Marshall University Classified Staff Council Minutes

May 19th, 2016, John Spotts Room MSC 2E37

Members Present: Chris Atkins, Jason Baldwin, Nina Barrett, Amber Bentley, Missy Browning, Patty Carman, Joe Chambers, Stacy Good, Jennifer Jimison, Becky Lusher, Lisa Maynard, Tim Melvin, Larry Morris, Marcos Serrat, Nancy Tresch-Reneau, Tony Waugh, Lisa Williamson, Joe Wortham, Miriah Young

Members Absent: Toni Ferguson, Shay McComas, Donna Megquier, Rachel Williamson,

Members Absent (Excused): Tootie Carter, Carol Hurula, Leonard Lovely,

Guests: Dr. Jerry Gilbert, Bruce Felder

The meeting was called to order by Chair Nina L. Barrett. Parliamentarian Joe Wortham confirmed we had a quorum.

<u>Dr. Gilbert – University President</u>

- Dr. Gilbert stated they have heard that the Legislature isn't inclined to cut Higher Ed any further. They're trying to avoid cutting by increasing tobacco taxes by \$0.45.
- Dr. Gilbert announced that they are reviewing the practices and procedures on sexual assault and misconduct following an incident on campus. They would like for the campus community to better know how to report and handle incidents.
- A new VP of Student Affairs was hired this week from Mississippi State.
- Dr. Gilbert said they are working on ways to unify the campus and promote that the community is a family.
 - He also spoke with the Huntington Mayor on more ways for Marshall to get involved with the surrounding community.
 - Dr. Gilbert attended a women's event in town and received the suggestion to do classes for the elderly, such as self-help and personal interest classes.
 - A Marshall math class approached HPD about new patrol routes based on math equations incorporating where calls are made from, along with other contributing factors.
 - The University would also like to find ways to help combat the drug and prostitution problem in Huntington. Dr. Gilbert said that what is Huntington's problem is Marshall's problem and vice versa.
- Dr. Gilbert said they plan to release a Request for Development at the end of June in which they are looking to move most of Pharmacy to Hal Greer while still maintaining some presence at the VA. Any construction that takes place will be a private/public partnership.
- Dr. Gilbert announced that he will be teaching a Uni class this fall.
- The day before, Mary Ellen and Bill Burdette presented to House Finance on what additional cuts to Marshall's budget would do. We're looking at least at the 4% that was cut mid-year fiscal year 2016 to anything more. Mary Ellen and Bill gave a spectrum of

- worst-case scenario (layoffs, project cuts, etc) to best case scenario (just increasing tuition).
- There is a possibility that the State may be looking at making Promise Scholarships more need-based.
- Marshall may tap into its reserves for to invest in things like recruitment and retention, which will ultimately be an investment.
- After seeing some numbers come out (p. 5-6) Marshall is 4th in tuition cost in the State; not 2nd as we would have assumed. Where are our enrollment numbers currently? Currently it looks to be the same as last year, if not slightly above.
- A South Charleston undergraduate program has been added. The need arose after the WVU Tech campus in Montgomery was moved to Beckley. They will probably have about 40 students to start with, largely from engineering.
- Update on Salary Raises progress: Dr. Gilbert wants to shoot over the median and then find out the dollar amount for how much we will need each year to reach that.

Bruce Felder – Human Resources

- Bruce said he had sent a reminder about the PEIA requirement this year to all staff, and PEIA extended the deadline to June 1st.
- April 15th was the first paycheck for staff to be paid based upon their number of hours worked rather than a consistent 81.25 hours. Bruce added that if this causes any hardships for employees they can apply for a loan in Human Resources that will help offset the changes and be taken out of several following paychecks to pay back.
- The first bi-weekly paycheck will be in September.
- Bruce asked that any suggestions for training, or for changes to the bi-weekly pay training be brought to his attention.
- The Overtime Exempt Rule was signed and goes into effect on December 1st.
 - \$47,476 is the floor, meaning anyone paid under that is eligible for overtime.
 Options for those affected are:
 - Raise salary above the threshold.
 - Shift work around to other employees to even the load.
 - Create new jobs.
- Shared Services
 - The newsletter that was sent out approximately 3 weeks ago gives an outline of what is going on with shared services.
 - o Currently they're doing a multifunctional evaluation including retirees.
 - Travel office has been put together.
 - o There will be a Business Unit
 - Currently there are 3 Business Managers
 - They have to make sure all of their other duties are reassigned before fully being under the business unit umbrella.
- Web time entry will start in phases over the summer with the med school, physical plant, and housing going last.

