

West Virginia University at Parkersburg Board of Governors

**POLICY B-29
SALARY POLICY**

Section 1. General

- 1.1 This rule delineates the procedures to be followed by the West Virginia University at Parkersburg Board of Governors in determining salaries and annual salary increases for its employees.
- 1.2 Authority. – West Virginia Code: [§18B-8-2](#).
- 1.3 Effective Date. – February 16, 2012
[Revises original version adopted July 1, 2011]

Section 2. Background

2.1 The West Virginia University at Parkersburg Board of Governors is committed to a compensation program that will support the retention of quality faculty, staff and administrators so as to accomplish the institutional goals, objectives and priorities identified in state law, rules and master plan of the Council, and campus compact. The realization of salary increase goals is based upon continued increases in state support and the ability to raise tuition and fees.

Section 3. Faculty and Faculty Equivalent Personnel

- 3.1 Entry level salaries shall be based on academic degree and faculty rank (benchmarked with peer institutions and market), as defined annually and approved by the Board of Governors.
- 3.2 Annual salary increases shall be contingent upon available funding. Increases shall be based on annual performance evaluation according to institutional [procedures](#) and shall be consistent with the rules and directives of the W. Va. Council for Community and Technical College Education and provisions of State Code.
- 3.3 A salary increase of at least ten percent shall accompany promotion in rank.
- 3.4 Upon appropriate verification, a base salary increase may accompany the attainment of a higher degree according to institutional procedures.
- 3.5 Salary enhancement opportunities may be offered to faculty in the professor rank with doctorate degrees according to institutional procedures.

Section 4. Classified Employees

- 4.1 All classified employees hired after June 30, 2011, shall have an initial salary equal to the zero step at the appropriate pay grade in accordance with the statutory salary schedule.
- 4.2 Annual salary increases shall be contingent upon available funding. Increases after June 30, 2011 may be based on annual performance evaluation outcomes according to institutional [procedures](#) and consistent with the

rules and directives of the W. Va. Council for Community and Technical College Education and provisions of State Code.

4.3 A classified staff member promoted to a position in a higher pay grade shall receive a salary increase in accordance with the personnel rules of the W. Va. Council for Community and Technical College Education.

Section 5. Non-Classified Employees

5.1 Entry level salaries shall be based on academic degree, experience, and market salary analyses, as determined by the Classification and Compensation Unit of West Virginia University, a service provided through an established affiliation agreement.

5.2 Annual salary increases shall be contingent upon available funding. Increases shall be based on annual performance evaluation outcomes according to institutional [procedures](#) and shall be consistent with the rules and directives of the W. Va. Council for Community and Technical College Education and provisions of State Code.

5.3 Upon appropriate verification, a base salary increase may accompany the attainment of a higher degree according to institutional procedures.