

Shepherd University Board of Governors
January 11, 2007
Agenda Item No. 7

ANNUAL PERSONNEL DATA REPORT

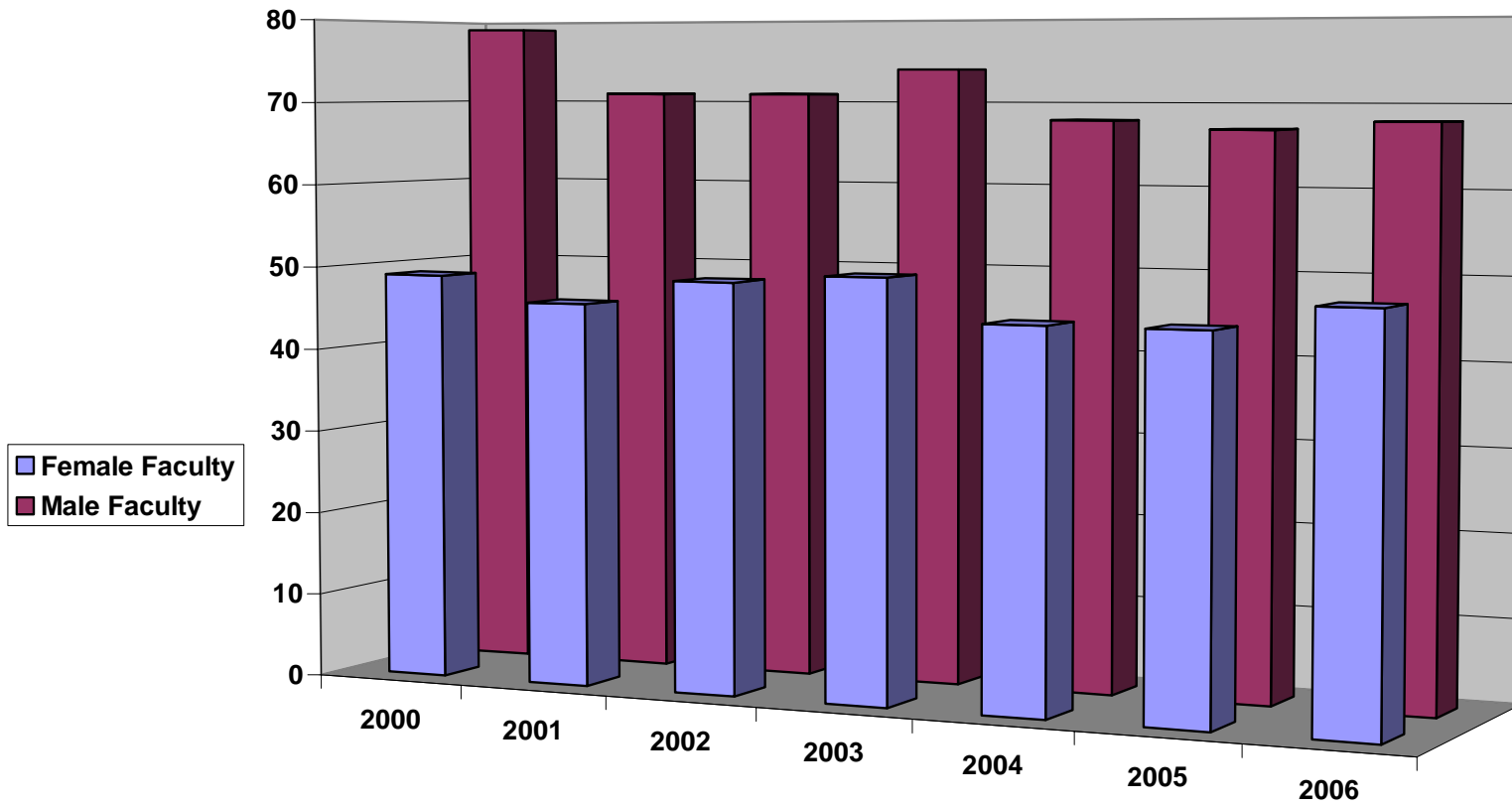
The following report reflects faculty and staff demographic and related data for Shepherd University, and offers comparisons to the demographic data from our official national peer group and from selected colleges and universities in our region.

The institutional data generally reflect the trend lines since 2000, and includes Fall 2006 data.

The national peer group and regional group comparisons are sorted with Shepherd University always on the far left, and the comparison institutions are sorted from smallest to largest student enrollment in Fall 2005. These comparison group charts only reflect data as of Fall 2005 because the data is obtained through the US Department of Education. If a school has no data showing for a selected year, that reflects a failure to report the data to the Department of Education.

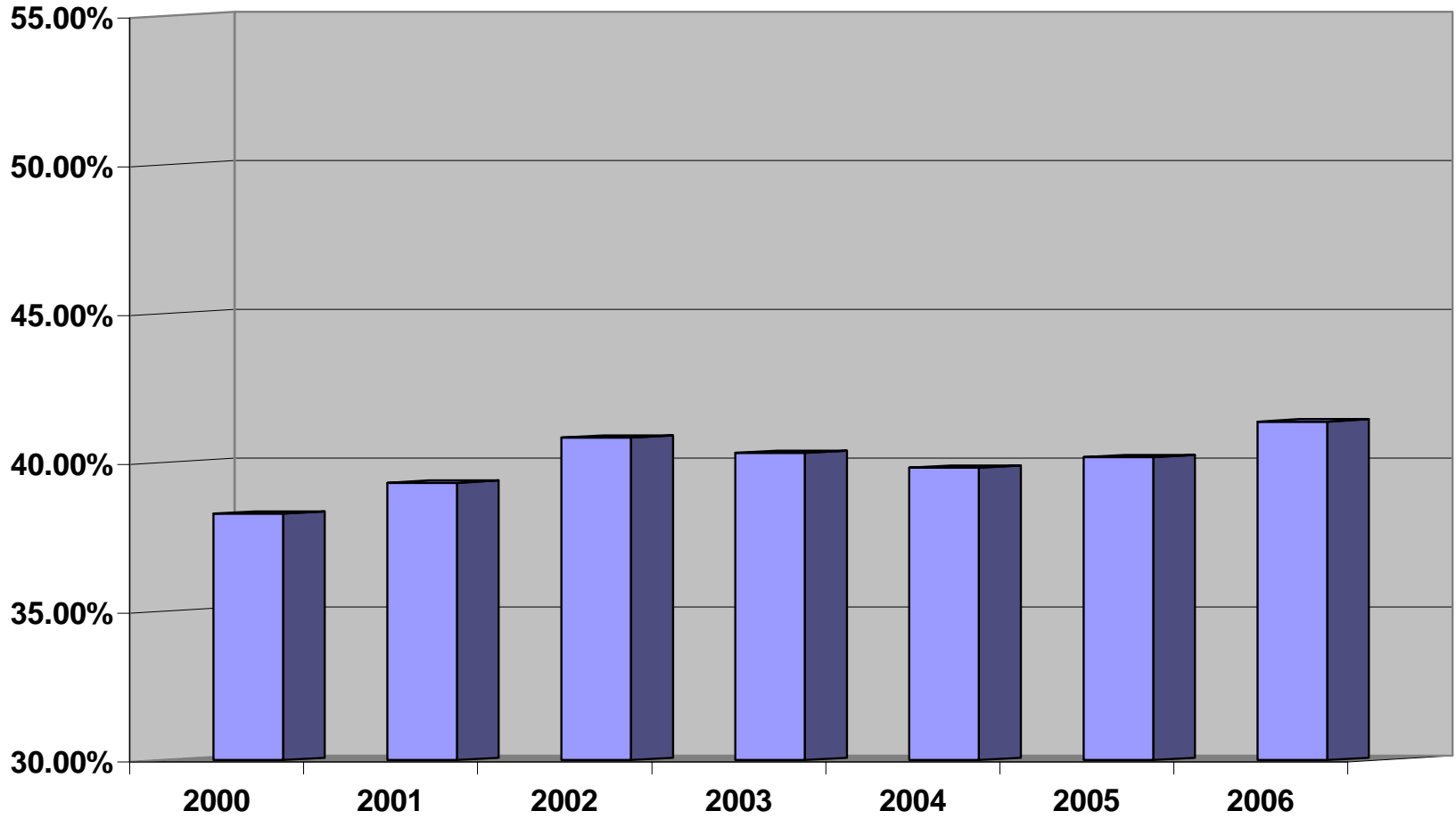
The closing charts in this report reflect data compiled by the West Virginia Higher Education Policy Commission in December showing state-wide institutional funding of classified employees' salaries in relation to the prospective full-funding of the statutory salary schedule. The data reflect that Shepherd's funding commitment to its classified employees' salaries is strong and that full-funding may be achieved as early as FY'08.

