum awards of \$1,000. Colleges, schools and departments will be encouraged to give merit awards larger than \$1,000 when and where appropriate.
- This year's faculty salary increase pool will be 4% of the current average, plus additional funds secured via turnovers. (Thus, average increases for returning faculty will exceed the 4% level.)
- Colleges, schools and departments will use up to one half of their allocations to address equity questions raised by the utilization of longevity before other means of distribution of salary increase funds are utilized.
- Consistent with the university's commitment to gender equity, this plan will be reviewed by an external consultant before the 1999 allocation of faculty salary increase funds.

Should the committee have additional thoughts, please let me know.

cc: Sarah N. Denman  
Betty L. Kyger  
Corley F. Dennison, III  
Dennis P. Prisk  
Herbert J. Karlet