

WEST VIRGINIA STATE UNIVERSITY BOARD OF GOVERNORS

West Virginia State University

BOG Policy #44

Title: Faculty and Administrative Productivity

Section 1. General

1.1 The West Virginia State University Board of Governors desires to insure that the faculty and administrators of West Virginia State University (WVSU) are at least 10 percent more efficient than the average of similar institutions in other states.

1.2 Authority: WV State Code §18B-7-7.

1.3 Effective Date: July 8, 2005

Section 2. Policy and Procedures - Faculty and administrators shall be at least 10 percent more productive than faculty and administrators at similar peer institutions as approved by the Board.

2.1 Administrators shall be defined as employees in senior-level positions that should be so reported according to the CUPA (College and University Personnel Association) administrator survey guidelines.

2.1.1 In addition to their regular administrative duties, all campus administrators holding faculty rank shall teach at least one course during each eighteen-month employment period or conduct appropriate academic research as detailed in BOG Policy #39.

2.1.2 Appropriate measures of productivity for administrators will be compared with equivalent data for similar peer institutions as approved by the Board;

2.1.2.1 Such measures shall include the number of administrators as a percent of total full-time employees and the average administrator salary as compared to the appropriate peer average.

2.2 The average number of student credit hours taught per faculty FTE shall be at least 10 percent greater than the average student credit hours taught during the most recent year for which comparable data are available at the similar institutions in other states as approved by the Board;

2.2.1 The population of faculty will be consistent with those reported in the federal IPEDS (Integrated Postsecondary Education Data System) survey.

2.2.2 The 10% statistic shall become operative after the Board has ensured that:

2.2.2.1 The similar institutions in other states and their attributes are known to the constituents of West Virginia State University; those attributes shall include (but may not be limited to) their

- a) average faculty salaries by rank;
- b) average class sizes;
- c) faculty tenure profile;
- d) course offerings;
- e) faculty teaching loads;
- f) research and service requirements; and
- g) student profile.

2.2.2.2 The attribute of being a *teaching institution* will not be abnegated by requiring larger class sizes only to accommodate the percentage increase of student credit hours taught;

2.2.2.3 Faculty remuneration, fringe benefits, and teaching loads at the peer institutions are comparable with those at the institutions of West Virginia State.