

# West Virginia Northern Community College

## Faculty Salary Rule

Rule Number: NC-2018

Effective Date: March 1, 2009

Date Approved by WVNCC Board of Governors: February 26, 2009

Authority Reference: WV Code 18B-8-3a; Faculty Evaluation and Promotion Rule, NC-2015; Title 135, Procedural Rule, WVCTC Series 9, Academic Freedom, Professional Responsibility, Promotion and Tenure

Replaces previous rule dated: May 27, 2004

### **Rule:**

The College will implement annually a structure, based on available funding, of placing full-time nine month faculty equitably on a base salary scale with appropriate ranges according to rank.

Instructor  
Assistant Professor  
Associate Professor  
Professor

The goals of placement on the scale are both equity and reward for meritorious performance.

The following principles of distribution will be followed:

1. Promotions will be granted first at 10%.
2. Distribution cannot be across-the-board.
3. All faculty should receive an increase unless salary is at rank maximum.
4. Distribution will consider equity first for faculty significantly below base, equity disparities within rank, and merit.
5. Any merit allocation is added to base, but is tracked separately to maintain the faculty salary scale.
6. The President will hold 10% of funds available for outstanding performance significantly beyond merit criteria or to address problems of retention due to academic market.
7. Annual increment for years of service is not part of faculty salary scale.