

WV Advisory Council of Faculty

Report by Barbara Ladner, ACF Representative, to the WVSU Senate Meeting of November 3, 2018

Salary compression is being addressed at Glenville with respect to two aspects: a) failure to come up to national standards for responsibilities, credentials, size/type of school; b) people with seniority paid ~same as new people. Some possibilities for addressing this that Glenville has discussed include a loyalty bonus. It's a big problem for people with lots of seniority — not making enough more than new hires. WV Northern CTC has documents on an approach to first part (national averages): 75% of SREB averages. Three-year plan: Every year 1/3 of difference in the rank was provided. However, they didn't get a penny more than the plan said, so their 'raise' was what they had been promised anyway, even with extra money from the state. Shepherd addressed this matter a few years ago, based partly on rank and years of service, but with no document. Glenville's president is at least asking for faculty senate input.

Vice Chancellor Corley Denison talked about **Series 21 - math and English placement** - HEPC used a committee and conferral with K-12: In English SAT 480 or 13 composite on the essay makes students fully eligible for Engl 101. In math - 510 makes student eligible for 'quantitative reasoning,' 520 for statistics, 530 for college algebra (~19, 20, 21) Institutions can use multiple assessments for moving students out of remediation, including HS GPA. Institutions can pick the other assessments (writing sample okay). K-12 will be testing 11th grade students. If they have an SAT English score below 470, and/or a math SAT score below 520, they are supposed to get remediation in 12th grade. HEPC hopes to get it passed by January, so it will be available for spring recruiting for the entering class of Fall 2019. (See reverse of this sheet for draft table.)

Library - A committee will be exploring creating a state-wide entity, including all state-supported colleges and universities, that can negotiate discounts on journals with CTCs going together to buy journals. Institutions would have compliance expectations and have to contribute funds, and it would probably involve a uniform software and cataloging system. It will need to be a legally binding entity to be recognized by journals publishers. HEPC is planning a meeting in November and report by end of academic year. The entity might also include public libraries, but private institutions in the state are not yet part of discussion now (possibly in the future). The initiative might require enabling legislation, but it may need only policy changes. I (Ladner) will be the ACF representative on the HEPC committee.

A reverse transfer memo has been signed between WVU and CTCs. HEPC is working on similar arrangements for other 4-years. The memo involves an agreement with National Student Clearing house. WVU will upload all students who transferred from a CTC without completing the associate's degree, then at a later point, CTCs can download that info, do degree audits, and award degrees as appropriate. This should help with WV's degree attainment goal and CTC completion numbers.

There is a **serious teacher shortage**, especially in math. Chancellor Denison reports that there are probably fewer than 70 math education majors in state at any level. Only 3 out of 11,000 students who took ACT last year self-identified as being interested in teaching math. Because of the many good jobs for those skilled in mathematics, many students opt to work outside education. HEPC/higher education institutions might get involved in streamlined certification, but there are political hurdles with this.

WV has highest **college loan default rate** - 17.7%. ~25% graduate with no debt, which means that 75% do carry debt, and average debt has gone down a little, but it's still up toward \$30K.

The **HEPC devised funding** model has been accepted by LOCEA (Legislative Oversight Commission on Education Accountability), so it will probably be introduced/considered, but there may be competing funding models presented. The \$10 mil that is being discussed would be on top of regular funding. BRC (Blue Ribbon Commission) sub-committees have been meeting, but the whole body had not met much as of the October ACF meeting. The BRC is supposed to report Dec. 9. As background to BRC discussions of HEPC's fate, Chancellor Denison noted that the HEPC is in code, so dismantling it has to go to legislature. Some proposals reducing its functions/staff might require only policy, not legislative, changes.

ACF is collecting a list of the many functions/services HEPC provides.

Understanding the Multiple Benchmarks of SAT School Day

West Virginia Grade 11 Proficiency Scores

ERW
470

Math
520

Students in Grade 11 meet or exceed standard when the scores for ERW and Math are at or above the cut for each content area.

ERW scores at or above 470 are considered to be at a level that meets or exceeds the expectations of the state's standards for English Language Arts (ELA).

Math scores at or above 520 are considered to be at a level that meets or exceeds the expectations of the state's standards for Math.

WVDE accountability calculations use these ELA and Math proficiency scores as part of the process for school accountability.

Standard setting took place in June 2018 in Charleston, WV, using 2018 student test data.

How Set:

- **Rigorous technical standard setting process.**
- **Judgement of panel of West Virginia educators, administrators, community members, and parents.**

SAT College- and Career-Readiness Benchmarks

ERW
480

Math
530

Students are considered college and career ready when their SAT section scores meet both the Math and the Evidence-Based Reading and Writing benchmarks.

ERW scores at or above 480 means a student has a 75 percent chance of earning at least a C in first-semester, credit-bearing college courses in history, literature, social sciences, or writing.

Math scores at or above 530 means a student has a 75 percent chance of earning at least a C in first-semester, credit-bearing college courses in algebra, statistics, pre-calculus, or calculus.

Institutions of Higher Education might use this ERW or math score for college admissions and placement into freshman courses or set a higher entrance requirement. Checking each school of interest for entrance requirements is important.

Set in 2016 by College Board using data from the 2009 high school graduating class SAT scores and first semester college grades.

How Set:

- **Sample of students' scores and first year GPAs.**
- **Analyzed and weighted to be generalizable to the overall college-going population of SAT takers.**

West Virginia 2018-19 PROMISE Scholarship Scores

ERW
530

Math
520

Students are considered eligible for the PROMISE Scholarship when they score a minimum of 530 in ERW and a 520 in Math with a combined score of 1100.

The PROMISE Scholarship is a merit-based financial aid program for West Virginia residents. The SAT scores are one component in determining PROMISE eligibility.

The Higher Education Student Financial Aid Advisory Board makes recommendations to the Higher Education Policy Commission regarding PROMISE eligibility. Currently, the scores are set to serve the maximum number of students within the available budget.

How Set:

- **Concordance study linking ACT and SAT.**
- **Available budget.**

