

4-25-1997

SR-96-97-(72) 138 (EC)

Marshall University

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EXECUTIVE COMMITTEE
RECOMMENDATION

SR-96-97-(72) 138 (EC)

Recommends that no additional funds be put into the continuing merit pool of money until all merit policies have been reviewed. The amount of money available for merit awards will therefore remain at the 1996-97 level. This policy will cover those academic units which fall under the university salary policy (Executive Policy Bulletin #5).

RATIONALE: 1) Dissatisfaction with the current merit policy, and 2) the need to bring faculty to 95% of market without merit.

FACULTY SENATE PRESIDENT:

APPROVED BY SENATE: Elaine Baker DATE: 4-25-97

DISAPPROVED BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: _____ DATE: _____

DISAPPROVED: [Signature] DATE: 5-1-97

COMMENTS:

Council advises that since the faculty salary guidelines were required to be submitted and approved by the Board of Trustees, it will not be possible to modify them without prior board approval.

Marshall University
Faculty Senate
400 Hal Greer Boulevard
Huntington, WV 25755

President: Elaine Baker - 4368
Secretary: Lisa Moten - 4376

EXEC AFFAIRS/
GENERAL COUNSEL

APR 23 1997

MEMORANDUM

TO: Dr. Gilley
FROM: Dr. E. Baker, Faculty Senate *E Baker*
DATE: April 25, 1997
RE: Salary procedure for 1997-98 Salaries

Yesterday the Faculty Senate adopted the attached recommendation which would keep the amount of money used for faculty merit awards at the same level as last year. The discussion was quite lively, and the vote, while not unanimous, was heavily in favor of the recommendation.

As you saw in our survey, there is much dissatisfaction with our merit policy, and continuing to increase the amount of money distributed in a way that the faculty do not like and which does not increase the base salary, seems counterproductive. Therefore, we urge you to agree to temporarily cap the amount of merit money until we can rework the system. The merger with WVGC opens the opportunity to rewrite all salary policies.

Mike McGuffey is aware of the Senate's actions, but he needs to know what your decision will be on this issue. Therefore, we are asking that you consider this recommendation expeditiously.

Cc: Layton Cottrill