

Eastern West Virginia Community & Technical College
Board of Governors
Policy No. BP 5.14

Title: Salary Schedule for Full-time Faculty Policy

SECTION 1: GENERAL

- 1.1 Scope: Salary Schedule for Full-time Faculty Policy defines the guidelines to assign a base salary for full-time faculty employed by Eastern West Virginia Community and Technical College.
- 1.2 Authority: WV Code 18B-8-2; Joint Procedural Rule of the West Virginia Higher Education Policy Commission and WV Council for Community and Technical Colleges, Series 9, Academic Freedom, Professional Responsibility, Promotion and Tenure; BP 5.10, Salary Plan for Employees; BP 5.13 Faculty Academic Rank for Full-time Faculty
- 1.3 Effective Date: July 1, 2010
Approval Date: 5/19/2020; REVISED 2/19/2020

SECTION 2: DEFINITIONS

2. I Full-time Faculty: This term refers to employment as a faculty member for a full academic year (at least a nine month contract basis) for fifteen credit hours instructional load per semester or at least thirty credit hours instructional load per academic year or the equivalent of teaching and/or administrative responsibilities (Source BP 3.16).

SECTION 3: RATIONALE

The Salary Schedule for Full-time Faculty Policy ensures that equitable salary practices are applied to full-time faculty while assuring the institution's flexibility to address market conditions.

SECTION 4: GUIDELINES

The College will annually implement a salary structure based on available funding for placing full-time faculty equitably on a base salary schedule with appropriate ranges according to faculty rank (Instructor or Instructor Instructional Specialist, Assistant Professor or Assistant Professor Instructional Specialist, Associate Professor or Associate Professor Instructional Specialist, and Professor or Professor Instructional Specialist). Eastern's base salaries will be calculated as an average of the base salaries awarded by Eastern's peer institutions (i.e. WVNCC, SWVCTC) and comparable to Eastern's current faculty salaries. Salary adjustments must be made in compliance with BP 5.10, Sections 2.3 and 2.4.

The following provides a consistent set of guidelines for-adjustments to the base salary for full-time faculty:

- Changes in contract periods: A current faculty member has their contract changed from a current year often ten months to twelve months, or from twelve months to ten months (i.e. ten month faculty current salary divided by ten, multiplied by two, added to the current salary for new base salary or if reduction occurs in contract period, i.e. twelve month faculty current salary divided by twelve multiplied by three, subtracted from the current salary for new base salary.)
- The base salary for the above calculation is defined as the current year base.
- Promotions will be granted first at 10% per WV Code 1813-8-2.
- Faculty will be awarded institutional (across-the-board) pay raises per BP 5.10
- Distribution will consider equity for faculty below base, equity disparities within and merit per Section 4 of BP 5.10.
- Annual increment for years of service is not part of the faculty salary scale.
- Variation of the-base salaries and salary adjustments may be provided as determined by the President and deemed appropriate per department or discipline.



Chair, Board of Governors

2-19-2020

Date