

May 16, 2008

Dr. Hazo Carter, Jr.
President of West Virginia State University
President's Office, Ferrell Hall
West Virginia State University

Dear Dr. Carter,

As chair of the Faculty Senate, it is my duty to inform you about a resolution that was an endorsement of a new "Merit Pay" plan that was approved with unanimous support by the faculty at their general faculty meeting on May 8th, 2008. I have given you a copy of the approved plan and you can direct individuals in your administration to receive a copy at our senate web page supported on the university's website.

On page 3 of this plan is the copy of the resolution that was endorsed by the entire faculty in the past and in this current plan. "The merit portion of any salary increase will be limited to the minimum allowable percentage as defined by the Higher Education Policy Commission Salary Guidelines for that period of evaluation". I have communicated to you on May 14th that the faculty has always insisted that the 51% merit /49% across the board should be lowered and constantly monitored. If merit could be abolished, I'm in favor of that because the faculty has voiced that concern.

The policy of the faculty at West Virginia State University for the distribution of a salary increase shall proceed according to the policy of the Higher Education Policy Commission Salary Guidelines. The merit portion of any salary increase will be limited to the minimum allowable percentage as defined by the Higher Education Policy Commission Salary Guidelines for that period of evaluation. The hopes of the faculty at West Virginia State University are that this percentage will approach zero and that there will be no need to implement the merit pay policy guidelines. The faculty of West Virginia State University previously asked the president to make provisions in the University Budget for a minimum salary increase each year to match the cost of living index for that period which would be defined as a cost of living adjustment, rather than a raise. This provision would ensure salary adjustments in years when the legislature does not mandate raises for faculty. The faculty of West Virginia State University would hope that the Board of Governors would ratify such a policy as part of the University compact.

I want to personally thank you for the opportunity to participate in this important shared governance matter of the University. I'm looking forward in working with you in the future in matters that affect the university.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tom Guetzloff". The signature is fluid and cursive, with a long horizontal stroke extending from the end.

Tom Guetzloff, Ph.D.
Chair, Faculty Senate

CC: Faculty, Dr. Charles Byers,