

Fairmont State University Board of Governors
Policy #25

June 16, 2011, August 27, 2007 and June 15, 2006; originally adopted November 29, 2004

TITLE: SALARY POLICY

SECTION 1. GENERAL

1.1 SCOPE: These salary policies shall be in effect and shall govern the assignment of salaries for employees of Fairmont State University.

1.2 AUTHORITY: West Virginia Code § 18B-1-6; §18B-2A-4.

1.3 Effective Date: November 29, 2004

SECTION 2. PROCEDURES FOR ESTABLISHING SALARY POOLS

2.1 Each year, or from time to time as deemed appropriate, the President shall present to the Board a plan for the distribution of general salary increases to employees. This plan shall address increases for all employees other than the President.

2.2 The general salary increase plan shall be developed after state-wide salary mandates have been accounted for. Statewide salary mandates shall include salary increases for faculty promoted in rank, as well as required incremental funding of the classified employee "entry rate," if applicable.

2.3 After the cost of state-wide salary mandates has been separately accounted for, the President's general salary increase plan shall be submitted to the Board for approval.

2.3.1 The plan shall reflect separately the total projected costs of aggregate salary increases for faculty, for non-classified employees, and for classified employees.

2.3.2 The plan shall reflect the aggregate percentage increase in salary to be paid to faculty, non-classified, and classified employees.

2.3.3 The increase in salary for each of the three groups of employees shall be comparable, but not necessarily equivalent. If the increases are not comparable, the President shall present a justification with the proposal.

2.4 Upon approval, the Board shall act, in response to the plan submitted, to establish the aggregate dollars to be allocated each year for general salary increases for each of the three groups of employees. The aggregate increase in dollars shall be distributed in accordance with Sections 3, 4 and 5 of this policy; or at the recommendation of the President, the Board may choose to

distribute an aggregate increase as a flat rate or flat amount to eligible faculty, non-classified, Faculty Equivalent/Academic Professional (FEAP) or classified employees who have reached full funding on the current classified staff salary schedule for their years of service and pay grade.

SECTION 3. FACULTY SALARY POLICY

The total dollars for this increase in aggregate faculty salaries shall be distributed among eligible faculty as follows, or as a flat rate or flat amount distributed to all eligible faculty:

3.1 The distribution of faculty salary increases shall address salary inequities and merit pay.

3.1.1 Salary Inequities Distributions: Twenty-five percent (25%) of the total faculty salary pool shall be distributed to address salary inequities until such time that a lower percentage is sufficient to bring all faculty to 90% of their target salary. Of this amount, a minimum of 80% (or 20%) will be used to fund the salary equity model with the balance restricted for special cases at the discretion of the Provost. The salary equity model is based on median data from the College and University Professional Association for Human Resources (CUPA), taking into account discipline and rank. Time in rank and possession of a terminal degree affect the actual target salary as follows:

- The CUPA peer group will be all bachelor's and master's institutions.
- No terminal degree – 10% reduction in CUPA base for rank and discipline. Zero time in rank – 10% reduction in CUPA base for rank and discipline.
- Maximum credit for time in rank – 9 years
- Maximum target salary – 110% of CUPA base

The equity adjustments will have two components, fixed and variable. The maximum possible variable percentage will be no greater than the fixed percentage and will be determined based on dollars available. The variable percentage for each individual will be determined by the agreed-upon method or protocol in effect at the time of the raise, as determined by the Faculty Senate and approved by the Provost's Office and the Board. To be eligible for an equity adjustment in any given year, a faculty member must be eligible for a merit increase.

3.1.1.1 For the purpose of accelerating approach to target salary, an additional amount of money may be made available by the Board. These dollars will be dispersed as described in 3.1.1

3.1.2 Merit Pay Allocations: The remaining salary increase pool after Section 3.1.1 is implemented shall be distributed on the basis of merit pay. The procedures for determining merit will be based on the agreed-upon method or protocol in

effect at the time of the raise, as determined by the Faculty Senate and approved by the Provost's Office and the Board.

Graduated Rankings of Recipients. The merit raise will have two components, fixed and variable. The maximum possible variable percentage will be no greater than the fixed percentage and will be determined based on dollars available. The variable percentage for each individual will be determined by the agreed-upon method or protocol in effect at the time of the raise, as determined by the Faculty Senate and approved by the Provost's Office and the Board.. The percentage of the variable component pool available to each School or College will equal the School or College's percentage of the total salary pool. Those rated below a minimal acceptable level as determined by the Provost in consultation with the Faculty Senate will not receive a merit increase.

SECTION 4. CLASSIFIED STAFF SALARY POLICY

4.1 Salaries of classified employees shall be set consistent with Article 9 and 9A, Chapter 18B of the Code of West Virginia and Series 8, as amended by the Higher Education Policy Commission and Community and Technical College Council.

4.2 In computing the salary increases for all classified employees, the target salary under the salary schedule set forth in Section 3, Article 9, Chapter 18B of the Code of West Virginia, as amended, shall be identified. The gaps between the target and current salary shall be established. Salaries of all classified employees shall be increased in equal proportions toward eliminating all gaps; however, the Board, at the recommendation of the President, may decide that no raises will be given if the employee's overall job performance evaluation is "needs improvement" or "unsatisfactory."

4.3 Classified employees who have reached full funding on the current classified staff salary schedule for their years of experience and pay grade may receive a salary increase as a flat rate or a flat amount when recommended by the President and approved by the Board.

SECTION 5. NON-CLASSIFIED/Faculty Equivalent/Academic Professional (FEAP) SALARY POLICY

The total dollars for the annual increase in aggregate non-classified salaries shall be distributed among eligible non-classified staff as follows or as a flat rate or flat amount distributed to all eligible non-classified/FEAP employees:

5.1 Salary Inequities Distributions: The President may distribute a portion of the non-classified/FEAP salary increase pool at his/her discretion to address salary inequities.

5.1.1 The CUPA peer group will be all bachelor's and master's institutions; or any higher education or discipline/profession-specific survey sources as the

institution's designee (typically Human Resources or a qualified consultant) or the President may deem appropriate and relevant to set market ranges.

- 5.2 Merit Pay Recipients: The remaining portion of the non-classified/FEAP staff salary pool shall be distributed on the basis of merit pay.
- 5.2.1 Each non-classified/FEAP employee shall be evaluated at least once each year, to include the annual evaluation. The annual evaluation will include, but need not be limited to, the Fairmont State Non-Classified/FEAP Employee Performance Evaluation.
- 5.2.2 No non-classified/FEAP employee who receives an overall rating of "needs improvement" or "unsatisfactory" on his/her annual evaluation will be eligible for a salary increase.
- 5.3.3 Graduated Rankings of Recipients. Merit recipients will be ranked at level A, B, or C. Those ranked B shall receive a percentage increase in base salary 50% higher than those rated C. Those ranked A shall receive a percentage increase in base salary 100% higher than those rated C.

SECTION 6. THE PRESIDENT'S SALARY

No provision herein shall be deemed to apply in any manner to the salary of the Fairmont State University President, whose remuneration shall be set, from time to time, at the will and pleasure of the Board and with the approval of the Policy Commission.