

Minutes
Concord University Board of Governors
October 12, 2005
1:30 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 participating were: Mr. R. T. "Ted" Rogers, Chairperson; Mrs. Margaret Sayre, Secretary; Dr. Deborah Akers; Mr. Jesse Call, Student Representative; Mr. J. Franklin Long; Dr. Darrin Martin, Faculty Representative; Mr. Wayne Meisel; Mr. James L. Miller; Mrs. Amy Pitzer, Classified Staff Representative. Cabinet Officers: Mr. James L. Cannon; Mr. Rick Dillon; Mrs. Anita (Lewis) Moody; Dr. William O'Brien; Dr. Dean Turner. Others participating: Dr. Jerry L. Beasley, President and Dr. Hugh Campbell, Faculty President. Unable to participate: Mr. Eugene Fife and Mr. James M. Brown.

2. Approval of Minutes

Upon motion by Mr. Long, seconded by Mr. Miller, and passed unanimously, the minutes of the September 14, 2005 meeting were approved with changes requested by Mr. Cannon.

3. President's Report

Dr. Beasley informed the Board that he and Amy Pitzer met with the Legislative Affairs Committee from Bluefield State College to discuss developing a common legislative agenda with particular focus on state appropriations. Dr. Beasley told the Board that he agreed to collaborate with Dr. Walker, Bluefield State College, President, on a position paper, which will be presented to the respective Boards for consideration and further action. Continuing, Dr. Beasley shared with the Board that both institutions intend to become more involved in the planning process of the Beckley facility and by doing so assuring the complex meets the needs of students from each institution. He also reported that both institutions agreed to continue pursuing opportunities for savings through resource sharing.

Dr. Beasley reported that he recently met with the Classified Personnel Association to discuss several matters. He stated that consideration was being given to contracting custodial work through the Concord Research and Development Program. Dr. Beasley also shared that the Classified Staff recommended improving the current process used to evaluate classified employees and, in addition, hiring a new Director of Human Resources as quickly as possible. He commended the Classified Staff for their continued efforts in raising funds for scholarship programs.

Updating the Board on recent events, Dr. Beasley reported the Groundbreaking Ceremony for University Point went well. The museum section of the facility will allow visitors to experience the history of our region and of Concord through interactive access to a rich database. Additionally, he reported that the Foundation sponsored a scholarship fund raising dinner in Charleston WV on October 11, 2005. He was pleased to report that the event achieved record-breaking results in exceeding \$100,000.

Continuing, Dr. Beasley informed the Board that Dr. Rachel Tompkins, Director of the Rural Education Trust, contacted him about possibly moving the headquarters of her organization, which is currently located in Washington D.C., to the campus of Concord University. The Trust seeks to improve public schools in regions similar to our own.

In closing, Dr. Beasley stated that progress continues to be made on the construction of the Rahall Technology Center. He informed the Board that the administration and faculty are working with the Mercer County Development Authority to find four (4) or five (5) small businesses that would locate in the center. Due to their efforts, Tygart Corporation, which is a company that develops software to allow physicians and pharmacists to communicate over the internet, is considering making a proposal. Dr. Beasley reassured the Board that that the institution is committed to using eighty percent of the space in the new facility for Concord's own people and programs.

4. Administrative Reports

a. Interim Dean of Students, Mr. Rick Dillon

Mr. Dillon presented a report on the Athletic Special Equity Fee (Available in the President's Office, 200 Marsh Hall).

b. Vice President for Academic Affairs, Dr. Dean Turner

Dr. Turner updated the Board on the retention efforts of the Academic Affairs area. He shared that the Higher Education Policy Commission (HEPC) has requested that a 3-5 page narrative about initiatives to improve retention and graduation rates be included in our compact progress report that is due November 1. He reported that the retention rate was 63 percent in 2003-04, and that was below the Campus goal of 72 percent, but had improved from last year. He also reported that the number of high school students enrolled in Concord classes was down.

Dr. Turner thanked Dr. Beasley for giving him the opportunity to serve on the AASCU study team, which prepared the report, *Student Success...A Matter of Culture and Leadership*. He informed the Board he is using the results from this report to create a "road map for Concord" which would assist in: 1) developing a "student-centered" institution; 2) evaluating campus "culture"; and 3) aligning people and programs.

Dr. Turner reported that his area continues to work with Division Chairs to ensure adjunct instructors are being mentored in ways appropriate to their academic discipline. He also informed the Board that his office continues to prepare for the upcoming audit by the HEPC, which will evaluate adjunct instructors and courses taught in the high schools.

Dr. Turner reported on activities in academic affairs: 1) preparations continue on the spring and summer schedules; 2) evaluations of second year faculty are due October 31, 2005; 3) arrangements continue for the NCATE visit scheduled for February 18 – 22, 2006.

Dr. Turner invited the Board to attend Fall Commencement scheduled for December 19, 2005 at 5:00 p.m.