Gender

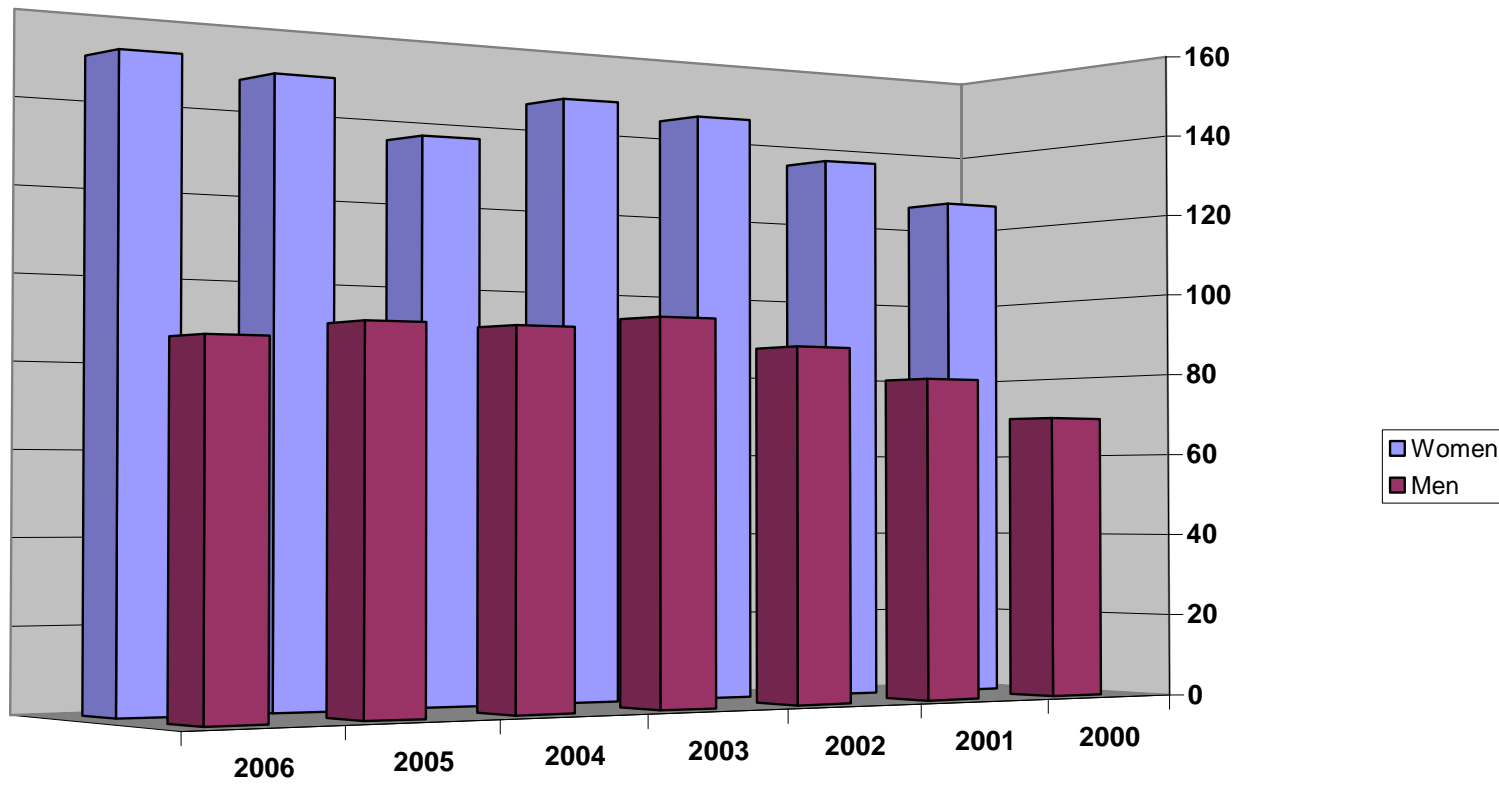


	2000	2001	2002	2003	2004	2005	2006
Female Faculty	49	46	49	50	45	45	48
Male Faculty	79	71	71	74	68	67	68

