

# **GLENVILLE STATE COLLEGE POLICIES**

## **PERSONNEL POLICY 25A**

### **PRODUCTIVITY OF FACULTY AND ADMINISTRATORS**

#### **25A.1. General**

1.1. Scope – This policy establishes Glenville State College’s procedures in regard to faculty and administrative productivity.

1.2. Authority – West Virginia Code §18B-7-7 and §18B-7-8

1.3. Effective Date – April 19, 2006

1.4. Repeal of Former Rule – This policy supersedes any and all previous GSC policies in reference to productivity of faculty and administrators.

#### **25A.2. Productivity of Faculty and Administrators**

2.1. Administrators shall be at least ten (10) percent more productive than administrators at similar peer institutions as approved by the Glenville State College Board of Governors.

2.1.1. Administrators shall be defined as employees in senior-level positions that should be reported to the CUPA (College and University Personnel Association) administrator survey guidelines.

2.1.2. In addition to their regular administrative duties, all campus administrators holding faculty rank shall teach at least one course during each eighteen-month employment period or conduct appropriate academic research in lieu of teaching. Teaching and/or research conducted by administrators shall be evaluated in accordance with institutional faculty evaluation procedures. The President shall certify annually to the board, institutional compliance with this provision.

2.1.3. Appropriate measures of productivity will be compared with equivalent data for similar peer institutions as approved by the Board. 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 Glenville State College Board of Governors.

2.2. The average number of student credit hours taught per faculty FTE shall be at least ten (10) percent greater than the average during the most recent year for which comparable data are available at similar peer institutions in other states as approved by the Board of Governors. That productivity shall be based upon the average number of student credit hours generated per full-time faculty member at Glenville State College. 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.

Approvals:

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President

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Date

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Chair of the Board

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Date