

**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 – June 9, 2005

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.