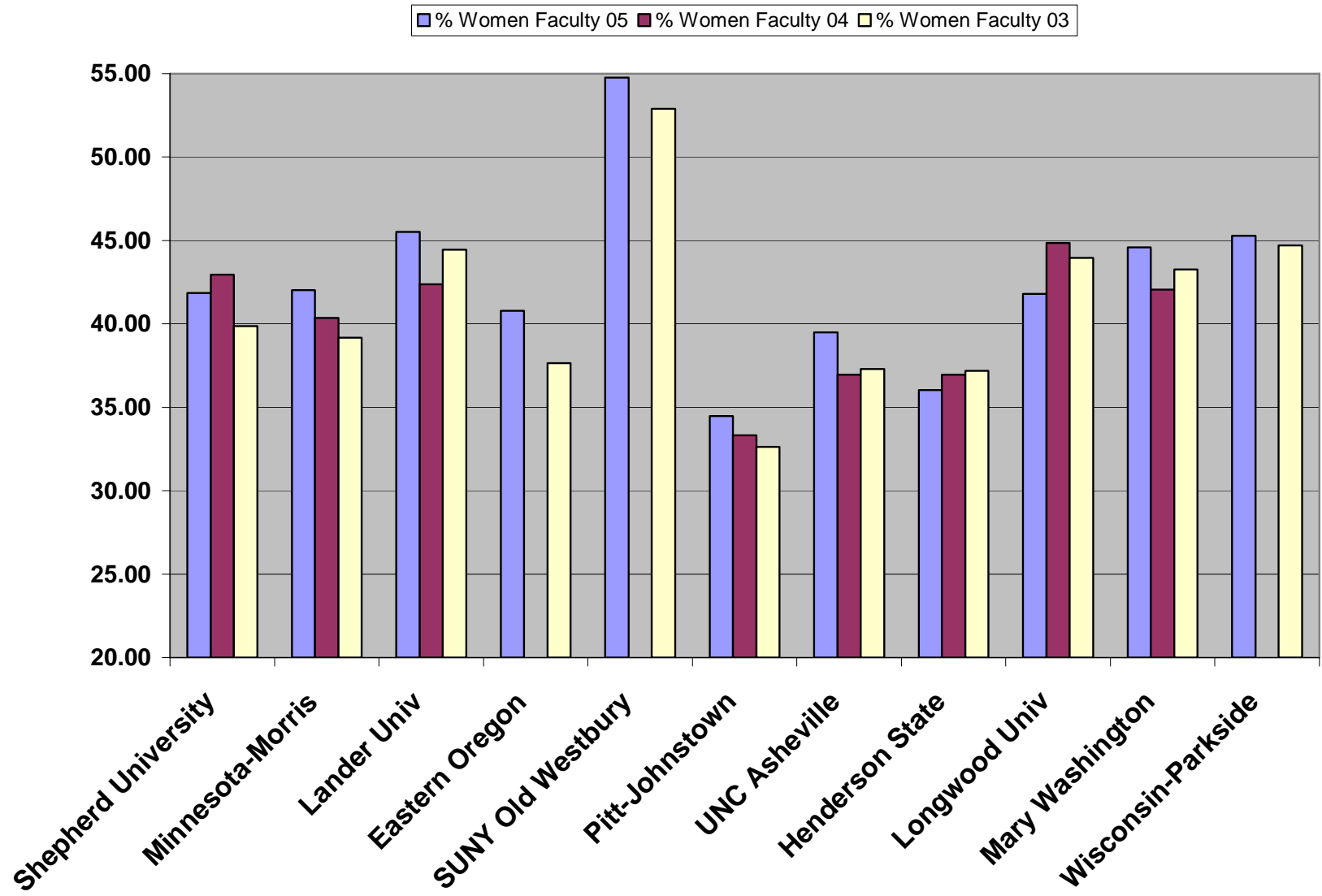
% of Women Faculty

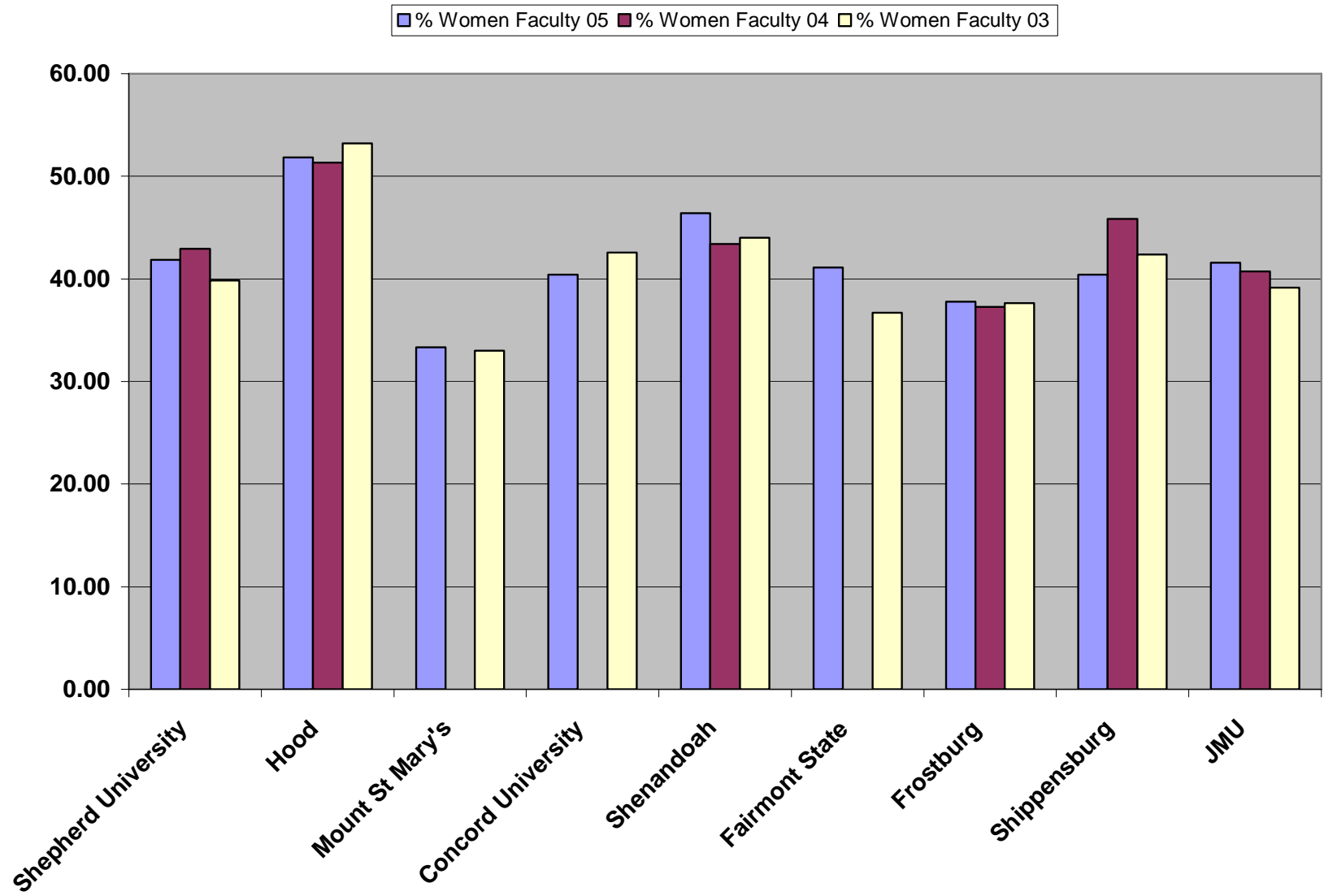


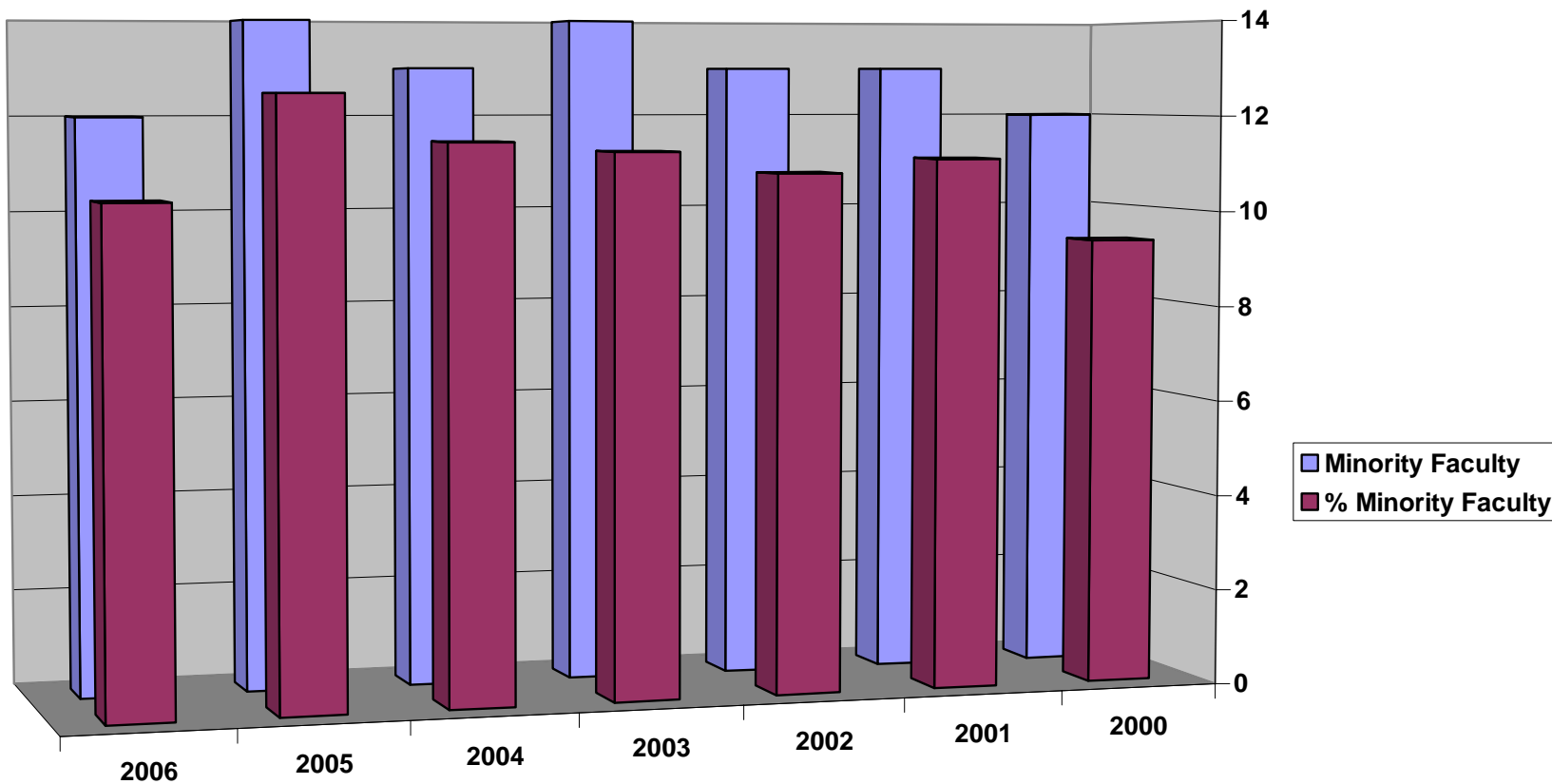
Staff Gender



	2000	2001	2002	2003	2004	2005	2006
Women	125	134	143	145	134	146	149
Men	69	78	85	91	88	88	84

