

**WEST VIRGINIA UNIVERSITY
BOARD OF GOVERNORS
POLICY 29**

SALARY POLICY

West Virginia University and Regional Campuses

Section 1. General

- 1.1 This rule delineates the procedures to be followed by the West Virginia University Board of Governors in determining annual salary increases for its employees.
- 1.2 Authority. – West Virginia Code: §18B-8-3; and §18B-8-3a; Higher Education Policy Commission Salary Guidelines.
- 1.3 Effective Date. – October 5, 2001

Section 2: Background

In its approved Compact and Master Plan, WVU restated its commitment to a compensation program that will support the retention of quality faculty, staff and administrators so as to accomplish the institutional goals of Senate Bill 653. The realization of this plan is based upon continued increases in state support and the ability to raise tuition and fees. Continued internal reallocation, as done under Senate Bill 547, was not an option under Senate Bill 653. All salary increases needed to come from new funds. It was noted that a new classified employee schedule was being proposed.

Section 3: WVU Salary Policy

Faculty and Faculty Equivalent Personnel: At WVU-Morgantown, a salary pool will be created annually from new revenues generated by state resources and student fees. In FY2003, 75% of the pool will be dedicated to merit increases. In FY2004 and each year thereafter, 100% of the pool will be dedicated to merit increases. In a 100% merit system, salary increases will be tied totally to performance. The regional campus will follow a similar model, however, achieving 100% merit no later than FY2005, thus bringing all campuses in compliance with the Higher Education Policy Commission guidelines.

Classified Employees: Over the next five years, beginning with FY2003, WVU-Morgantown and all regional campuses will move classified staff who are below their new salary on the new Higher Education Policy Commission Employee Annual Salary Schedule in five incremental steps to full compliance on the new salary program. Entry rates will be similarly adjusted over the next five-year period.

Non-Classified Employees: A pool of funds will be created annually on each campus and awarded totally upon performance beginning in FY2003, thus bringing each campus in compliance with the Higher Education Policy Commission guidelines.

.....
Note 1: Implementation strategy for faculty pay raises can be found at

<http://www.wvu.edu/~acadaff/fac/policies/performance.pdf>

Note 2: Salary Enhancement for Academic Achievement Policy can be found as BOG

Policy 30 at <http://www.wvu.edu/~bog/policies/policy30.pdf>