WEST LIBERTY UNIVERSITY

Board of Governors

Policy No. 15

TITLE: PRODUCTIVITY OF FACULTY AND ADMINISTRATORS

SECTION I. GENERAL

1.1 Scope – This rule establishes West Liberty University policy in regard to faculty and administrative productivity.
1.2 Authority – West Virginia Code § 18B-7-7.

SECTION II. PRODUCTIVITY: FACULTY AND ADMINISTRATIVE

2.1 Administrators shall be at least 10 percent more productive than administrators at similar peer institutions as approved by the WLU Board of Governors.
2.2 Administrators shall be defined as employees in senior-level positions that should be reported according to the CUPA (College and University Personnel Association) administrator survey guidelines.
2.3 Appropriate measures of productivity will be compared with equivalent data for similar peer institutions as approved by the Board, with such peer institutional data provided by the Higher Education Policy Commission. Such measures shall include the number of administrators as a percent of total full-time employees and the average administrator salary as compared to the appropriate peer average, in addition to such other measures as may be prescribed by the WLU Board of Governors.
2.4 The average number of student credit hours taught per faculty FTE shall be at least 10 percent greater than the average during the most recent year for which comparable data are available at similar peer institutions as approved by the Board, with such peer institutional data provided by the Higher Education Policy Commission. Where appropriate, the institutions shall develop means to relate credit hours to contact hours. The population of faculty will be consistent with those reported in the federal IPEDS (Integrated Postsecondary Education Data System) survey.

Approved by the WLSC Board of Governors on 06/22/05.