



*Advisory Council of Faculty Report to Higher Education Policy Commission February 1, 2013*

The Advisory Council of Faculty wishes to thank the HEPC for the invitation to report regularly on faculty issues and interests. ACF officers include the following: Chair Sylvia Bailey Shurbutt (Shepherd), Vice-Chair Lucie Refsland (New River CTC), Secretary Paul Peck (Glennville State College), ACF Legislative Advisory Coordinator Roy Nutter (WVU), and ACF Webmaster & Listserv Coordinator Mike Ditchen (Bridgemont CTC). **These issues are important at this time:**

*Prescript: Follow-up on Faculty Salaries:* As this issue is still a serious concern among WV Higher Education Faculty, as some faculty have not received real raises in years, and as it has been made clear by all, including LOCEA, that this is a Board of Governors' issue, we request your insight and help in suggesting how faculty can be rewarded or at least achieve the financial status quo this year.

- I. *Faculty Concerns about Outcomes-Based Funding:* While the concept of "outcomes-based funding, like "merit pay," is admirable with positive potential, there are faculty concerns that have not been addressed in the information and data that we have seen about this issue thus far: **1) that institutional missions be appropriately considered in establishing outcomes criteria and in requesting and reporting data; 2) that safeguards be instituted in funding formulas that reward degree completion without considering quality, i.e., safe-guards to avoid grade inflation, etc.** Conversely, if clear criteria and a fair process are articulated, outcomes-based funding is an excellent way to reward institutions that excel. We hope that the CTCC/HEPC staff will include the ACF in refining the process and structures that will become practice. Our input may be useful.

*Postscript:* We invite you to share with us your most pressing concern or issue to improve higher education in West Virginia. If this could be the "year of one important issue" that would positively impact higher education in the state, what would that be? We want to help you accomplish this goal for us all.