

# **WEST VIRGINIA STATE UNIVERSITY BOARD OF GOVERNORS**

## **West Virginia State University**

### **BOG Policy #2**

#### **Title: Salary Policy**

#### **Section 1. General**

1.1 Scope: Employees at West Virginia State University (WVSU) shall be compensated on a competitive level with the University's peer institutions to attract and retain qualified personnel and/or according to a uniform salary schedule;

1.1.1 WVSU will treat state-funded and non-state-funded employees uniformly;

1.1.2 The West Virginia State University Board of Governors recognizes the implementation of the six-year classified staff salary schedule changes is contingent on available funding and so states in their cover letter to the Chancellor.

1.2 Authority: WV Code §18B-9-3 as related to the uniform salary schedule and Higher Education Policy Commission Salary Guidelines of June 29, 2001.

1.3 Effective Date: October 1, 2001

#### **Section 2. Employee Groups**

##### **2.1 Faculty**

2.1.1 Faculty shall be compensated based on the salary goals established in the campus compact;

2.1.2 A pool of funds equaling a percentage of the base salaries of full-time faculty, in addition to funds for promotion, will be created to determine the amount of increase the faculty receive;

2.1.3 Salary increases may be based on a combination of merit, market, and equity until the salary goal has been achieved for any particular year;

2.1.4 Once the goal has been achieved, but not later than FY 2005, all or a substantial part of faculty salary increases, shall be based on merit. (This standard is in compliance with the Higher Education Policy Commission Salary Guidelines approved on June 29, 2001 and distributed by the Chancellor in a July 6, 2001 memorandum.)

## 2.2 Classified Staff

2.2.1 As S.B. 703 established a new classified employees salary schedule as a goal, the West Virginia State University's Board of Governors will implement a policy for reaching full compliance of the goal as an essential component of the institutional compact;

2.2.2 A pool of funds will be created to support salary increases for classified staff for the current fiscal year to ensure equity among classified staff and allowing for full funding of the new schedule over a six- year period, as approved by the Board of Governors;

2.2.3 The salary of each classified employee will be increased a proportional amount (1/6 per year) between the current salary schedule and the appropriate salary on the new Classified Employee Salary Schedule;

2.2.4 A report on the progress toward the goals of implementing the classified employees schedule shall be filed by the institution with the University Governing Board and the Higher Education Policy Commission no later than September of each fiscal year.

## 2.3 Non-Classified Employees

2.3.1 Non-classified employees shall be compensated based on the salary goals established in the campus compact;

2.3.2 Salary increases may be based on a mix of merit and catch-up funding until the salary goal has been achieved and/or mirrors the average percentage increase given the faculty;

2.3.3 Once the goal has been achieved, but not later than FY 2005, all or a substantial portion of salary increases shall be based on merit according to Higher Education Policy Commission Salary Guidelines of June 29, 2001;

2.3.4 A pool of funding shall be created to allow for a percentage salary increase of the total salaries of Non-classified employees.