



**Minutes**  
**Concord University Board of Governors**  
**Emergency Meeting**  
**October 11, 2006**  
**Teleconference – The Concord Room**  
**A201 – Marsh Hall**  
**2:30**

A quorum being present, Mr. Rogers called the meeting to order. Members present: Jim Brown; Jesse Call, student representative; J. Franklin Long; Darrin Martin, faculty representative; Wayne Meisel; Amy Pitzer, classified staff representative; R. T. Ted Rogers, chair. Others attending: Jerry L. Beasley, president; Hugh Campbell; Jim Cannon; Sharon Manzo, recorder; Anita Moody; Bill O'Brien; Steve Rowe; Dean Turner.

Mr. Rogers told the Board there was one issue to consider, salary increases for University employees. He asked Dr. Beasley to address the resolution.

Dr. Beasley explained how the decision to recommend a three percent increase was made. For the first time this year, faculty were awarded a \$50 per year of service increment; raises were given to some faculty who were promoted; some classified staff were given a raise because of increases in PIQ levels.

Setting salary levels in October allows the Board to ascertain fall enrollment and to assess the likelihood of State budget rescissions. It appears State finances are solid, and we do not expect a budget rescission this year. However, we have had an enrollment shortfall. We are down about 30 head count, and about 120 FTE (full time equivalent). Most enrollment loss is in Beckley. This is two years running. It seems that the new community college in Beckley may be having an impact on our enrollment there. He also reminded the Board that Concord received a \$557,000 appropriation that was immediately turned over to ARAMARK for reimbursement for the hiring of part-time employees some years ago. He said there is some uncertainty as to whether or not the \$557,000 will become part of the University's budget base. He said if he was certain of this he might have made a different recommendation. Delegate Eustace Frederick said the House leadership told him that it would become part of the base. Delegate Don Caruth has said that on the Senate side he believes it would, but Vice Chancellor Dennis Taylor has been told, in conversations with legislative staff, it would not. Delegate Frederick also said that in his 13 years in the legislature he has grown to trust what he has been told by the leadership, but there is an election in November, there will be a new speaker of the House, and there could be a new chair of the finance committee, so there is some uncertainty whether or not the \$557,000 will be part of our base.

It appears our scholarship spending will be less than what we expected; it will likely be slightly under budget. This could be attributed to fewer students.

Dr. Beasley said he also looked at what other institutions in West Virginia are doing this year, and it appears a three percent increase will put Concord just about in the middle. WVU will go up 4.2 percent, Shepherd four percent, Bluefield State College's non-classified staff and faculty will receive a \$700 increase and they will bring their classified staff one-third of the way toward targets on the classified salary schedule. Glenville State will likely offer no increase, West Liberty will go up two percent, Fairmont State 3.5 percent, and others three percent.

Mr. Brown asked if the \$557,000 becomes part of our base would it also be included in future funding. Dr. Beasley said it would. Mr. Long stated he believes our teachers are underpaid, and if we have the opportunity to provide a salary increase, and it appears we do have the money in the budget, we should do it. Dr. Turner agreed and reiterated that the increases would be for all staff.

Mr. Brown moved the following:

RESOLVED, the Concord University Board of Governors approves a three percent pay raise for classified, faculty, and non-classified employees. The pay increase is to be effective November 1, 2006. A three percent pool is to be established to fund classified and faculty pay plans and a three percent merit pool to be established for non-classified employees. (Attached)

Mr. Long seconded. Motion carried unanimously.

There being no future business, Mr. Rogers adjourned the meeting.

Respectfully submitted,

R. T. Ted Rogers  
Chair

Margaret Sayre  
Secretary

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