

# Data Sheet: Study of Higher Education Faculty in West Virginia

**INSTITUTION:** Marshall University

**1. Institutional Mission Statement: yes X**

**Key elements of the statement:**

Marshall University is a multi-campus public university.

Detailed statements of the mission statement outline what each area of the university will accomplish:

The University will...

The Faculty will...

The Staff will...

The Administration will...

Several bullet points are listed for each area

**2. Current Merit Pay and Salary Documents: yes X**

**a. Current Merit Pay Policy (summarize):**

It is a part of the faculty member's annual evaluation. See item #2c below.

**b. Current Salary Policy (summarize):**

51% of salary is based on merit, 49% of salary is based on equity.

**c. Current Practices (summarize):**

Each year every faculty member is evaluated in the areas of Teaching, Research/Creative Activities, Professional Development and Service.

Every academic department creates specific areas of evaluation within each of the categories listed above. The weight for each of these areas is negotiated between the faculty member and his/her chairperson or division head.

Depending on which specific area and sub-area is being evaluated, input is solicited from faculty peers, students, chairperson/division head and/or dean. The weight of the input from each of these sources is established by the department/division faculty member with the approval of the chairperson and Dean.

Every student has the opportunity to evaluate their professor in every class.

**d. Preliminary Recommendations or Comments:**

The present policy was established by a university wide committee and agreed to by a vote of the Faculty Senate and approved by the Board of Governors.

The 2005-06 school year was the first year this system was in place. There were many concerns expressed by faculty about the entire creation and implementation of this new procedure. An ad hoc committee of the Faculty Senate has been appointed to review the results of this new system and will make recommendations to be implemented for the 2007-08 school year.

**3. Policies and Procedures for Faculty Evaluation, Promotion and Tenure: yes X**

**Preliminary Recommendations or Comments:**

Promotion and Tenure documents are different from the Annual Evaluation documents, but do cover Teaching, Research/Creative Activities, Professional Development and Service with input from peers, students, chairperson/division head and dean.

Faculty member receives 10% pay raise with promotion

**4. Instruments for Faculty Evaluation**

a. Forms used by Faculty for Annual Reporting: yes  X

b. Forms or other formats used by peer and/or administrative evaluators: yes  X

c. Forms or process to evaluate adjunct faculty: yes  X

d. Forms used by students to evaluate faculty: yes  X

**e. Preliminary Recommendations or Comments:**

Well thought out and complete. Faculty had input into the creation of the process and its implementation. (See section #2c above)

**5. Information on Adjunct Faculty**

a. Policy Statement: yes  X

b. Percentage of faculty headcount, paid part-time status:  26%

c. Percentage of courses taught by adjuncts:  13.5%

**e. Disciplines with high proportion of adjunct instruction:**

- Above 30%
- Curriculum and Instruction (C & I)
- Visually Impaired
- Deaf and Hard of Hearing
- Special Education
- Reading
- Engineering Management
- Communication Studies
- Geography
- Environmental Science
- Engineering & Science

**f. Minimum Salary levels per semester hour:**

Varies by the faculty member's education:

For PhD: \$1800 per 3 hour course (semester)

For MA: \$1500 per 3 hour course (semester)

For BA \$1200 per 3 hour course (semester)

Salaries are prorated for courses with more or fewer hours

g. Minimum 1 full-time person per program: yes  X

**e. Preliminary Recommendations or Comments:**

Low wages make it difficult to attract highly qualified adjunct faculty. Many adjunct faculty teach as a service to the institution and students.

**6. Faculty Workload Policy: yes   X**

**Summarize:**

Twelve hours per semester is considered a full teaching load. Faculty who teach an “overload” are not paid extra. Faculty may be “reassigned” (reduced teaching load) for non-teaching duties such as serving as Faculty Senate Chairperson, overseeing student teachers, administering the Center for Teaching Excellence, etc.

**Preliminary Recommendations or Comments:**

**7. CTC Institutions (“Term Appointments”): [Not applicable]**