MOUNTWEST COMMUNITY & TECHNICAL COLLEGE
INSTITUTIONAL BOARD OF GOVERNORS
MCTC IB0G H - 23
Distribution of General Faculty Salary Increase Funds (MCTC)

General:

1.1. Scope: Policy regarding the distribution of faculty salary increase funds to units and individuals.

1.2. Statutory References: W. Va. Code §18B-8-3, Faculty salary policies; reductions in salary prohibited; salary increase upon promotion in rank, and §18B-8-3a, Institutional salary policies; distribution of faculty salary increases.

1.3. Passage Date: May 12 2004

1.4. Effective Date: July 1, 2004

1.5. Background: This policy is in effect for increases given after FY2005.

Policy:

Faculty salary increases acquired after 2004-2005 are to be based upon a new method of data gathering and evaluation using peer, supervisor and student ratings and distributed in the following manner.

Evaluation
Evaluation criteria each year is based on goals negotiated between faculty members and their supervisors in support of institutional goals. Faculty roles and percentages of work dedicated to each role may vary from year to year within established limits for each unit.

Data gathered in evaluations will be incorporated into current guidelines used for promotion and tenure decisions.

Salary
The College provides money from funds other than those dedicated to raises to ensure 10% increases for promotions.

The salary pool will be divided into 49% for equity raises and 51% for merit raises.

The equity pool will be distributed at the College level by:
• examining peer salary data and establishing a percentage of peer salaries that every faculty salary should reach
• distributing the 49% equity money so that each faculty member’s salary reaches the set percentage of market value.

The merit money will be distributed to each division in proportion to the number of full-time, tenure and tenure track and continuing appointments.

The merit money available to divisions will be distributed by:
• using the new evaluation instruments to calculate an overall average in which
  Exemplary = 3.51-4.0
  Professional=2.51-3.5
  Needs improvement=1.51-2.5
  Unacceptable= 1-1.5
• Faculty earning a rating of 2.51 or above would earn merit pay in addition to their equity pay.
• Merit pay would be distributed proportionally, based on the ratings, among faculty in a unit who earn
  between 2.51 and 4.0.

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\text{merit raise} = \frac{\text{faculty score (2.51-4.0) \times total merit dollars available in the unit}}{\text{sum of all ratings qualifying for merit in the unit}}
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Equity and merit raises will be added to base salaries.