Approval of Minutes

March 17th, 2016 Minutes approved without changes.

Miriah Young – BOG

- Miriah reported that they sat through several program reviews and only the MS in Athletic Training is being phased out in 2020 because they can no longer practice under just a Bachelors, so it is being transitioned to a 3+2 program.
- Intent to plan was approved for the Bachelors and Masters of Science in Electrical and Computer Engineering.
- The undergraduate classes at South Charleston were approved.
- Approval of changes to the policy GA-1 which is Discrimination, Harassment, Sexual Harassment, Sexual and Domestic Misconduct, Stalking and Retaliation. This has also been sent out for 30 day comment.
- Three programs were deleted at the request of the programs. They were replaced by a MA in Education with three different focuses. Those degrees are as follows:
 - MA in Early Childhood Education
 - o MA in Elementary Education
 - MA in Secondary Education
- The draft operating budget was presented but will probably change once the State finalizes their budget.
 - They approved three models for tentative tuition and fees.
- Made changes to the Travel Policy to remove the procedures from the policy itself.

Committee Reports

Election Committee - Becky Lusher - No Report

Legislative Committee – Chris Atkins – Chris said he had spoken to Doug Reynolds who said the Promise Scholarship wasn't actually in any danger of being cancelled, and that they would, somehow, fund PEIA as well.

The Legislature is currently in Special Session. Some points from the session:

- Senate Finance is moving along, Chaired by Mike Hall, to try and come up with a budget.
- The Tobacco Tax was voted up, 17 to 16, which now goes to the House.
- No other new revenue generating tax looks to be passed.

Personnel/Finance Committee – Lisa Williamson – Physical Environment Committee – Nancy Tresch-Reneau –

Personnel and Physical Environment have still been working together on a recommendation regarding some safety issues on campus such as a buzzer/controlled entry and bulletproof

Staff Council Minutes May 19th, 2016 Page | **4**

glass in the Safety building. They plan to bring a recommendation to Council during the June meeting.

Staff Development Committee – Miriah Young – Summer tuition benefits have been awarded. There was \$886 donated to the Flower Fund at the employee luncheon.

Anno	uncem	ents

Minutes taken and prepared by:	
, , ,	Katie M. Counts, Program Assistant, Staff Council
Minutes approved by:	
,	Nina L. Barrett, Chair, Staff Council
Minutes read by:	
•	Dr. Jerry Gilbert, University President



Tuition Comparison 2015-16

\$15,000			45.			· .
\$14,000						
\$13,000						
\$12,000						
\$11,000						
\$10,000			_			=
\$9,000			_			
\$8,000			=======================================			
\$7,000						=
\$6,000	=	<u> </u>			· 	
\$5,000		-	_		Ξ	
\$4,000	West Virginia 4-year	Surrounding/nearby states	HEPC Peers	SREB Four-Year-3	States w/comparable per capita income	Top 30 US News Southern Masters

