

# Marshall University Board of Governors

Minutes of September 28, 2005

2:00 p.m.

Memorial Student Center & Conference Call

Members Participating: Chairman Menis Ketchum, Mrs. Verna Gibson, Mr. Robert Shell Jr., A. Michael Perry, Mr. John Hess, Mr. Mike Farrell, Ms. Sherri Noble, Dr. James Sottile, Mr. Michael Misiti, (all in person), Mrs. Virginia King, General Harley Mooney, Mr. William Smith, Mr. Gary Adkins, Mr. Gary White (all telephonically)

Members Absent: Tish Chafin, Brent Marsteller,

Staff: Dr. Stephen Kopp, Dr. Sarah Denman, Mr. Layton Cottrill, Mr. Herb Karlet, Dr. Vicki Riley, Mr. Mike Dunn, Mr. Dave Wellman, Mr. Bill Bissett, Mr. Jim Schneider, Dr. Charles McKown, Mr. Michael McGuffey

## Emergency Meeting

### AGENDA

#### **I. Call to Order**

The Meeting was called to order by Chairman Ketchum.

#### **II. Committee of the Whole**

##### **Potential Salary Increase Proposals**

- a) Marshall University – Graduate/Undergraduate/Auxillary

Mr. Perry moved that the Board approve the plan for salary increases, per the attached agenda item. Second by Mr. Shell. Motion carried.

- b) Marshall Community & Technical College

Mr. Perry moved that the Board approve the plan for salary increases, per the attached agenda item. Second by Ms. Gibson. Motion carried.

c) MU School of Medicine

Mr. Perry moved that the Board approve the plan for salary increases, per the attached agenda item. Second by Ms. Gibson. Motion carried.

**III. Possible Executive Session under the authority of WV Code § 6-9 A-4**

Mr. Farrell moved that the Board enter into executive session for the purpose of discussing potential real estate purchase. Second by Ms. King. Motion carried.

At the conclusion of executive session, the Board resumed full and open session.

Mr. Farrell moved that the Board ratify the real estate purchase agreement executed by Dr. Stephen J. Kopp on September 22, 2005, for closing on November 22, 2005, of the Weiler Steel property, subject to seller satisfying all conditions precedent. Second by Ms. King. Motion carried.

**IV. Adjournment**

With no further business, the meeting was adjourned.

Respectfully submitted,

Verna K. Gibson, Secretary

**MARSHALL UNIVERSITY BOARD OF GOVERNORS**  
**MEETING OF SEPTEMBER 28, 2005**

ITEM: Salary Proposal – Marshall University  
Graduate/Undergraduate/Auxiliary

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: *Resolved*, that the Board of Governors approves  
the proposed plan for salary increases for  
Fiscal Year 2005-2006 for the  
Graduate/Undergraduate/Auxiliary component  
employees.

STAFF MEMBERS: Dr. Stephen J. Kopp  
Dr. Sarah N. Denman

**BACKGROUND:**

The administration proposes increasing base annual salaries for Marshall University employees by the following:

**Faculty**

Average \$3,500 salary increase for Fiscal Year 2005-2006  
Estimated \$900, effective 11/01/05  
Estimated \$2,600, effective 01/01/06

**Classified Staff**

Average \$1,400 salary increase for Fiscal Year 2005-2006  
Estimated \$500, effective 07/01/05, funding of zero-step on Classified Staff salary  
schedule  
Estimated \$900, effective 11/01/05

**Non-Classified Staff**

Average \$2,400 salary increase for Fiscal Year 2005-2006  
Estimated \$900, effective 11/01/05  
Estimated \$1,500, effective 01/01/06

The increases will be distributed following the approved polices and using the dates established in the University's increase plan.

***Source of Funds - FY 2005-06:***

Student fee increase FY 05-06	\$ 1,300,000
Auxiliary/Other Revenue	272,000
Increase in State Allocations	391,000
Budget Reallocation	200,000
Total <b>Source</b> of Funds	<u>\$ 2,163,000</u>

***Use of Funds - FY 2005-06:***

Cost of July 1, 2005 Salary Increase - Zero Step	\$ 409,000
Cost of November 1, 2005 Salary Increase	874,000
Cost of January 1, 2006 Salary Increase	880,000
Total <b>Use</b> of Funds	<u>\$ 2,163,000</u>
Net	<u>\$ -</u>

REVISID 11/30/05  
**MARSHALL UNIVERSITY BOARD OF GOVERNORS**  
**MEETING OF SEPTEMBER 28, 2005**

ITEM: Salary Proposal -  
 Marshall Community & Technical College

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: *Resolved*, that the Board of Governors approves  
 the proposed plan for salary increases for  
 Fiscal Year  
 & 2005-2006 for employees of Marshall Community  
 Technical College.

