



Minutes

Concord University Board of Governors

August 30, 2005

2:00 p.m.

The Concord Room

1. Call to Order and Determination of a Quorum

A quorum being present, the meeting was called to order. Board members present were: Mr. R. T. "Ted" Rogers, Chairperson; Mr. Joe Long, Vice Chairperson; Mrs. Margaret Sayre, Secretary, Mr. Wayne Meisel; Dr. Darrin Martin; Mr. Jesse Call; Dr. Deborah Akers; Mrs. Amy Pitzer; and, Mr. Jim Miller. Others participating: Dr. Jerry Beasley, President; Mr. Dean Turner; Mr. James Cannon; Mr. Michael Curry; Mr. Rick Dillon; Mrs. Anita Moody; Mrs. Loretta Young; Mr. Bill Hardee; Dr. Hugh Campbell; and, Dr. Charles Brichford. Unable to participate: Mr. Eugene Fife; Mr. James Brown; and, Dr. William O'Brien.

2. Approval of Faculty Pay Policy

Dr. Turner described the process for the Faculty Pay Policy. Dr. Turner explained that a draft had been submitted to the Higher Education Policy Commission, but it was not adequate because it did not meet the minimum percentage for new faculty salary funds that should be dedicated to Faculty Merit Awards. The Faculty Budget Committee and Faculty Senate have reviewed the proposed document and made changes to the new Section 3. Section 3 does explain the amount of Merit Funds as at least 51% of new funds and it does layout the 49% or less of new funds dedicated to equity. Dr. Turner requested that in Section 3.1 "subject to available funding" be added and then read as printed "subject to available funding all Concord faculty salaries will be set at a competitive level to attract, retain, and reward high quality faculty", since this was the intent of the Budget Committee and Senate. This request does not change the proposed policy, it was some concern that was on campus and perhaps from some board members that could help answer some questions. "The principal purpose of the change is to meet the 51% expectation", explained by Dr. Jerry Beasley. Dr. Beasley also stated, "The Governor has called a special session of the Legislature to address possible salary increases for state employees and we don't want Concord to be excluded because we don't have a policy approved by the Policy Commission." Dr. Brichford added, "It is not as if Concord has not had Merit Pay in the past. In fact the last 3 years at least, more than 51% already has gone into Merit Pay and so it is just a question of getting a policy on record that shows that we are." Mrs. Pitzer added, "Being that the Governor may indeed give raises it is also notable for the board that Concord does not have a classified employee salary policy either."

Motion offered to pass the Faculty Pay Policy. Motion passed unanimously.

Faculty Pay Policy attached.

3. Approval to begin work on Rahall Technology Center

Dr. Jerry Beasley explained that Concord does have a proposed contract with Swope Construction Company and it is ready to be signed. Mr. Cannon discussed the contract for the building being built, and noted that there are some changes in the

scope of the contract required. Mr. Cannon noted that the Board had previously authorized the President to negotiate and to sign the contract. Mr. Cannon stated, "Concord anticipates that construction will begin on the campus right after Labor Day."

Mr. Long inquired as to whether funds are available to cover the contract price. Mr. Cannon stated that the contract price is \$9,461,700. The funds are not currently available for furnishing and technology, and we are presently \$600,000 short of the funds necessary to complete the entire facility. However, it is anticipated that funds will be raised over the 15 to 18 months of construction or part of the facility will be left unfinished on the second floor. Dr. Beasley also explained that if we do not go ahead this time, the price for construction will continue to increase by 10 or 15 percent a year.

Mrs. Margaret Sayre moved the adoption of the following resolution:

RESOLVED, that Concord University Board of Governors approves beginning of work on the Rahall Technology Center.

Mr. Wayne Meisel seconded. Motion passed unanimously.

4. **Other Information**

Dr. Beasley also informed the Board of Governors that Mr. Dan Dunmyer has resigned from the board. Mr. Dunmyer spoke very highly of those who served on the Board of Governors, and said he appreciated all that you have meant to him and the support that you gave him through his transition.

Mr. Long also stated that we do need to have a Classified Pay Policy for the individuals at Concord University. In response, Dr. Beasley stated that it would be looked into further. Dr. Beasley announced intent to plan and begin working on the Classified Pay Policy.

5. **Adjournment**

There being no further business, the meeting adjourned.

Respectfully submitted,

R.T. "Ted" Rogers, Chairperson

Margaret Sayre, Secretary