

WEST VIRGINIA STATE COLLEGE BOARD OF GOVERNORS

West Virginia State College and the West Virginia State Community and Technical College

BOG Policy #32

Title: WVSCTC Faculty Salary Policy

Section 1. General

1.1 Scope: This document describes the WVS Community and Technical College policy regarding faculty salaries including the salary increases associated with promotion in academic rank.

1.2 Authority: WV House Bill 2224.

1.3 Effective: October 30, 2003

Section 2. Policy

2.1 Since excellence in teaching is at the heart of WVSCTC and providing support for faculty to excel as teachers is a fundamental value, the following attributes shall characterize a faculty salary policy at West Virginia State Community and Technical College:

2.1.1 Competitive faculty salaries should remain a top priority in college planning to increase the ability to compete for the best talent in the academic marketplace;

2.1.2 WVSCTC shall make every effort to maintain salary levels comparable to those of peer institutions and market considerations;

2.1.3 A substantial part of faculty salary increases shall be based on merit by FY 2005;

2.1.4 WVSCTC will strive to raise faculty salary levels to 95% of Southern Regional Education Board (SREB) levels;

2.1.5 In addition to salary and benefits, WVSCTC will continually adopt strategies designed to reflect unconditional commitment to the continuous professional development of faculty.

2.2 Salary Increase Upon Promotion

2.2.1 Each faculty member of West Virginia State Community and Technical College shall receive a salary increase of ten percent upon promotion in rank.