STAFF MEMBERS: Dr. Vicki L. Riley

**BACKGROUND:**

The administration proposes increasing base annual salaries for Marshall Community & Technical College employees by the following:

**Faculty**

Average \$2,100 salary increase for Fiscal Year 2005-2006  
 Estimated \$900, effective 11/01/05  
 Estimated \$1,200, effective 01/01/06

**Classified Staff**

Average \$1,700 salary increase for Fiscal Year 2005-2006  
 Estimated \$700, effective 07/01/05, funding of zero-step on Classified Staff salary  
 schedule  
 Estimated \$1,000, effective 11/01/05

**Non-Classified Staff**

Average \$2,100 salary increase for Fiscal Year 2005-2006  
 Estimated \$900, effective 11/01/05  
 Estimated \$1,300, effective 01/01/06

The increases will be distributed following the approved polices and using the dates indicated in the increase plan outlined above.

***Source of Funds - FY 2005-06:***

Budget Allocation	\$ 56,000
Increase in State Allocations	26,000
Total <b>Source</b> of Funds	<u><u>\$ 82,000</u></u>

***Use of Funds - FY 2005-06:***

Cost of July 1, 2005 Salary Increase - Zero Step	\$ 7,000
Cost of November 1, 2005 Salary Increase	40,000
Cost of January 1, 2006 Salary Increase	35,000
Total <b>Use</b> of Funds	<u><u>\$ 82,000</u></u>
Net	<u><u>\$ -</u></u>

REVISOR P11806  
**MARSHALL UNIVERSITY BOARD OF GOVERNORS  
MEETING OF SEPTEMBER 28, 2005**

ITEM: FY 2006 Salary Proposal – Marshall University  
Joan C. Edwards School of Medicine

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: *Resolved*, that the Board of Governors approves the proposed plan for distribution of salary increases for FY 2006 for the Joan C. Edwards School of Medicine employees.

STAFF MEMBERS: Charles H. McKown, Jr., M.D.  
James J. Schneider

**BACKGROUND:**

The School of Medicine anticipates receiving \$106,410 in additional State funding for faculty and staff salary increases from the recently completed special session of the legislature. This represents approximately 1% of the School's state-funded salary budget and will accommodate an increase of \$600 per state-funded position effective November 1, 2006 (\$900 annualized). As part of its plan to increase medical student enrollment over the next four years, and particularly non-resident enrollment, the School of Medicine has earmarked a portion of its projected increase in student fee revenue to address faculty and staff salary needs, in particular for Ph.D. faculty in the basic science disciplines which on average are substantially below peer comparisons. The School proposes the following for the current fiscal year (2006):

**Faculty In Basic Science Departments (Ph. D.)**

Approx. 6.5% average salary increase (\$5,350)

Average \$900, effective 11/01/05 – 50% Across-the-Board, 50% Merit

Average \$4,450 effective 01/01/06 – Market-Based & Experience Adjusted

**Faculty In Clinical Science Departments (M.D./D.O. & Ph. D.)**

Approx. 1% average salary increase (\$900)

Average \$900 effective 11/01/05 - 50% Across-the-Board, 50% Merit

Additional Salary Increases May Be Available From Clinical Resources

**Classified Staff**

Average \$1,400 salary increase for Fiscal Year 2005-2006

Estimated \$500, effective 07/01/05, funding of zero-step on Classified Staff salary schedule

Estimated \$900, effective 11/01/05

**Non-Classified Staff**

Average 3% salary increase for Fiscal Year 2005-2006

Average 1% (\$900) effective 11/01/05 - 100% Merit, Market & Equity

Average 2% (\$1,800), effective 01/01/06 - 100% Merit, Market & Equity

The increases will be distributed following the approved polices and using the dates established in the University's increase plan.

REVISED 11/8/05	State Allocation	\$ 106,410
	Student Fee Increase/Increased Enrollment	212,520
	<b>Total</b>	<u>\$ 318,930</u>

Uses Of Funds – FY 2005-06:

July 1, 2005 Promotions & Zero-Step Increase	\$ 35,560
November 1, 2005 \$900 State Salary Increase	122,370
January 1, 2006 Salary Increase	161,000
<b>Total</b>	<u>\$318,930</u>