

**BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE  
BOARD OF GOVERNORS**

**POLICY B-8**

**FACULTY AND ADMINISTRATIVE PRODUCTIVITY**

**Section 1. General**

- 1.1. Scope — This rule establishes policy regarding faculty and administrative productivity.
- 1.2. Authority — W. Va. Code § 18B-7-7, § 18B-7-8
- 1.3. Effective Date — July 12, 2013; Revised Effective Date – July 9, 2014.

**Section 2. Productivity: Faculty and Administrative**

- 2.1. Administrators shall be at least ten percent (10%) more productive than administrators at similar peer institutions as approved by the West Virginia Council for Community and Technical College Education (Council).
  - 2.1.1. Administrators shall be defined as employees in senior-level positions that should be reported according to the College and University Personnel Association (CUPA) administrator survey guidelines.
  - 2.1.2. In addition to their regular administrative duties, all campus administrators holding faculty rank shall teach at least one (1) course during each eighteen-month employment period or conduct appropriate academic research. Teaching and/or research conducted by administrators shall be evaluated in accordance with institutional policy.
  - 2.1.3. Appropriate measures of productivity will be compared with equivalent data for similar peer institutions as approved by the Council. 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 deemed appropriate.
- 2.2. The average number of student credit hours taught per faculty full-time equivalency (FTE) at each institution shall be at least ten percent (10%) greater than the average during the most recent year for which comparable data are available at similar peer institutions as approved by the Council. 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 Integrated Postsecondary Education Data System (IPEDS) survey.
- 2.3. The President will prepare and submit to the Board of Governors an annual report

delineating the faculty and administrative productivity in contrast to that of our peer institutions.