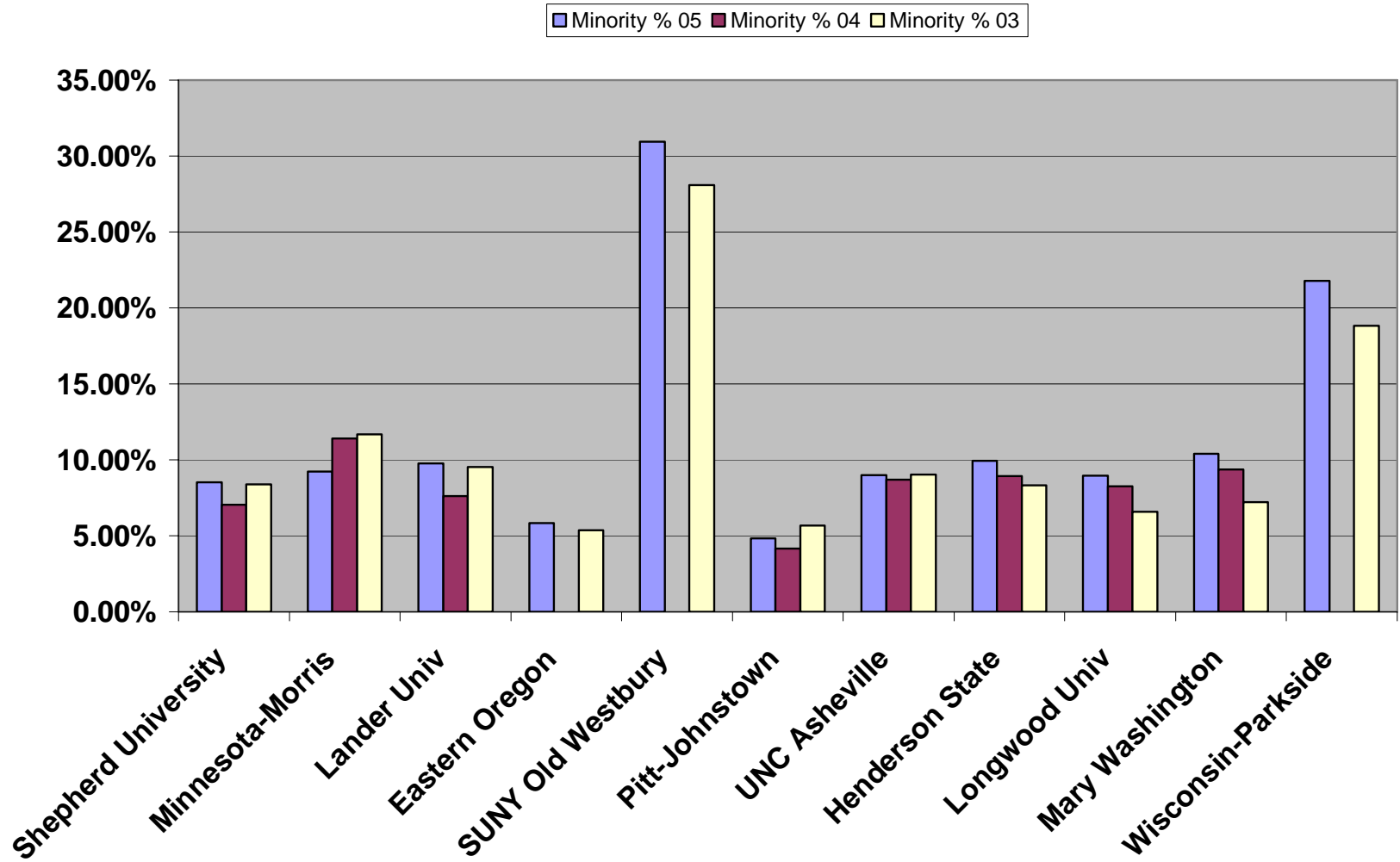




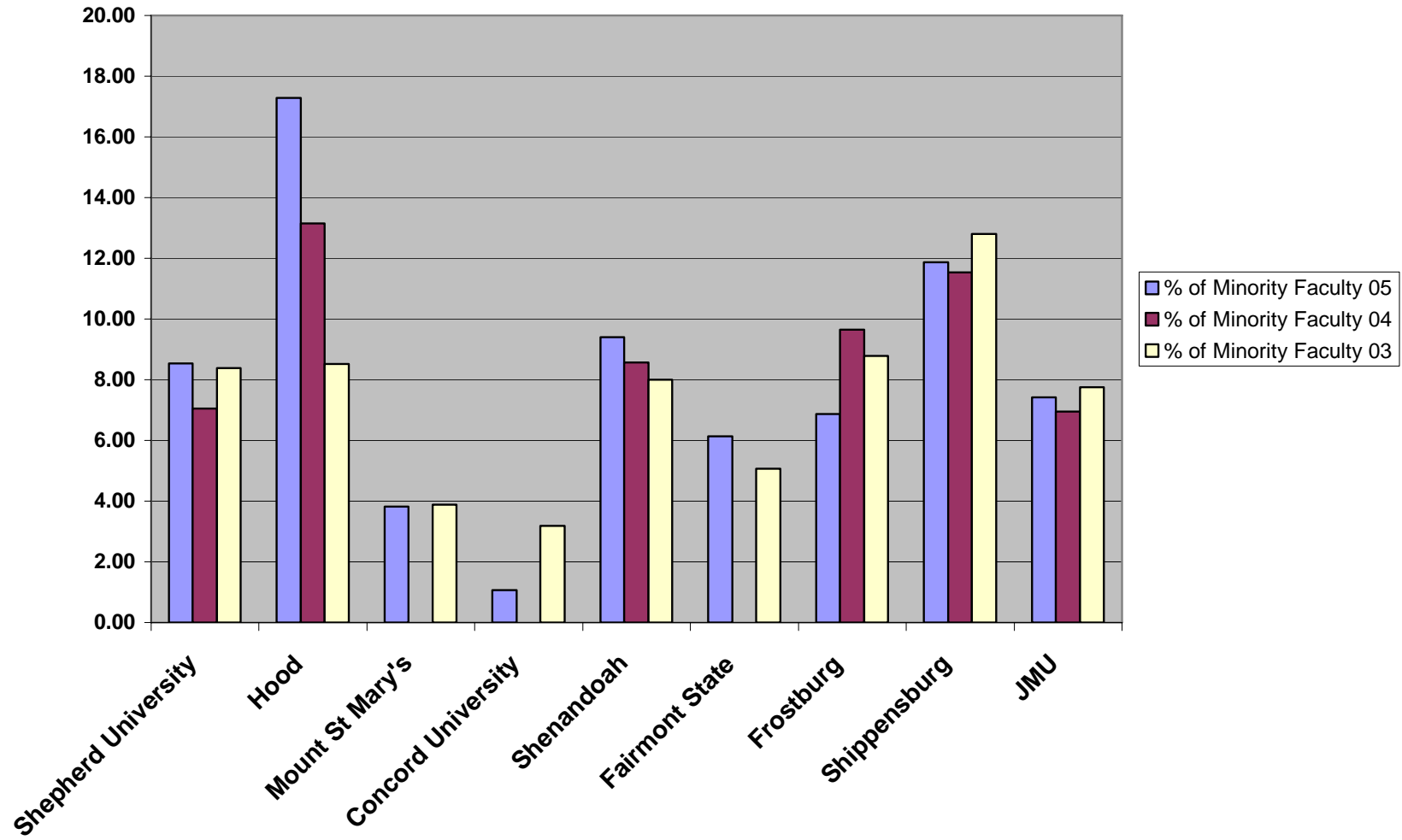


	2000	2001	2002	2003	2004	2005	2006
Minority Faculty	12	13	13	14	13	14	12
% Minority Faculty	9.38	11.11	10.83	11.29	11.50	12.50	10.34

