

# **GLENVILLE STATE UNIVERSITY POLICIES**

## **PERSONNEL POLICY 24**

### **FACULTY SALARIES**

#### **24.1. General**

1.1. Scope – The purpose of the Glenville State University faculty salary policy is to establish a fair, equitable process for determining the initial and continuing salary for all faculty.

1.2 Authority – W.Va. Code § 18B-8-2(a)

1.3. Effective Date – August 16, 2023

1.4. Revision of Former Policy – Repeals and replaces Glenville State University Policy 24-Faculty Salaries [2006][2020].

#### **24.2. Initial Salaries**

2.1. The salary offered to a faculty member at the time of hiring is based on several factors. These are:

2.1.1. Market factors as related to demand in similar disciplines at regional institutions of similar size and mission.

2.1.2. The rank at which the faculty member is employed.

2.1.3. The salary range of existing faculty with the same level of preparation and experience.

2.1.4. Other specialized factors as related to the particular situation.

2.2. The recommendation for the initial salary is prepared by the Vice President for Academic Affairs. This recommendation is forwarded to the President who tenders the offer to the prospective faculty member.

#### **24.3. Promotion in Academic Rank**

3.1. To the extent that sufficient funds are available, a faculty member will receive a 10% salary increase for a promotion in rank from assistant to associate professor and a 10% salary increase for promotion from associate professor to the rank of professor. Personnel moving from a non-tenure track position to a tenure-track faculty position will be considered as an initial hire and will be subject to the provisions of this policy. The decision as to whether or not there are sufficient funds available to award salary increases for faculty promotions will be made by the Board of Governors as part of the annual budget development process.

3.2. To the extent that sufficient funds are available, a faculty member will receive a 15% salary increase for a promotion in rank from lecturer to senior lecturer. The decision as to whether or not there are sufficient funds available to award salary increases for faculty promotions will be made by the Board of Governors as part of the annual budget development process.

3.3. If the Board of Governors decides that a salary increase due to promotion in academic rank is not financially feasible for that given fiscal year, the faculty member may choose to defer acceptance of the earned promotion until the level of salary increase for promotion in rank is acceptable to the faculty member.

3.4. When funds are available for salary increases for faculty, funds for promotion increase and equity adjustments – if any – would have the highest priority among the allocation of funds for salary increases.