In-State Tuition

				8	Texas State University at San	TX	9,944		Austin Peay State University	TN	7,801
	West Virginia 4-year Institutions (public)			Marcos	1/5	0.000		Arkansas Tech University	AR	7,740
Rank	Institution		In-state	9	Radford University	VA	9,809		University of Louisiana at Monroe	LA	7,658
		14/11/	tuition (\$)	10	Prairie View A&M University	TX	9,745		Murray State University	KY TN	7,608 7,417
1	West Virginia University	WV	7,632	11 12	Troy University	AL KY	9,646 9,482		Tennessee State University Nicholls State University	LÁ	7,378
	Glenville State Coilege Shepherd University	WV WV	7,032 6.830	13	Western Kentucky University Stephen F. Austin State University	TX	9,342		Southeastern Louisiana University	LA	7,280
	Marshall University	₩V	5,814	14	Lamar University	TX	9,341		Northwestern State University	LA	7,006
	Concord University (W.Va.)	WV	6,744	15	Sam Houston State University	TX	9,337		Boise State University	ID	6,876
6	West Liberty University	WV	6,702	16	Alabama A&M University	AL	9,214		Marshall University	W۷	6,814
7	West Virginia State University	WV	6,662	17	Towson University	MD	9,182		Southern University	LA	6,766
8	Fairmont State University	WV	6,620	18	Jacksonville State University	AL	9,000		McNeese State University	LA	6,658
9	West Virginia University Institute of	WV	6,336	19	University of South Alabama	ΑĹ	8,790		Southern Utah University	UT	5,300
	Technology			20	Texas Southern University	TX	8,726		Weber State University	UT	5,339
10	Bluefield State College	WV	6.120	21	Texas A&M University at Corpus	ΤX	8,620		Eastern New Mexico University-	NM	5,168
_				00	Christi	101	8,600		Main Campus		
	30 US News-Southern Masters (publ	ic) institu		22 23	Eastern Kentucky University East Tennessee State University	KY TN	8,477		Public institutions from Surroundi	na/Noarh	,
Rank	Institution		In-state tuition (\$)	23	Middle Tennessee State University	TN	8.404		States(KY,MD,OH,PA,VA,+IN,NC,		
1	Winthrop University	SC	14,456	25	Norfolk State University	VA	8,366	Rank	Institution	,,	In-state
2	The Citadel	SC	13,024	26	University of Tennessee at	TN	8,356				tuition (\$)
3	Christopher Newport University	VA	12 526		Chattanooga			1	Christopher Newport University	VA	12.526
4	Longwood University	VA	11,910	27	Tennessee Technological University	TN	8,353		Longwood University	VA	11,910
5	University of Montevallo	AL	11,410	28	Virginia State University	VA	8,226	3	Millersville University of	PA	10,918
6	College of Charleston	SC	11,220	29	University of Arkansas at Little Rock	AR	8,108	4	Pennsylvania	PA	10,190
7	University of Mary Washington	VA	10,974	30	Arkansas State University at	AR	8,050	4 5	Clarion University of Pennsylvania Shippensburg University of	PA	10,052
8	Coastal Carolina University	SC	10,530	31	Jonesboro Midwestern State University	TX	8,005	3	Pennsylvania	17	10,002
9	James Madison University	VA VA	10,018 9,809	32	Texas A&M International University	TX	7,990	6	James Madison University	VA	10,018
10 11	Radford University Troy University	AL	9,646	33	Morehead State University	ΚY	7,966	7	California University of	PA	9,936
12	Western Kentucky University	ΚΥ	9.482	34	University of Central Arkansas	AR	7,889		Pennsylvania		
13	Georgia College & State University	GA	9.170	35	Angelo State University	TX	7,864	8	Indiana University of Pennsylvania-	PA	9,936
14	University of Tennessee—	TN	8,356	36	Austin Peay State University	TN	7,801		Main Campus	1/4	0.000
.,	Chattanooga			37	Arkansas Tech University	AR	7,740	9	Radford University	VA PA	9,809 9,684