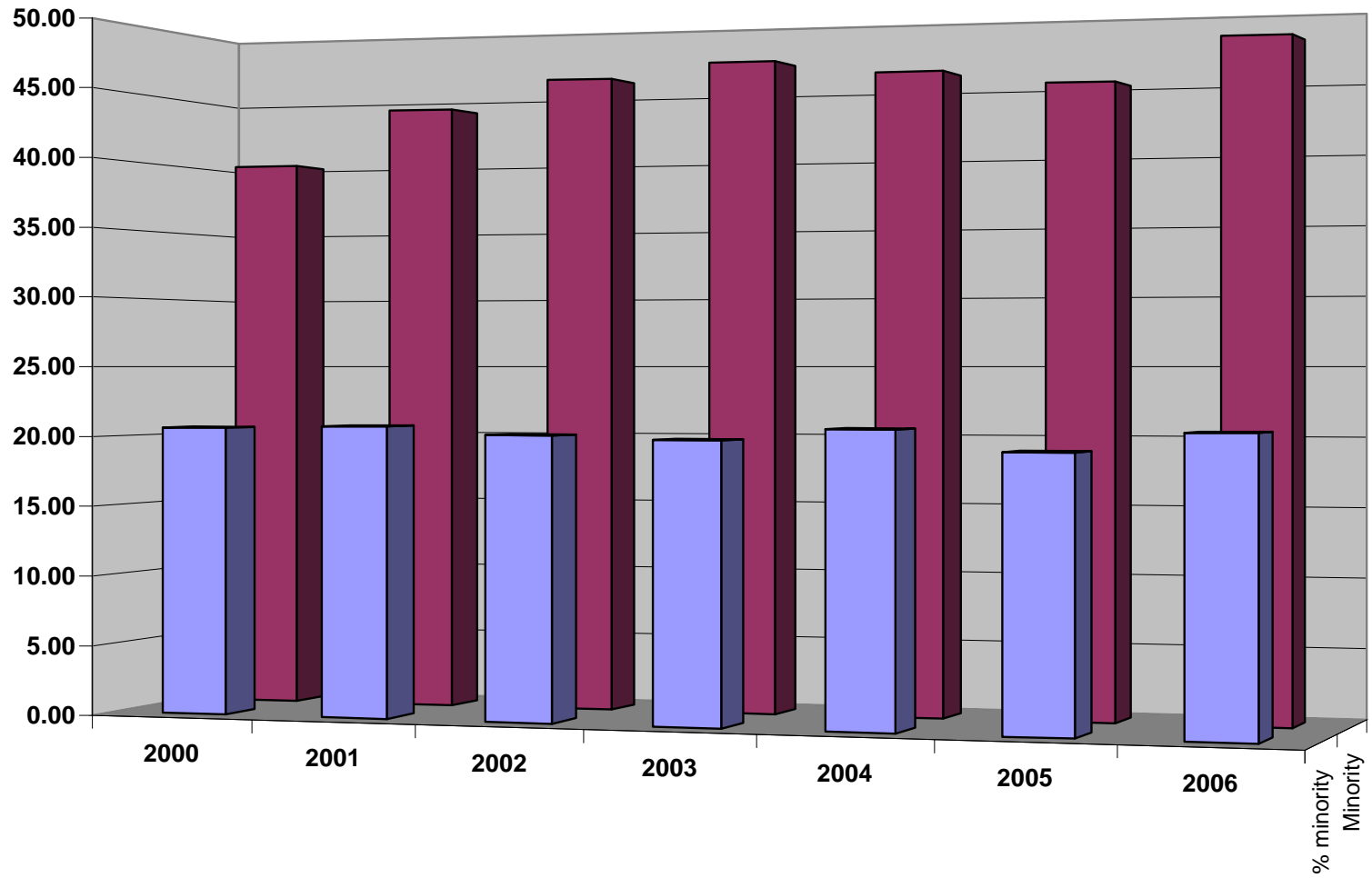
NATIONAL PEERS - MINORITY FACULTY



REGIONAL PEERS - MINORITY FACULTY

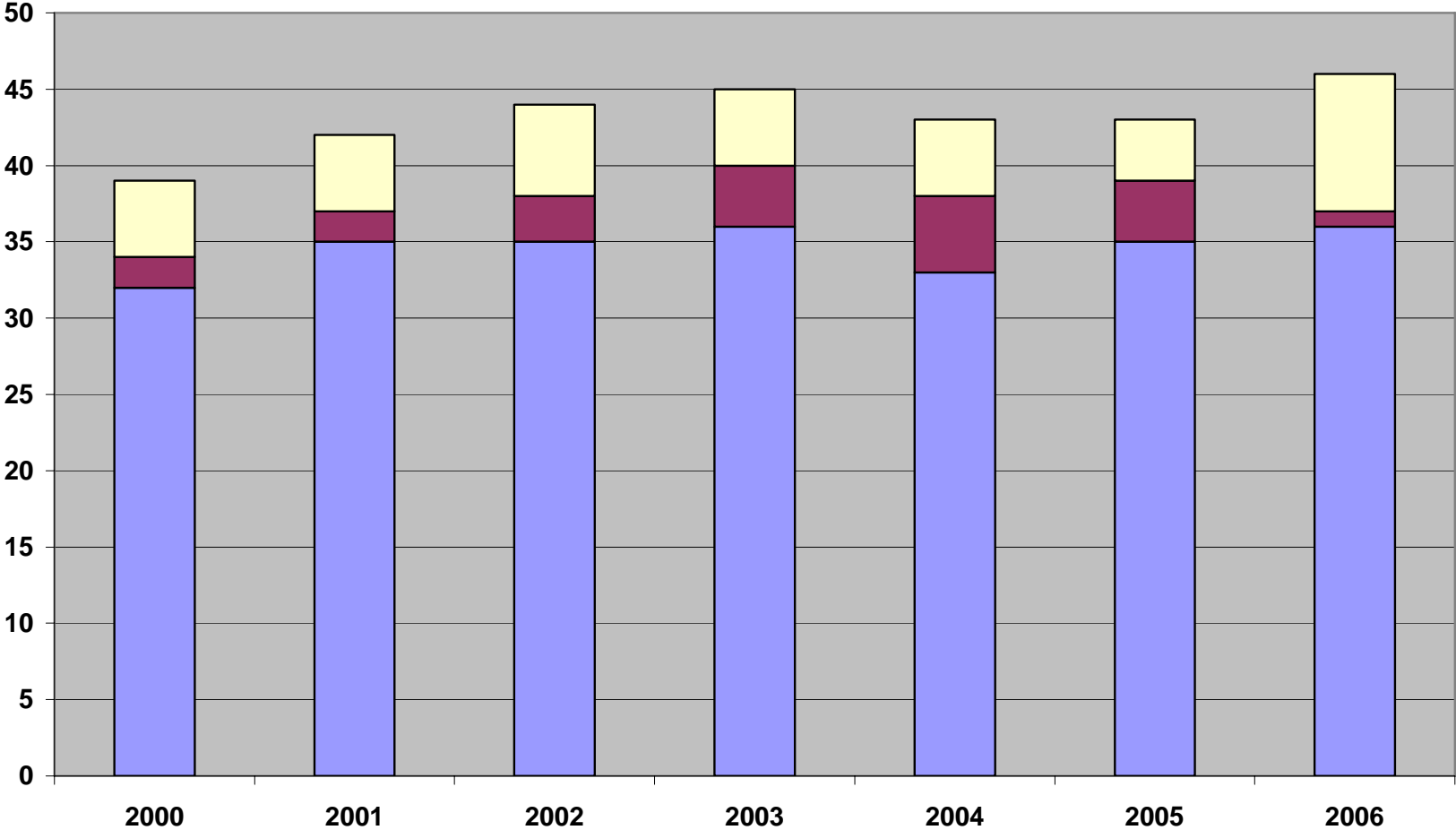


Number and Percentage Minority Staff

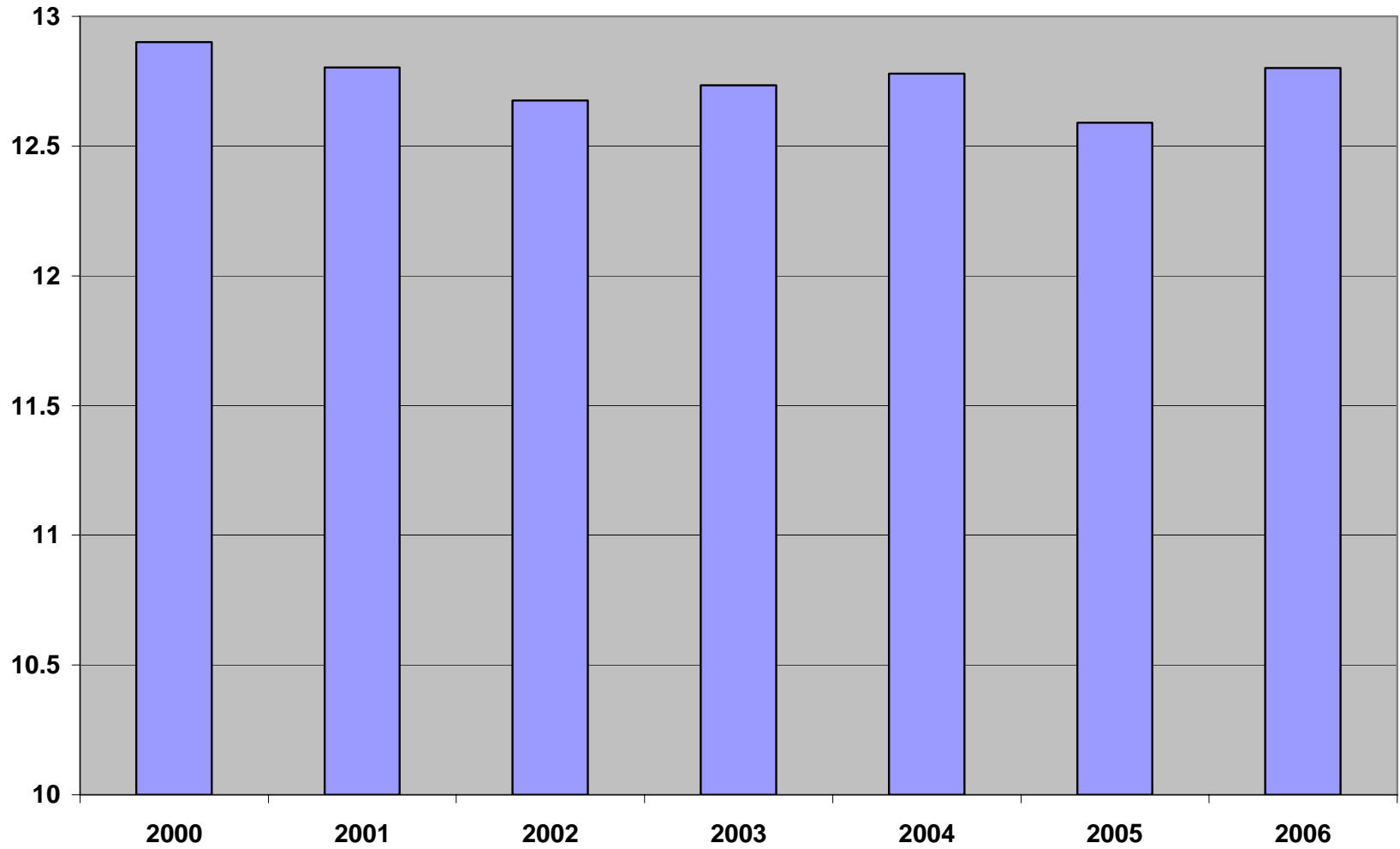


STAFF RACIAL DISTRIBUTION

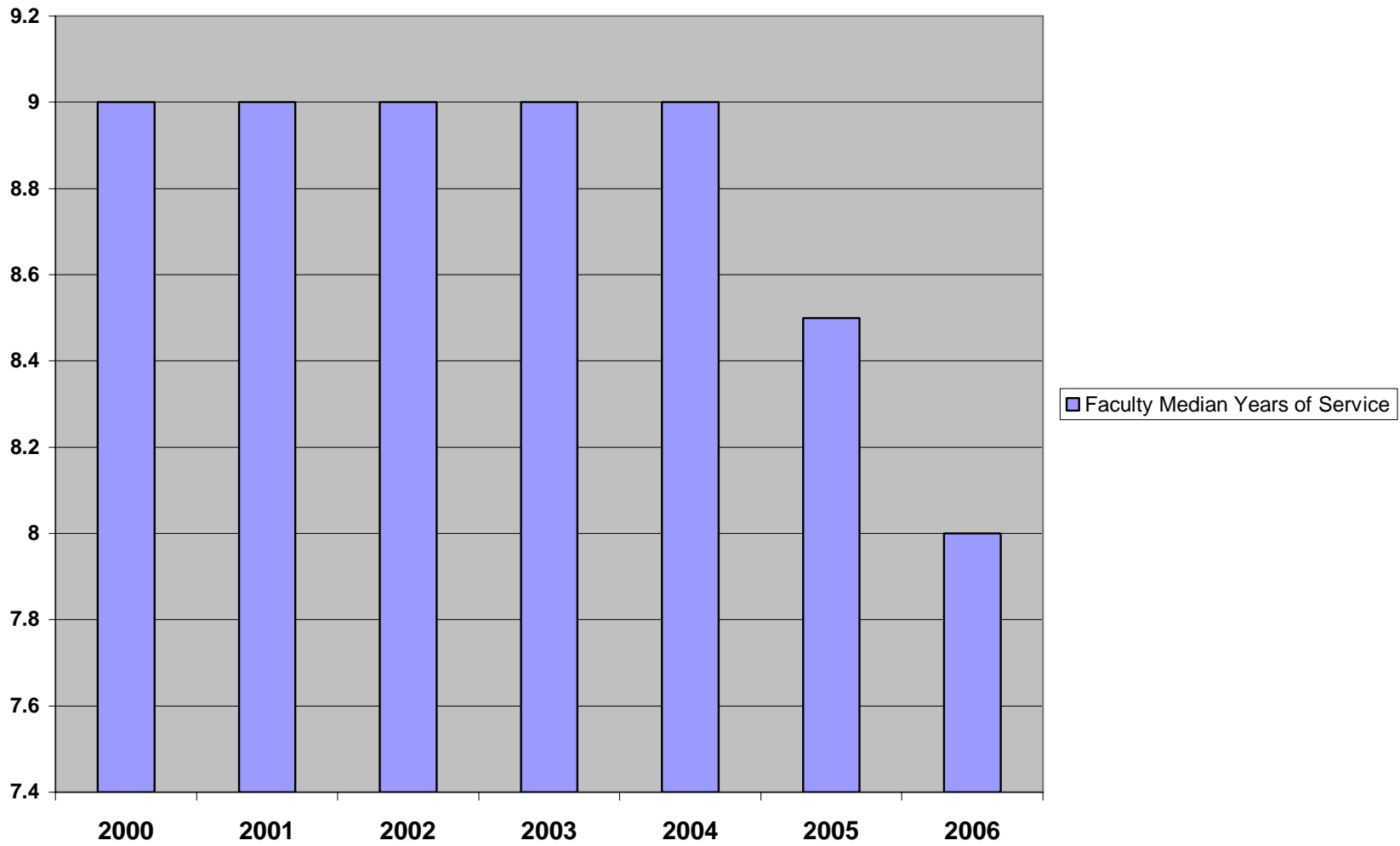
Black Hisp Asian



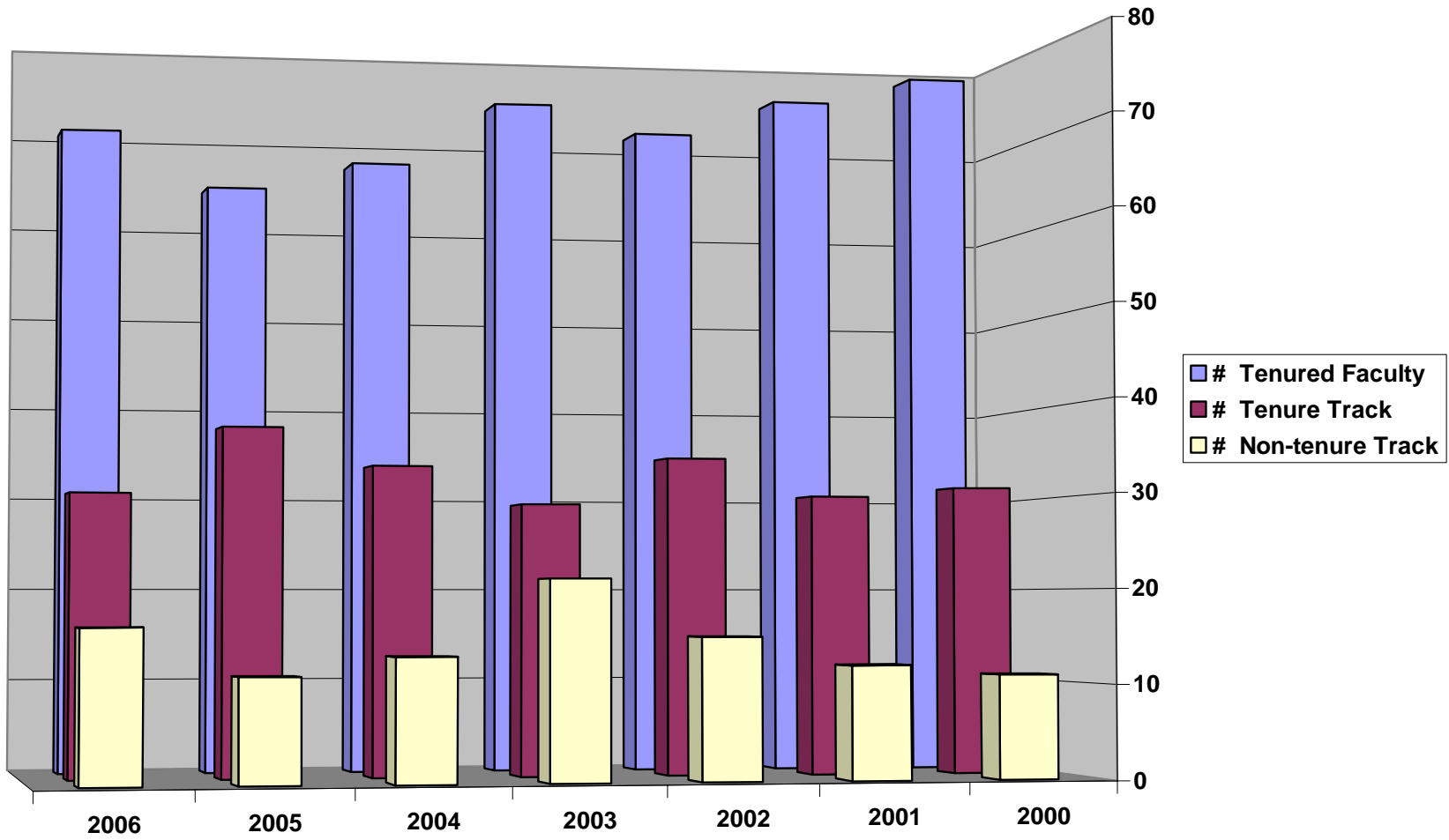
Faculty Average Years of Service



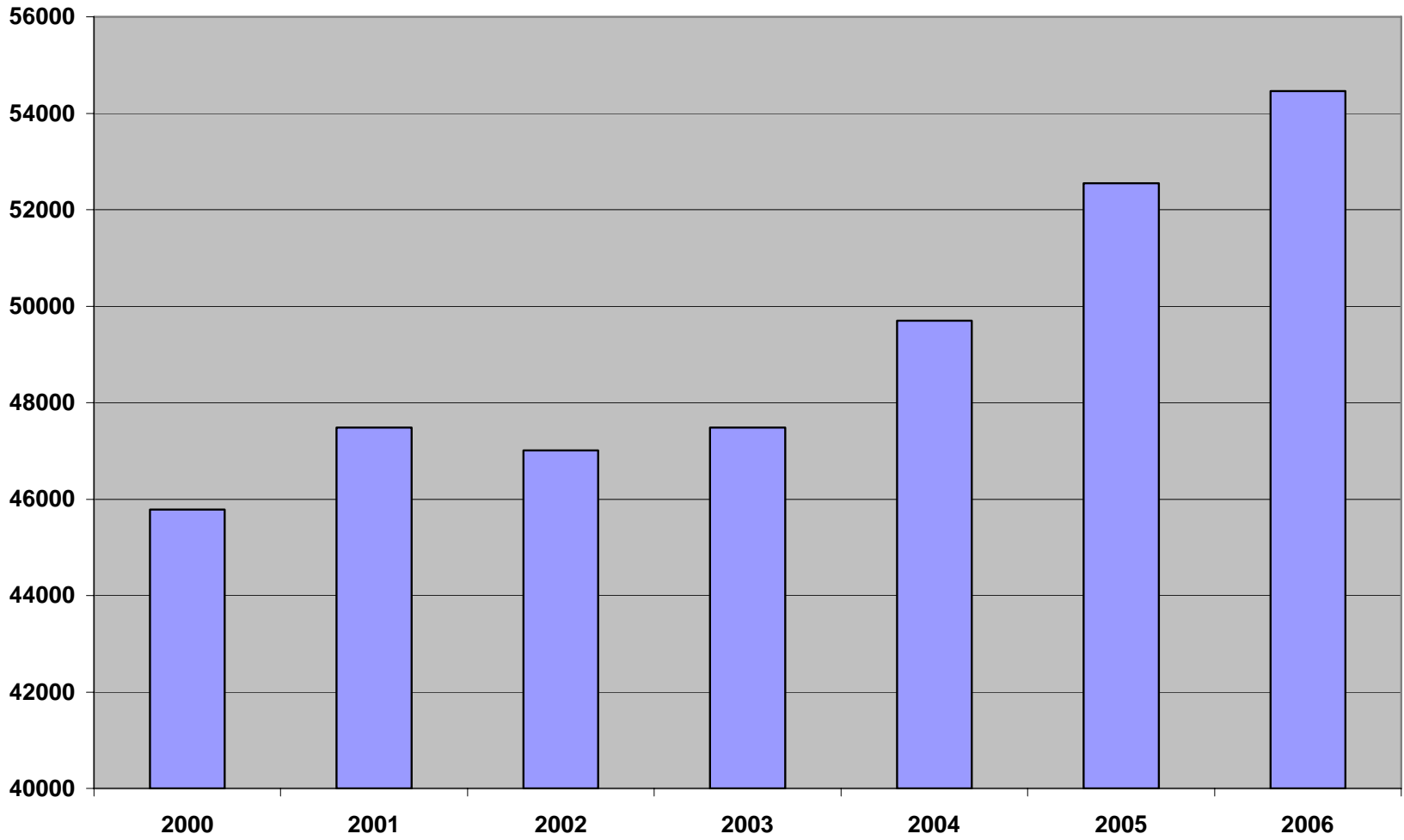
Faculty Median Years of Service



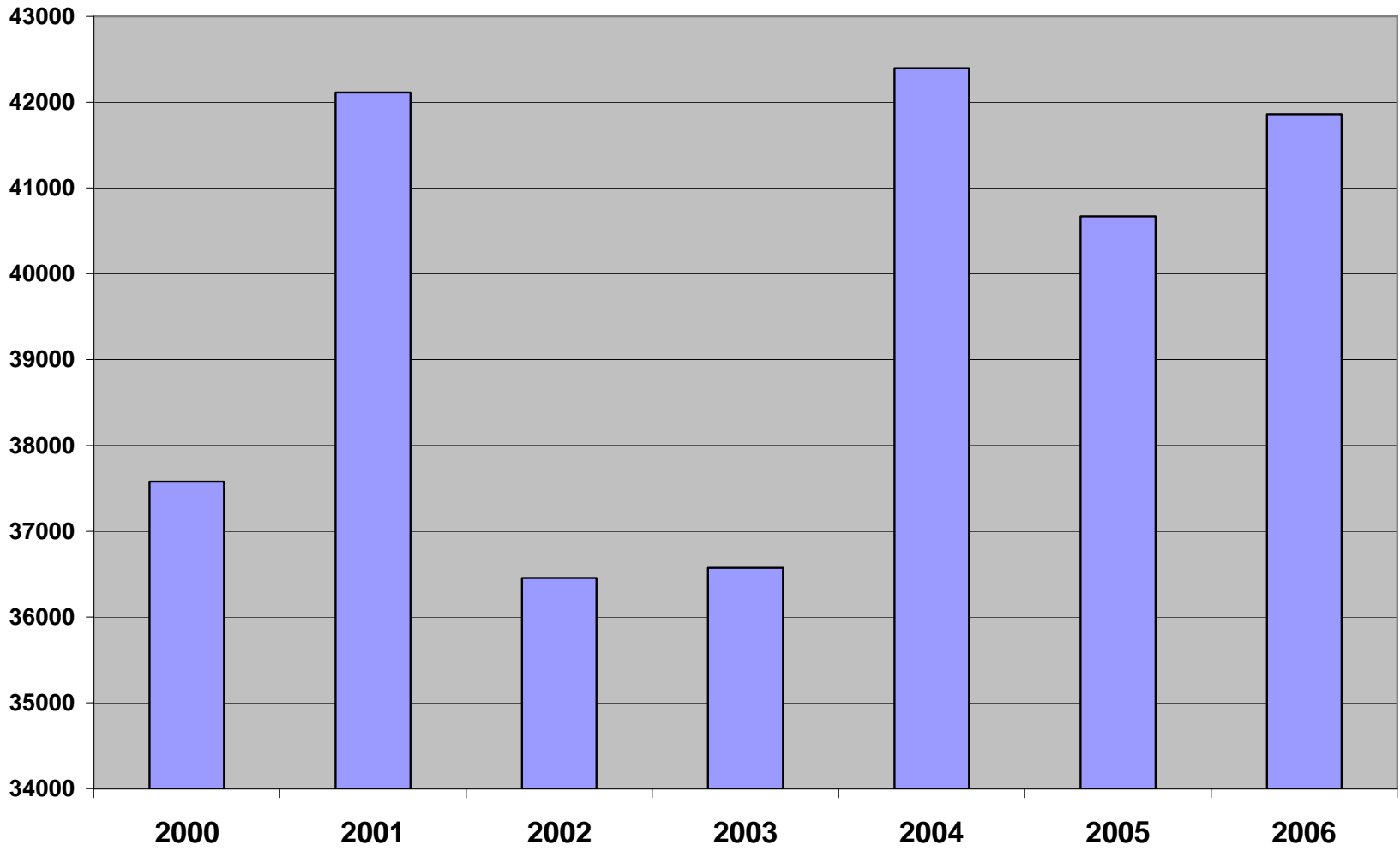
Tenure Profiles

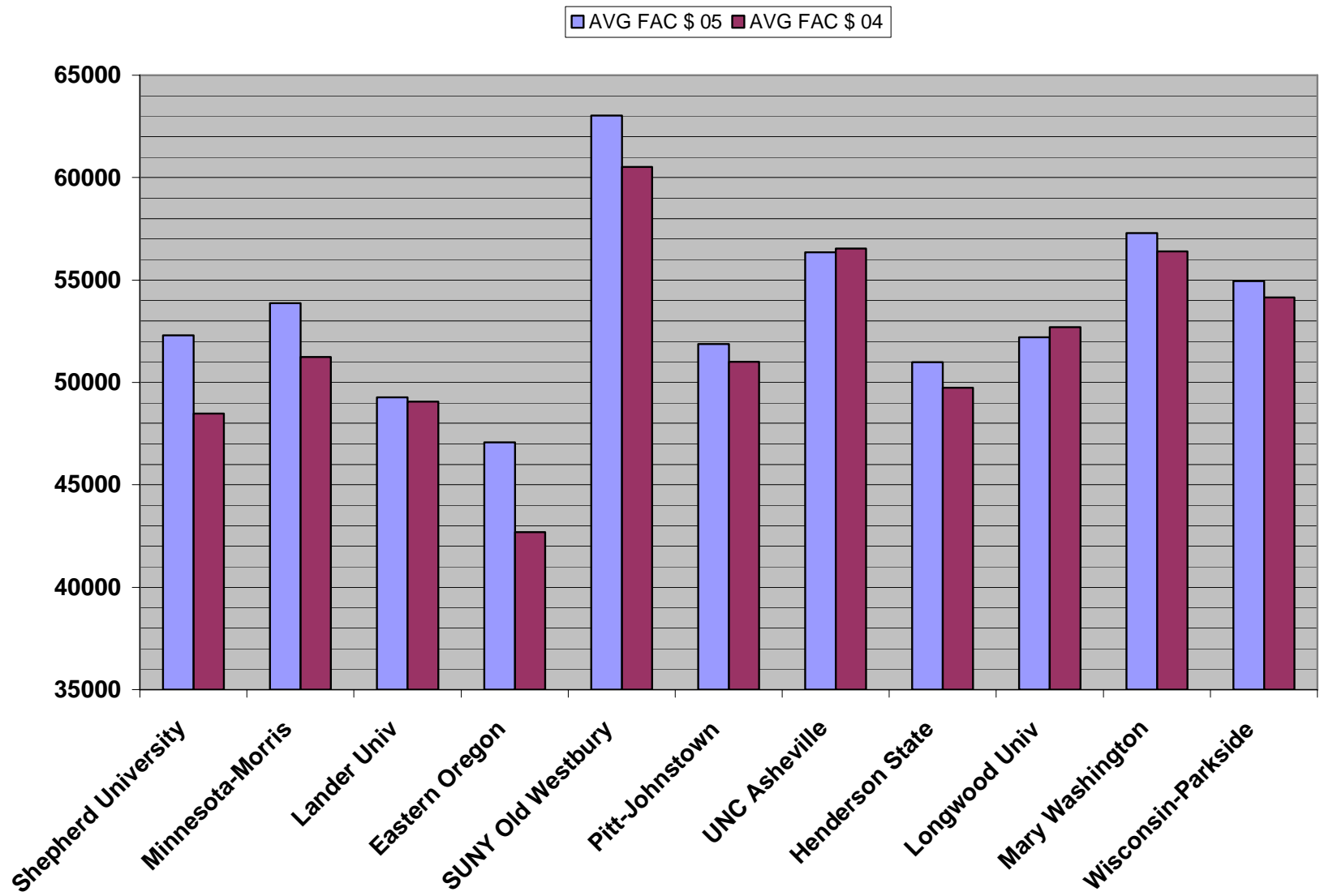


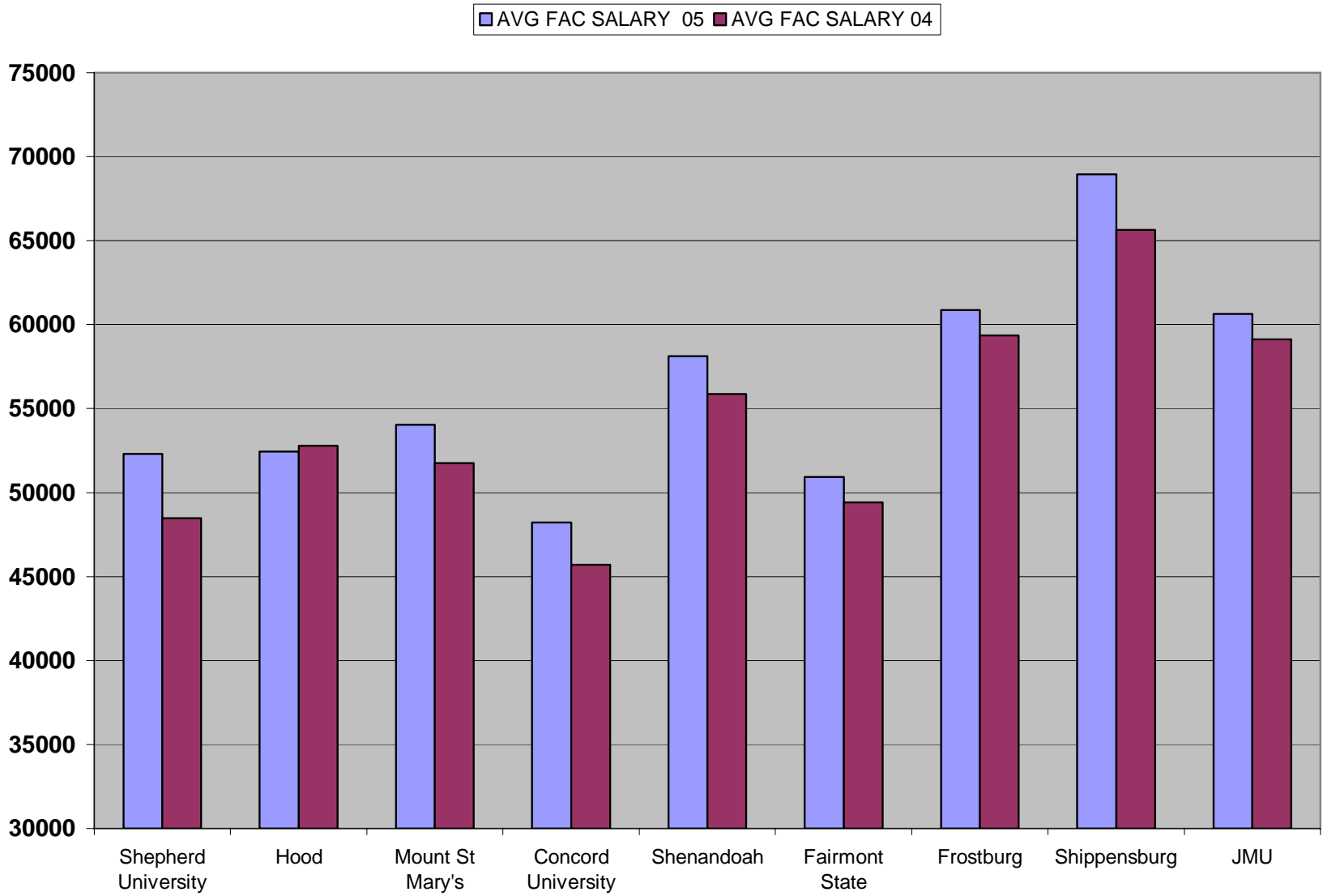
Faculty Average Salary



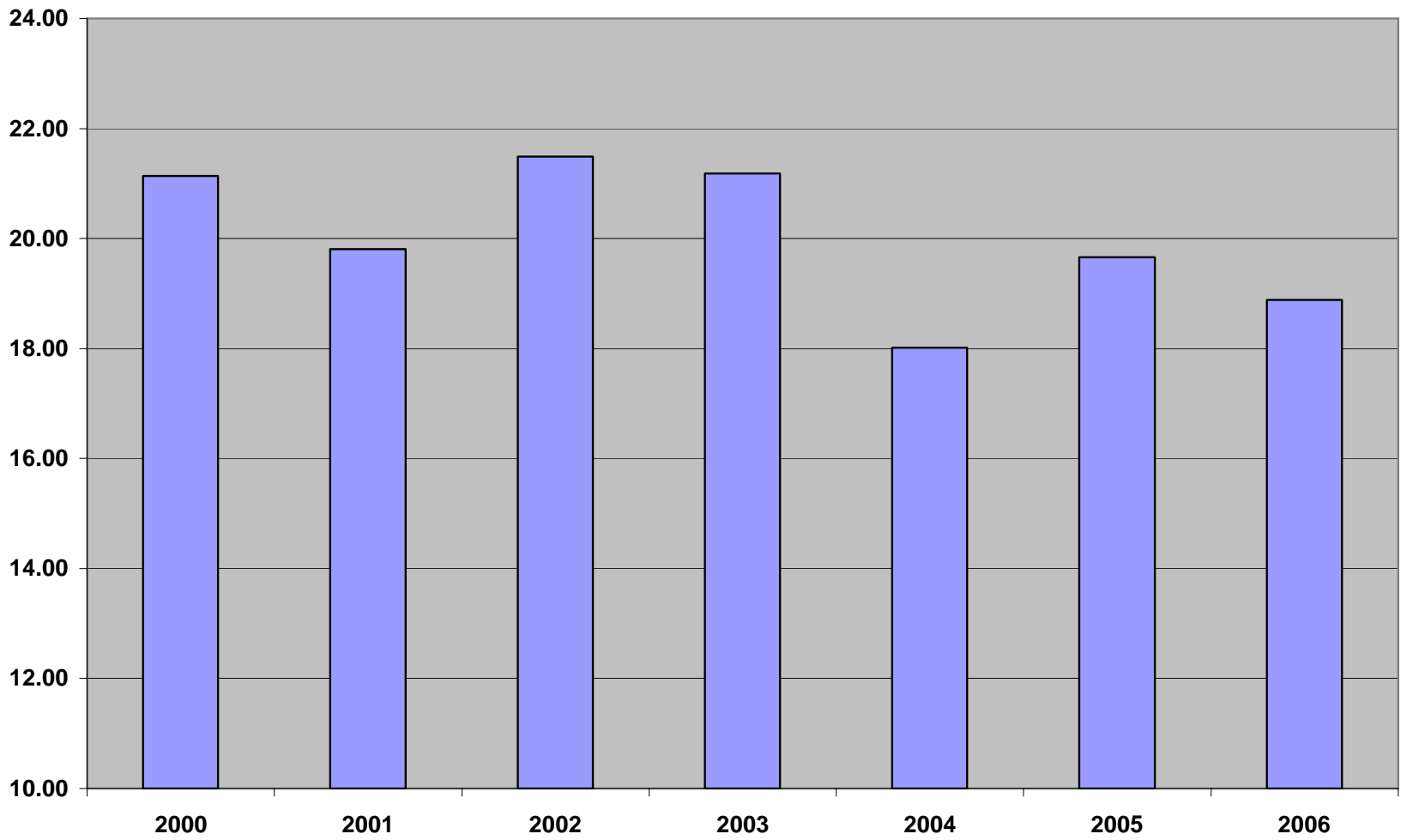
Faculty Starting Salary Average



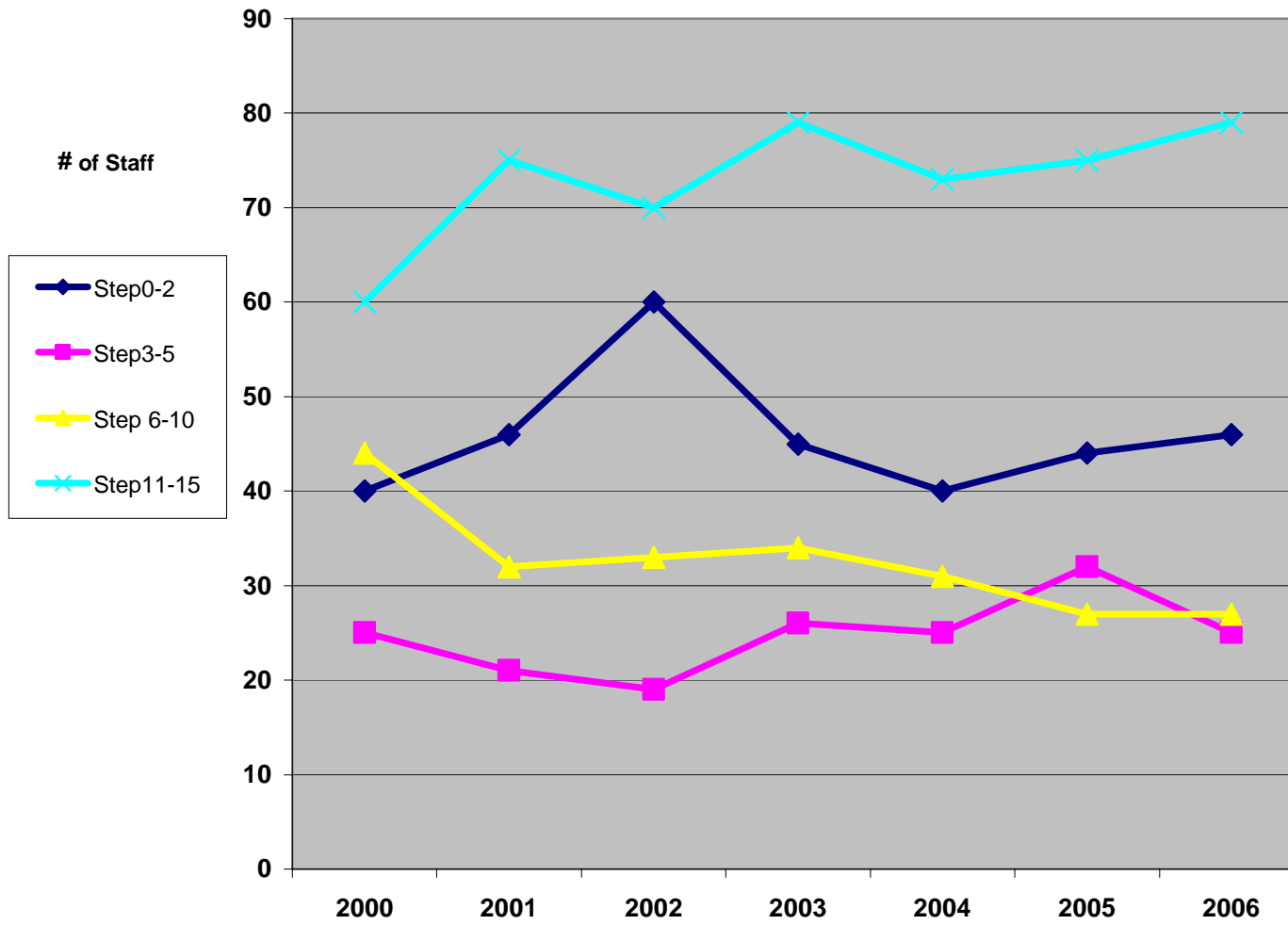




Percentage of Staff with Masters Degree or Higher



CLASSIFIED STAFF Salary Schedule Pay-step Ranges



COST TO FUND CLASSIFIED SALARY SCHEDULE OCTOBER 1, 2006		Total Class. Staff	Full Cost of Classified Schedule	Below Step/Experience		% Schedule Attain.	
				\$	N		\$
System Total		5,134	169,007,172	4,742	15,436,116	90.9%	
HEPC	Total	Exempt	1,306	56,537,689	1,217	5,644,752	90.0%
		Non Exempt	3,371	97,187,095	3,175	8,551,723	91.2%
		Total	4,677	153,724,784	4,392	14,196,475	90.8%
