

**BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE
BOARD OF GOVERNORS**

POLICY B-14

**SALARY ENHANCEMENT FOR
CONTINUED ACADEMIC ACHIEVEMENT**

Section 1. General

- 1.1. Scope — This policy relates to salary enhancement for those with the rank of Professor at BridgeValley Community and Technical College (BridgeValley).
- 1.2. Authority — W. Va. Code § 18B-8-2
- 1.3. Effective Date—July 12, 2013; Revised—June 19, 2020; New Effective Date—July 24, 2020

Section 2. Program

- 2.1. The Salary Enhancement for Continued Academic Achievement policy establishes an incentive plan for faculty members at the rank of professor. This policy is available to help accomplished professors maintain a competitive salary.
- 2.2. The policy provides for increases to the faculty member's base salary but no special title recognition. The College will not restrict the total number of persons receiving this enhancement. Qualifying professors will receive an initial increase of seven-and-one-half percent (7.5%) of the previous year's base after a minimum five (5) years in rank and five percent (5%) every five (5) years thereafter. Salary increases will be based on the current faculty evaluation process.

Section 3. Eligibility

- 3.1. An applicant must:
 - 3.1.1. Hold the rank of Professor.
 - 3.1.2. Have served five (5) years at BridgeValley in that rank. An approved leave for a sabbatical or professional development activity will be considered as service in rank. The process will follow the current faculty evaluation process.
 - 3.1.3. Have a 1.0 full-time equivalent (FTE) appointment at the time of application and award.
 - 3.1.4. Demonstrate consistently significant and substantial contributions in the traditional areas of the College's mission (professional development, teaching, and service) at a level similar to those contributions that qualified the faculty member for promotion to the rank of Professor.

Section 5. Criteria

5.1. Applicants will be evaluated according to the current faculty evaluation process.

Section 6. Funding

- 6.1. Funding for the salary enhancement will be provided from the source(s) usually used to fund the faculty member's salary. In most instances, the funds will be centrally allocated. In some instances, grant or other external funding will be used because that is the usual source of funding for the faculty member's position.
- 6.2. If the faculty member enters a phased retirement program or reduces the appointment FTE, the amount of the salary enhancement and any increments added to it will be proportionally reduced. The remaining funds reverting to the central pool or other source used to fund the salary increase. Upon resignation or retirement, the full amount of the salary enhancement and any increases added to it will revert to the central pool rather than remaining in the College or department. The reversion of funds will provide an on-going source of funding for the program.