**Advisory Council of Faculty**

**report to WVSU Faculty Senate**

**September 6, 2013**

///////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////////

1. ACF asks each faculty senate to endorse WV ACF's 2013-2014 Issues:

“West Virginia Advisory Council of Faculty 2013-2014 Issues

“Creating a Continuum of Learning”

*In order to better serve our students, the community, the state, and our institutions of learning, West Virginia higher education faculty support and endorse the following—*

**For the West Virginia Legislature:**

♦ Protect higher education from further budget cuts, making both public and higher education immune from debilitating cuts;

♦ Resolve the PEIA problem, including lack of transparency, continuously rising costs and falling benefits;

♦ Refine and strengthen SB330 so that it accomplishes its original intent, specifically by changing the unrealistic 5% salary differential goal between constituent groups (non-classified staff, classified staff, and faculty) to a more realistic average salary relationship, in order to accommodate the margin of error.

♦ Support the HEPC request for funding a Transfer Articulation Portal that will facilitate both student retention and graduation rates.

**For the West Virginia HEPC and CCTC:**

♦ Advocate maintaining and increasing the percentage of faculty who are full-time in order to assure academic integrity of programs, to recruit high-quality faculty, and to ensure institutional stability.

♦ Assure higher education faculty involvement in the new placement criteria commissioned by SB359 and required by Smarter Balance;

♦ Continue progress in shared governance by engaging the ACF in the work of the HEPC and CTCC.

**For Our Institutions:**

♦ Promote Smarter Balance and transitioning to the Common Core (Next Generation Standards) in order to encourage a greater “Pre-K through College Connection” and to assure the continuum of learning and linkage between higher and public education;

♦ Advocate for faculty personnel issues, including salary compression relief, staffing stability, and shared governance to promote student success;

♦ Promote budget and institutional transparency;

♦ Remove barriers to promote Reverse Transfer for students.

...........................................................................................................................................................................

2. It is nearly certain that another push for "outcomes-based funding" of higher education will appear in the WV Legislature in 2013-2014. The ACF seeks faculty representation in the development of such legislation. Last year, involvement of higher ed faculty was limited to public meetings late in the process of SB326. **See ACF report of July 28, 2013.**

3. SB330

Already in WV code. Its purpose is to bring salaries of faculty, classified staff, and non-classified staff at each institution to within 5 percent of what the other group is making. A large study is being done to determine how much money a given job makes compared to the same job at peer institutions.

So for example, if faculty at Institution A make an average of 80% of what their peers at other institutions make, classified staff make 75% of what their peers make, and non-classified staff make 70%, then over a three-year period Institution A must focus pay increases on bringing non-classified staff up to the 75% mark.

Implementation has been slow. Potential problems include lack of confidence in firm that was hired to make the comparisons and their report, possible un-intended effects, for a better analysis, **see SB330 sept 3 13**.

**See ACF reports of May 2, 2013 and July 28, 2013, and ACF report to LOCEA August 19, 2013**.

4. PEIA

There is general agreement that higher ed faculty are less costly to PEIA than other member groups. Are faculty getting a good deal? Are we being offered plans that are well designed for our needs? Are we paying more than our share? Can we see the (aggregate) numbers?

WVU is taking the lead in this. What they've learned so far is that WVU personnel pay $54 million per year into PEIA, and get $30 in benefit pay-outs. So PEIA gains $24 million. Presumably, their situation will shed light on higher ed, state-wide.

**See PEIA PowerPoint of August 20, 2013**. Here are Roy Nutter's suggested questions:

*"At some of the institutions, the finance officer might be the one to answer these questions rather than the chief human resources officer. Here are a few suggestions for questions:*

*1) What is your general opinion regarding PEIA's ability to deliver adequate health insurance?*

*2) What are the total number of benefits eligible employees on our campus?*

*3) What is the distribution of these employees in the various plans?*

*4) How many new employees has our institution hired since July 1, 2010?*

*5) What types of problems, if any, do you see with PEIA as a health insurance carrier?*

*6) What are the positives, if any, about PEIA as a health insurance carrier?*

*7) What changes would you like to see in the health insurance coverage provided by PEIA? "*

5. report on ACF retreat, July 28 and 29, 2013

Most of what we covered is included in the items, above.

**See ACF report of July 28, 2013.**

6. Great Teachers Seminar

July 16-19, 2014, North Bend State Park

HEPC will fund faculty participation.

7. postings on the WVSU Faculty Senate ACF page.

8. other?