	Bluefield State College	Exempt	47	2,047,852	45	272,506	86.7%
		Non Exempt	63	1,783,806	58	178,230	90.0%
		Total	110	3,831,658	103	450,736	88.2%
	Concord University	Exempt	37	1,485,511	32	114,685	92.3%
		Non Exempt	81	2,500,586	74	138,373	94.5%
		Total	118	3,986,097	106	253,058	93.7%
	Fairmont State University	Exempt	26	1,019,181	24	88,881	91.3%
		Non Exempt	128	3,448,890	122	293,498	91.5%
		Total	154	4,468,071	146	382,379	91.4%
	Glennville State College	Exempt	29	1,220,217	24	134,561	89.0%
		Non Exempt	54	1,450,471	50	147,395	89.8%
		Total	83	2,670,688	74	281,956	89.4%
	Marshall University	Exempt	188	7,875,403	177	875,367	88.9%
		Non Exempt	479	13,696,570	438	1,405,333	89.7%
		Total	667	21,571,973	615	2,280,700	89.4%
	Potomac State College of WVU	Exempt	20	694,659	20	70,282	89.9%
		Non Exempt	60	1,564,597	59	125,721	92.0%
		Total	80	2,259,256	79	196,003	91.3%
	Shepherd University	Exempt	51	1,944,880	47	70,314	96.4%
		Non Exempt	126	3,263,284	115	145,391	95.5%
Total		177	5,208,164	162	215,705	95.9%	
West Liberty	Exempt	53	1,846,304	41	67,467	96.3%	

	State College	Non Exempt	55	1,706,395	47	57,718	96.6%
		Total	108	3,552,699	88	125,185	96.5%
		WV School of Osteopathic Medicine	Exempt	35	1,490,135	0	
		Non Exempt	74	1,971,068	0		100.0%
