

**West Virginia State University
Advisory Council of Faculty Report
Faculty Senate Report**

**Friday, December 11, 2009
Dr. Sean A. Collins
ACF Representative**

I have missed the last few meetings because of conflicts with my teaching schedule, but I have been able to glean some of the major issues confronting the ACF.

Salary increases

This continues to be a significant issue. To that end, the ACF has drawn up a letter to be sent to the Governor expressing our concerns. The main thesis is not so much granting a general pay raise, but rather continuing the practice of raises for meritorious service.

PEIA premiums

It goes without saying that the proposed raises in PEIA premiums (and, in some cases deductibles) have been a contentious area of late. It takes on even greater urgency in light of the fact that for educators (and most state employees) these increases will occur within an environment of static compensation. The ACF has made a point to voice our concerns in this matter at state hearing in Morgantown

Recruitment and retention

There has been a major push to recruit and retain students at the colleges and universities here in WV. The high school curriculums at the high school level consistently in the state lags behind those at schools in other states and as a result, colleges and universities here tend to admit students who may be unprepared for the academic rigor. As a result, many students fall through the cracks, become disillusioned or drop out. The ACF is in the process of determining possible avenues of recruiting qualified students (from other states and keeping the best ones here in WV) and to find ways of maximizing their potential for success once they are admitted.

Documentation for hours worked (Bridgemont)

Bridgemont is instituting a policy of providing proof of working above the minimum of 25 hours per week (thus, proving one works at least 37.5 hours per week). The administration is instituting this policy because they suggest that faculty are on "flexible" schedules. This is simply an FYI and to date is a unique example.

HEPC and ACF

There has been, at times, an adversarial relationship between the HEPC and the ACF. Chancellor Noland and David Hendrickson have made a concerted effort to try to bridge the gulf that exists between these two groups. It has become apparent that many of the issues facing educators here in WV can only be addressed by both groups working together synergistically (e.g., salaries). At the very least, by working together, HEPC and ACF can use our current economic downturn as a vehicle to reevaluate current policies and change and streamline practices for the betterment of our students and institutions