

Data Sheet: Study of Higher Education Faculty in West Virginia

INSTITUTION: West Virginia University (Morgantown)

1. Institutional Mission Statement: yes x

Key elements of the statement:

West Virginia University is a student-centered learning community meeting the changing needs of West Virginia and the nation through a commitment to excellence in teaching, research, service, and technology. It is the land-grant, doctoral degree-granting research university in West Virginia. It is committed to social justice and to practicing the principles of equality of opportunity and affirmative action.

2. Current Merit Pay and Salary Documents: yes x

a. Current Merit Pay Policy (summarize):

Faculty salaries are essentially 100% performance-based (although up to 5% of the annual college salary pool can be reserved by the Dean to address inequities or market adjustments). The procedure is formula-driven, and takes into account 1) the evaluation by peers and chairs of each mission area (teaching, research, service), each being characterized as highly meritorious (excellent), meritorious (good), satisfactory or unsatisfactory; 2) the proportion of each mission area assigned to the faculty member; and 3) the value assigned to each characterization by the faculty member's college. The Morgantown formula yields a percentage-based increase.

b. Current Salary Policy (summarize):

Promotions receive a 10% base salary increase. In addition, the 100% performance-based policy described above applies. Per recent legislation, full-time (1.00 FTE) faculty will receive the Annual Experience Increment in July 2006.

c. Current Practices (summarize):

See above. The salary pool for performance-based increases awarded in 2006-07 will be 3.0%; increases will be effective October 1, 2006. The 10% increase for promotions will be effective at the beginning of the academic contract year.

d. Preliminary Recommendations or Comments:

Although subject to continuing refinement, there are no additional recommendations at this time. Procedures and practices are working well.

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

Preliminary Recommendations or Comments:

The practice of annual evaluation of all faculty (tenured, tenure-track, clinical-track, librarian-track, nontenure-track, whether full-time or part-time) by peer committees and chairs has been in place for nearly two decades. Faculty, chairs, and deans are continuously trained about the process, which is well-

understood. The process is consistent with West Virginia University Board of Governors Policy 2 and Higher Education Policy Commission Series 9.

4. Instruments for Faculty Evaluation

a. Forms used by Faculty for Annual Reporting: no x [see below]

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

c. Forms or process to evaluate adjunct faculty: no x

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

e. Preliminary Recommendations or Comments:

There are no recommendations at this time. Faculty assignments (including those at the Health Sciences Center, Extension, and Librarians) are highly diverse. There is no institution-wide form, but each unit has adopted a productivity report form consistent with the unit's needs. Annual evaluative statements that also characterize (rate) the individual's contributions in each mission area (see above) are written by peer committees and by chairs. In "action years" (in which decisions are made regarding promotion, tenure, or termination), college committees and deans also provide such statements and recommendations for consideration by either the Provost or the Vice President for Health Sciences, to whom decision-making authority for these matters have been delegated by the President. All faculty are evaluated every year; hence, there is no special evaluation form for adjunct faculty.

5. Information on Adjunct Faculty

a. Policy Statement: yes x

b. Percentage of faculty headcount, paid part-time status: 21.7%

Note: this figure takes into account all fulltime and part-time faculty.

c. Percentage of courses taught by adjuncts: 18.4%

Note: this figure takes into account undergraduate courses taught in the colleges of the General University by part-time faculty (but not by graduate assistants).

d. Disciplines with high proportion of adjunct instruction:

Arts and Sciences:

Biology, English, French, Humanities, Religious Studies, Spanish

Human Resources and Education: Educational Psychology, Reading

Journalism: Advertising, Broadcast News

Physical Education: General Physical Education

Note: In disciplines identified above the number of undergraduate sections taught by adjunct (part-time) faculty exceeds the undergraduate sections taught by fulltime faculty.

e. Minimum Salary levels per semester hour for adjunct faculty:

Varies by discipline.

f. **Minimum 1 full-time person per program:** yes x

g. Preliminary Recommendations or Comments:

There are a number of non-tenurable faculty positions for which the majority of the focus is NOT instruction (research assistant professors, clinical assistant professors, librarians). Tenure-track positions have assignments that will lead to tenure, but in these instances high quality (“significant contributions”) in both teaching and research are expected. In order to accommodate the rigors of these two mission areas, adjunct faculty are frequently employed to address much of the undergraduate teaching that is required. Many of these faculty are highly qualified but are appointed at a level of 0.80 FTE or less, per WVU BOG Policy 12. With the dramatic university enrollment increase, additional instruction is necessary. Hiring tenure-track faculty for the intensive teaching assignments would be inappropriate, because they would not be able to meet the standard expected of tenurable faculty in research.

Recommendation: That at research institutions the employment of full-time non-tenurable teaching faculty be authorized, without the present six-year limitation, in a term-contract context.

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

Summarize:

One of two calculations for fulltime (1.00 FTE) may be used: either a) the equivalent of four three-credit undergraduate classroom courses in each of the two regular semesters, plus activities consistent with good university citizenship (committee service, etc.), or b) the equivalent of five three-credit undergraduate classroom courses in each of the two regular semesters, in which case the equivalent of one such course per semester is to engage in activities consistent with good university citizenship. Because WVU Morgantown is a doctoral research institution, most regular fulltime faculty have time assigned to engage in scholarly/research activities.

Preliminary Recommendations or Comments:

Standardize the definition of faculty workload across the system, as the equivalent of five three-credit undergraduate classroom courses in each of the two regular semesters, in which case the equivalent of one such course per semester could be in activities consistent with good university citizenship. Standardize the definition of benefits eligibility as the equivalent of teaching eight (8) credit hours per term.

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