



**Title: #IV-15. Faculty Salaries and Performance-Based Increases**

**Date: July 1, 2024** (Replaces version dated February 21, 2024)

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These procedures regarding faculty salaries are provided consistent with the Salary Policy of the West Virginia University Parkersburg Board of Governors ([Policy B-29](#)).

**A. Base Salaries**

**Tenured, Tenure-Track, and Term Faculty**

Base salaries based on faculty rank have been approved by the Board of Governors and are defined below. These levels, effective 2023 are based on 9-month appointments and may be subject to review on an annual basis. Appointments of rank will be based on factors such as academic degree or equivalent, and prior instructional experience, as advertised. Appointments and/or promotions to ranks higher than Instructor will require earned degrees or equivalence of experience or tested experience. Qualifications based on equivalence of experience and tested experience can be found in Answer Book Policy #IV-8A and faculty qualifications in Answer Book Policy #IV-13. Promotions to higher ranks result in a 10% pay increase. In addition, full-time faculty are eligible for any cost of living or across-the-board pay increases offered to all full-time employees. Marketplace adjustments to this schedule for specific program areas may be implemented with the approval of the Board of Governors.

Nine (9) Month Faculty Pay Ranges General Business and Other Disciplines (Assumes Masters Degree or Equivalent for all but Instructor Level and that Faculty with Terminal Degrees would be hired at the Assistant level or above)

Rank	Minimum Salary	25% Quartile	Midpoint	75% Quartile	Maximum
Professor	\$66,500	\$69,063	\$73,125	\$77,188	\$90,000
Associate Professor	\$57,500	\$60,375	\$63,250	\$66,125	\$69,000
Assistant Professor	\$48,500	\$50,437	\$52,375	\$54,312	\$56,250
Instructor	\$41,700	\$43,387	\$45,074	\$46,762	\$47,500

Nine (9) Month Faculty Pay Ranges High Demand, Engineering, Health, Education Faculty, Information Technology, Certified Public Accountant, Certified Management Accountant

Rank	Minimum Salary	25% Quartile	Midpoint	75% Quartile	Maximum
Professor	\$70,000	\$75,000	\$80,000	\$85,000	\$90,000
Associate Professor	\$62,000	\$65,250	\$68,500	\$71,750	\$75,000
Assistant Professor	\$52,000	\$53,250	\$54,500	\$55,750	\$62,500
Instructor	\$45,000	\$46,250	\$47,500	\$48,750	\$50,000

\*The J.D. and CPA shall be considered doctoral equivalent for pay purposes.

**Instructional Specialist**

From time to time, it will be necessary for WVUP to hire qualified individuals to provide instruction for specialty technical or industrial-based programs. Examples of these programs include Cosmetology and Farm Operations. Instructional specialists will be called Instructional Specialists. Their work schedule and compensation will be based on the industry standard for those who possess their skill base. Full-time instructional specialists are expected to work a 37.5-hour workweek.

Instructional Specialists will be eligible for a promotion to Senior Instructional Specialist after 5 years of service. A promotion will result in a 10% pay increase.

Senior Instructional Specialists will be eligible for a promotion to Lead Instructional Specialist after 5 years of service. A promotion will result in a 10% pay increase.

**B. Annual Performance-based Salary Increases**

This section will be removed until an evaluation tool and plan for performance-based pay is implemented for all employees.

**C. Annual Performance Evaluation**

Each faculty member shall receive an evaluation of their performance as stipulated in Answer Book [#IV-08 Procedures for Annual Faculty Evaluation, Promotion and Tenure](#).

**D. Earning an Advanced Degree**

Bachelor-prepared faculty who complete a master’s degree and master-prepared faculty who complete a doctorate consistent with an approved plan for professional development will be reimbursed according to the procedures in [Answer Book #IV-23, Faculty Development](#).

In addition, faculty who complete their doctorate will receive a pay increase equal to 10% of their salary when the degree is officially conferred.

**E. Pay Adjustment - Promotion in Rank**

As of September 9, 2023, any faculty member receiving a promotion in rank will receive a pay increase equal to the entry-level salary of their new rank or 10% whichever is greater.

**General Business and other Disciplines**

Promotion in Rank from/to	New Minimum	Old Minimum	Pay Increase
Instructor to Assistant Professor	\$48,500	\$41,700	\$6,800
Assistant Professor to Associate Professor	\$57,500	\$48,500	\$9,000
Associate Professor to Professor	\$66,500	\$57,500	\$9,000

**High Demand Positions**

Promotion in Rank from/to	New Minimum	Old Minimum	Pay Increase
Instructor to Assistant Professor	\$52,000	\$45,000	\$7,000
Assistant Professor to Associate Professor	\$62,000	\$52,000	\$10,000
Associate Professor to Professor	\$70,000	\$62,000	\$8,000

**Responsible Administrator: Vice President for Academic Affairs, 304-424-8244**