Mr. Call shared concern with Dr. Turner that high school enrollment in Concord classes may be down due to the higher cost of taking courses through Concord as opposed to through the Advanced Placement program.

c. Vice President for Business and Finance, Mr. Jim Cannon

Mr. Cannon reported that progress continues to be made on the new road for University Point. He informed the Board that conduit is being installed under the road and the next phase is for the road to be paved, and curbs installed. Once marked, the new road will be open to traffic and the former road will be used for parking until construction begins.

Mr. Cannon explained that safety precautions are being taken to prevent the earth from collapsing on workers as they dig footers for the Rahall Technology Center.

5. Other Matters

a. Presentation by the Student Government Association

Mr. Jesse Call introduced members of the Student Government Association in attendance: Jared Tice, President; Danielle Richmond, Secretary; Bryan Henderson, Ombudsman; and Jade Perez, Business Manager. Mr. Call referred the Board to Resolution 100505B, which was passed on October 5, 2005 by the Student Senate. He explained to the Board that this Resolution recommended that the positions of Dean of Students and Director of Housing be separated. Mr. Call proceeded to read prepared comments (attachment 5.a).

On the behalf of the SGA, Mr. Call submitted three suggestions: 1) develop a policy regarding separating the positions of Dean of Students and Director of Housing; 2) refer this matter to the administration with a timetable for course of action to be taken by the Board; and 3) insist the administration work in conjunction with the Student Government Association.

Upon a motion by Mr. Long, seconded by Mrs. Pitzer, the Board voted unanimously to refer the matter to the Student Affairs Committee suggesting they

submit a recommendation at the next Board meeting for consideration and further action.

Mr. Call requested the motion be amended to include a deadline for the Student Affairs Committee to convene. Mr. Long accepted the amendment. The committee scheduled to meet November 9, 2005.

In response, Dr. Beasley expressed that his hope was the Board would affirm the President's responsibility for determining how the administration is organized.

b. Salary Raises and Faculty Pay Plan, Dr. Hugh Campbell

Dr. Campbell commended the Board and the President for the following decisions: 1) raising the initiative for the current academic year; 2) maintaining ten percent promotion money each year; 3) separating promotion raises from general raises.

Dr. Campbell presented a recommendation from the Faculty Senate to funnel all raise money through the faculty pay plan, which would automatically address inequity issues. He stated that inequity primarily results from the following: 1) advanced degree achievement by faculty in non-raise years; 2) faculty hired substantially below actual target salary per faculty pay plan. Dr. Campbell reported that a substantial amount of money (approximately \$80,000) was required to address the inequities. This resulted in fifty or more faculty receiving raises of only 1.68 percent. He continued by stating that the faculty accepted the responsibility of correcting inequities that were the result of either salary miscalculation or accrued due to institutional money not dedicated each year to correcting the inequities.

Dr. Campbell stated the recommendation from the Faculty Senate is for the institution to address the inequities outside the pay plan, thus enabling raises that would be more in line with the intent of the Board. At this time, Dr. Martin presented the Board with two resolutions from the Faculty Senate (attachments 5.b.1). Dr. Brichford made several comments during the course of the debate (attachment 5.b.2).

Upon a motion by Mr. Long, seconded by Mrs. Sayre, the Board voted unanimously to refer the matter to the Finance Committee suggesting they submit a recommendation to the Board for consideration and further action.

6. Executive Session

Upon a motion by Mrs. Sayre, seconded by Mr. Long, the Board went into executive session pursuant to Section 6-9A-4 (2A), (10), (12) of the West Virginia Code to discuss personnel and legal matters. Mr. Meisel did not take part in the session. He choose to recuse himself in discussing matters regarding Dr. Beasley's performance and compensation

7. Return from Executive Session

Ms. Pitzer moved, seconded Mr. Long, and passed unanimously that the Board return to the regular session of the Board meeting.

8. Action Items emanating from Executive Session

a. Awarding of Honorary Doctorate

Mr. Call moved the adoption of the following resolution:

RESOLVED, that the Concord University Board of Governors approves the awarding of an Honorary Doctorate to Wayne Meisel.

Ms. Pitzer seconded the motion. Motion passed unanimously.

b. Awarding of Honorary Doctorate

Mr. Call moved the adoption of the following resolution:

RESOLVED, that the Concord University Board of Governors approves the awarding of an Honorary Doctorate to Dr. Roland Sharp.

Ms. Pitzer seconded the motion. Motion passed unanimously.

c. Approval of Increasing the President's Salary

Mr. Long moved the adoption of the following resolution:

RESOLVED, that the Concord University Board of Governors approves increasing Dr. Beasley's present salary by three percent.

Ms. Sayre seconded the motion. Motion passed unanimously.

9. Adjournment

Upon a motion by Mrs. Sayre, seconded by Mr. Call, and unanimously approved, the meeting adjourned.

Respectfully submitted,

R.T. "Ted" Rogers, Chairperson

Margaret J. Sayre, Secretary