		Total	109	3,461,203	0		100.0%
	WV State University	Exempt	57	2,370,308	51	316,652	86.6%
		Non Exempt	140	4,074,488	122	436,052	89.3%
		Total	197	6,444,796	173	752,704	88.3%
	West Virginia Univeristy	Exempt	735	33,205,624	728	3,480,534	89.5%
		Non Exempt	2,014	58,824,368	1,998	5,369,916	90.9%
		Total	2,749	92,029,992	2,726	8,850,450	90.4%
	WVU Institute of Technology	Exempt	28	1,337,615	28	153,503	88.5%
		Non Exempt	97	2,902,572	92	254,096	91.2%
		Total	125	4,240,187	120	407,599	90.4%
	CTCS	Total	Exempt	144	5,488,427	104	431,184
Non Exempt			247	6,833,262	192	576,895	91.6%
Total			391	12,321,689	296	1,008,079	91.8%
Blue Ridge Community and Technical College		Exempt	4	157,313	2	11,558	92.7%
		Non Exempt	6	155,384	4	6,649	95.7%
		Total	10	312,697	6	18,207	94.2%
Community and Technical College at WVU Tech		Exempt	2	68,752	1	1,948	97.2%
		Non Exempt	10	349,196	10	47,728	86.3%
		Total	12	417,948	11	49,676	88.1%
Eastern WV Community & Technical College		Exempt	16	556,315	12	30,330	94.5%
		Non Exempt	4	97,098	3	3,596	96.3%
		Total	20	653,413	15	33,926	94.8%
Marshall Community and Technical College		Exempt	5	222,315	5	36,547	83.6%
		Non Exempt	5	125,827	5	11,202	91.1%
		Total	10	348,142	10	47,749	86.3%