15	Tennessee Technological University	TN	8,353	38	Tarleton State University	TX	7,705	10	East Stroudsburg University of Pennsylvania	PA	9,004
16	University of Tennessee—Martin	TN	8,326	39	Texas A&M University at Kingsville	TX	7,700	11	Slippery Rock University of	PA	9,645
17	Arkansas State University	AR	8,050	40	University of Louisiana at Monroe	LA	7,658	.,	Pennsylvania		0,0
18	Morehead State University	KY	7,966	41	Murray State University	KY	7,608 7.532	12	Edinboro University of Pennsylvania	PA	9,506
19	University of Central Arkansas	AR	7,889	42 43	Delaware State University	DE TX	7,532 7,515	13	Western Kentucky University	KY	9,482
20	Austin Peay State University	TN KY	7,801 7,608	43 44	West Texas A&M University Texas A&M University at	TX	7,432	14	West Chester University of	PA	9,462
21	Murray State University	GA	7,178	44	Commerce	1/	1,452		Pennsylvania		
22 23	University of North Georgia Western Carolina University	NC	6,903	45	Valdosta State University	GA	7,342	15	Bloomsburg University of	PA	9,326
24	Appalachian State University	NC	6,852	46	Kennesaw State University	GA	7,326	16	Pennsylvania Towson University	MD	9.182
25	Marshall University	wv	6.814	47	Georgia Southern University	GA	7,318	17	Kutztown University of	PA	9,145
26	University of North Carolina—	NC	6,690	48	University of Texas at Tyler	TX	7,312	"	Pennsylvania	1.4	3,140
	Wilmington			49	Southeastern Louisiana University	LA	7,280	18	Northern Kentucky University	KY	9,120
27	University of North Florida	FL	6,394	50	Sul Ross State University	TX	7,211	19	Salisbury University	MD	9,086
28	University of South Florida—St.	FL	6,394	51	University of West Georgia	GA	7,188	20	Eastern Kentucky University	KY	8,600
	Petersburg		F 704	52	Western Carolina University	NC	6,903	21	Indiana State University	IN	8,580
29	Mississippi University for Women	MS NC	5,781 5.755	53 54	Appalachian State University	NC WV	6,852 6.814	22	Frostburg State University	MD	8,488
30	North Carolina Central University	NC	5,755	55	Marshall University Southern University	LA	6,766	23	East Tennessee State University	TN	8,477
	HEPC Peer Institutions			56	University of North Carolina at	NC NC	6,690	24	Middle Tennessee State University	TN	8,404
Rank	Institution		in-state	30	Wilmington	110	0,000	25	Norfolk State University	VA	8,366
TONK	nistration.		tuition (\$)	57	University of Houston-Clear Lake	TX	6,639	26	The University of Tennessee- Chattanooga	TN	8,356
1	Oakland University	MI	11,513	58	University of West Florida	FL	6,569	27	Tennessee Technological University	TN	8,353
2	Southern Illinois University at	IL	10,247	59	University of Texas of the Permian	TX	6,458	28	Youngstown State University	OH	8,327
	Edwardsville				Basin			29	University of Baltimore	MD	8,326
3	University of Missouri at Kansas	MO	9,559	60	University of North Florida	FL	6,394	30	The University of Tennessee-Martin	TN	8,326
4	City	DΛ	0.462	61	University of Central Oklahoma	OK	6,096	31	Virginia State University	VA	8,226
4	West Chester University of Pennsylvania	PA	9,462	62	North Carolina A and T State	NC	5,972	32	Indiana University-Purdue	!N	8,080
5	University of South Alabama	AL	8,790	63	University Florida A&M University	FiL	5,785		University-Ft Wayne		
6	Wright State University	OH	8.730	64	North Carolina Central University	NC	5,755	33	Morehead State University	KY	7,966
7	University of Arkansas at	AR	8,522	65	Northeastern State University	OK	5,547	34	Austin Peay State University	TN MD	7,801 7,657
	Fayetteville				,			35 36	Bowie State University	KY	7,608
8	East Tennessee State University	TN	8,477	Pt	iblic Institutions from States w/Comp			36 37	Murray State University Morgan State University	MD	7,508
