

Data Sheet: Study of Higher Education Faculty in West Virginia

INSTITUTION: West Virginia University Institute of Technology

NOTE: WVU Tech will become a division of WVU as of July 1 2007.

1. Institutional Mission Statement: yes x

Key elements of the statement:

West Virginia University Institute of Technology, West Virginia's only public institute of technology and a regional campus of West Virginia University, has the responsibility to address the engineering, scientific, and technical educational needs of business, industry, and government. The most important function of the Institute is to prepare citizens of the State, national and global communities. A student-centered philosophy of education is in place that balances career preparation with understanding and appreciation of the traditional arts, humanities, and sciences guides fulfillment of this mission. As part of its public trust and as a contributing community member, WVU Tech also has responsibilities to participate in the economic development of the area and to improve the quality of life in the region through the intellectual, cultural, and recreational opportunities it offers. (The Mission Statement is in the process of being revised.)

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 Campus VPAA to address inequities or market adjustments). The procedure is formula-driven and takes into account the evaluation by a departmental review committee, the chair, a faculty evaluation committee (based on clusters of departments), and the Dean. The evaluations include the three areas (teaching, scholarship, service). The results of each evaluation level is a ranking in each area as excellent, good satisfactory, or unsatisfactory.

b. Current Salary Policy (summarize):

See above. In addition to the 100% performance-based policy described above, promotions receive a 10% base salary increase. 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%. These 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:

Significant equity issues must be addressed so as to recruit and retain faculty.

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

Preliminary Recommendations or Comments: WVU Tech will be a division of WVU as of July 1 2007.

4. Instruments for Faculty Evaluation

a. Forms used by Faculty for Annual Reporting: yes x [see below]

b. Forms or other formats used by peer and/or administrative evaluators:
no 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 is no institution-wide peer or administrative evaluator form, but each unit has adopted a peer 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 each level of review (department, chair, cluster, dean). In "action years" (in which decisions are made regarding promotion, tenure, or termination), the same levels of review provide such statements and recommendations for consideration by the Campus President. All adjunct faculty are evaluated by students.

5. Information on Adjunct Faculty

a. Policy Statement: yes x

b. Percentage of faculty headcount, paid part-time status: 36.5%
Note: this figure takes into account all fulltime and part-time faculty.

c. Percentage of courses taught by adjuncts: 18.4%

d. Disciplines with high proportion of adjunct instruction:

Creative Arts is the only discipline with 30% or more of courses taught by adjuncts.

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:

At WVU Tech there are a number of non-tenure faculty positions (e.g., clinical professors, FEAPS, lecturers, visiting professors). Given the difficulty of recruiting tenure track faculty in certain disciplines, these non-tenure faculty positions are essential to WVU Tech. Three-year term contracts for these faculty will help to provide stability to the instructional function.

6. Faculty Workload Policy: yes x

Summarize: All faculty members at WVU Tech develop a Work Plan Agreement by Jan. 31 of each year. This Work Plan Agreement includes: teaching, scholarly activity and service. All faculty members at WVU Tech have one major area of emphasis, one intermediate area of emphasis, and one minor area of emphasis. The model adapted for WVU Tech indicates that teaching will be the major area of emphasis for most faculty members. Each component (teaching, scholarly activity and service) will be assigned a percent (based on an agreement with the department chair and dean). The percent of emphasis must total 100%.

Preliminary Recommendations or Comments:

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