	New River Community and Technical College	Exempt	13	440,674	11	30,430	93.1%	
		Non Exempt	14	369,358	8	18,242	95.1%	
		Total	27	810,032	19	48,672	94.0%	
	Pierpont Community and Technical College	Exempt	4	120,035	4	9,467	92.1%	
		Non Exempt	13	367,011	13	37,779	89.7%	
		Total	17	487,046	17	47,246	90.3%	
	Southern WV Community and Technical College	Exempt	49	1,780,421	43	199,635	88.8%	
		Non Exempt	82	2,255,502	74	223,352	90.1%	
		Total	131	4,035,923	117	422,987	89.5%	
	WV Northern Community College	Exempt	24	926,898	0		100.0%	
		Non Exempt	38	958,926	0		100.0%	
		Total	62	1,885,824	0		100.0%	
	WV State Community and Technical College	Exempt	6	268,187	5	31,452	88.3%	
		Non Exempt	3	99,515	3	15,840	84.1%	
		Total	9	367,702	8	47,292	87.1%	
	WVU at Parkersburg	Exempt	21	947,517	21	79,817	91.6%	
		Non Exempt	72	2,055,445	72	212,507	89.7%	
		Total	93	3,002,962	93	292,324	90.3%	
	CENTRAL	Total	Exempt	44	2,212,708	36	177,338	92.0%
			Non Exempt	22	747,991	18	54,224	92.8%
			Total	66	2,960,699	54	231,562	92.2%
HEPC/CTCS		Exempt	15	713,905	12	56,315	92.1%	
		Non Exempt	13	418,225	9	25,358	93.9%	
		Total	28	1,132,130	21	81,673	92.8%	
WVNET		Exempt	29	1,498,803	24	121,023	91.9%	
		Non Exempt	9	329,766	9	28,866	91.2%	
		Total	38	1,828,569	33	149,889	91.8%	