

Shepherd University Board of Governors
June 9, 2005
Agenda Item No. 5

POLICY 31
PRODUCTIVITY OF FACULTY AND STAFF

A draft policy on productivity of employees was distributed for public comment in April. Several comments were received, and the draft has been amended to reflect that the President will provide an annual report on these productivity mandates with the annual summary of personnel data.

A number of comments expressed concern for the appropriateness of the productivity benchmarks reflected in this policy. The benchmarks are mandated by state statutes.

The following resolution is recommended for adoption by the Board:

RESOLVED, That the Shepherd University Board of Governors approves Policy 31, *Productivity of Faculty and Staff*, as presented in the agenda book, to become effective immediately.

**SHEPHERD UNIVERSITY
BOARD OF GOVERNORS
POLICY 31**

TITLE: PRODUCTIVITY OF FACULTY AND STAFF

SECTION 1. GENERAL

- 1.1 Scope - This policy is established to satisfy the mandate of WV Code §18B-7-7 and §18B-7-8.
- 1.2 Authority - West Virginia Code §18B-1-6, §18B-7-7, §18B-7-8
- 1.3 Effective Date –

SECTION 2. FACULTY PRODUCTIVITY

- 2.1 Faculty productivity shall be ten percent more than the average of similar institutions in other states, such productivity to be based on the average number of student credit hours taught.

SECTION 3. ADMINISTRATOR PRODUCTIVITY

- 3.1 Administrator productivity shall be ten percent more than the average of similar institutions in other states.
- 3.2 All campus administrators holding faculty rank shall teach at least one course during each eighteen-month employment period or shall perform on-going research in lieu of teaching. Regular research and/or data analysis integrated into the administrator's duties shall satisfy this mandate.

SECTION 4. REPORTING

- 4.1 The satisfaction of these benchmarks shall be included in the periodic data reports which are submitted to the Board by the President.