9	University of South Dakota	SD	8,457		Income(AL,AR,ID,KY,LA,MS,NM,SC	;,TN,UT,WV)		38	Tennessee State University	TN	7,417
10	University of Arkansas at Little Rock	AR	8,108	Rank	Institution		in-state	39	University of Southern Indiana	IN	7,397
11	Morehead State University	KY ND	7,966 7,965		Winthrop University	SC	tuition (\$) 14,456	40	Purdue University-Calumet Campus	IN	7,360
12 13	University of North Dakota Eastern Washington University	WA	7,866	1 2	College of Charleston	SC	11,220	41	University of Maryland-University	MD	7.146
14	University of Mississippi	MS	7,444	3	Coastal Carolina University	SC	10,530		College		
15	University of Idaho	ID.	7.020	4	Troy University	AL	9.646	42	Indiana University-South Bend	!N	6,986
16	Southeast Missouri State University	MO	6,990	5	University of North Alabama	AL	9,508	43	Indiana University-Northwest	iN	6,963
17	Western Carolina University	NC	5,903	6	Western Kentucky University	KY	9,482	44	Indiana University-Southeast	IN	6,949
18	Marshall University	WY	6,814	7	Aubum University at Montgomery	AL	9,350	45	Western Carolina University	NC	6.903
19	University of North Carolina at	NC	6,733	8	Alabama A&M University	AL	9,214	46 47	Appalachian State University Marshall University	NC ₩V	6,852 6,814
	Greensboro			9	Northern Kentucky University	KY	9,120	48	University of North Carolina	NC	6,690
20	East Carolina University	NC	6,550	10	Jacksonville State University	AL	9,000	**0	Wilmington	140	0,050
21	University of Wyoming	WY	4,891	11	Alabama State University	AL	8,720	49	East Carolina University	NC	6,550
	SREB Four-Year-3 Instituti	ons		12	Eastern Kentucky University	KY	8,600	50	University of North Carolina at	NC	6,531
Rank	Institution	Oils	In-state	13	East Tennessee State University	TN	8,477		Charlotte		
Nank	mandulon		luition (\$)	14 15	Middle Tennessee State University University of Tennessee at	TN TN	8,404 8,356	51	North Carolina A & T State	NC	5,972
1	Winthrop University	SC	14,456	13	Chattanooga	114	0,000		University		F 765
2	The Citadel	SC	13,024	16	Tennessee Technological University	TN	8,353	52 53	North Carolina Central University	NC	5,755 5,707
3	Longwood University	VA	11,910	17	University of Tennessee at Martin	TM	8,326	53 54	Winston-Salem State University University of North Carolina at	NC NC	5,707 5,534
4	College of Charleston	SC	11,220	18	University of Arkansas at Little Rock	AR	8,108	54	Pembroke	NO	3,334
5	University of Mary Washington	VA	10,974	19	Arkansas State University at	AR	8,050	55	Fayetteville State University	NC	4,885
6	University of Texas Rio Grande	TX	10,938		Jonesboro	101	7.000				,
7	Valley James Madison University	VA	10,018	20	Morehead State University	KY AB	7,966 7,889				
	·		,	21	University of Central Arkansas	AR	7,009				
					ad Universities (medium programs) "Ms		4.11		NA THE A LIE TO THE STATE OF TH		

*Includes only institutions with Carnegie Classifications similar to Marshall: "Master's Colleges and Universities (medium programs)" "Master's Colleges and Universities (larger programs)", and "Doctoral/Research Universities" Source "Annual Survey of College 2015" by the College Board, via the Chronical of Higher Education

Group	Median in state tuition	Marshall Percent	Marshall Rank	Number in Group
WV	6,723	101%	4	10
Top 30 US News-Southern Masters (public) institutions	8,340	82%	25	30
HEPC Peer Institutions		86%	18	21.
SREB Four-Year-3 Institutions	7,966	86%	54	65
Public Institutions from States w/Comparable Per-Capita Income	8,079	84%	31	36
Public Institutions from Surrounding/Nearby States	8,327	82%	47	55