

LEGISLATIVE OVERSIGHT COMMISSION ON EDUCATION ACCOUNTABILITY

Senate Finance Committee Room
January 11, 2015

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West Virginia
Higher Education
Policy Commission



Bruce L. Berry, M.D.
Chair

Paul L. Hill, Ph.D.
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West Virginia Higher Education Policy Commission
West Virginia Community and Technical College System

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Clarence "Butch" Pennington
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James L. Skidmore
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MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill
James L. Skidmore

DATE: January 11, 2015

RE: Reauthorization Report: Baccalaureate and Associate Degree Granting Institutions

Senate Bill 375, passed during the 2011 Legislative Session delegated responsibility and authority for establishing, monitoring, and maintaining quality standards of all higher education institutions within West Virginia to the West Virginia Higher Education Policy Commission (Commission) and the West Virginia Council for Community and Technical College Education (Council).

The annual reporting requirements outlined in Series 52, Legislative Rule, *Annual Reauthorization of Degree Granting Institutions*, requires each institution to provide all information necessary to assess the performance of the institutions and to determine whether the institution continues to meet the "minimum standards for conferring degrees." Information collected in the annual reauthorization "application report" includes, accreditation status, student enrollment data, tuition and fee information, retention rates (first to second year), graduation rates, student loan default rates and campus crime statistics (chart display-attached). Information is also collected on licensure pass rates, student transfer numbers and student, staff and faculty grievance numbers.

The first submission of institutional reauthorization data was received on November 1, 2013 and was reviewed by compliance review teams, one for baccalaureate institutions and one for associate/certificate institutions. In some cases, additional information was requested to clarify or correct data that was submitted. Once the reviews were completed, the team members sent a recommendation to the Commission and Council for approval.

Baccalaureate Institutions

During the April 25, 2014 Commission meeting, the following baccalaureate institutions were approved for annual reauthorization to operate within West Virginia:

Public:

Bluefield State College, Concord University, Fairmont State University, Glenville State College, Shepherd University, West Liberty University and West Virginia State University

Private:

Alderson Broaddus College, Appalachian Bible College, Bethany College, Davis and Elkins College, University of Charleston, West Virginia Wesleyan College, and Wheeling Jesuit University

Proprietary:

American Public University and Strayer University

Marshall University and West Virginia University are exempt from the annual reauthorization component of this legislative mandate. However, both institutions are required to submit annual reauthorization data for review and publication.

The Commission delayed reauthorization for three institutions: One proprietary school, Salem International University and two private institutions, Ohio Valley University and Future Generations Graduate School.

Future Generations is an institution with a non-traditional curriculum and Commissioners requested additional information on the quality and integrity of the academic program and its courses and documentation that illustrated the financial stability of the institution. Commissioners approved reauthorization at the meeting of August 1, 2014.

Ohio Valley University was subject to a financial focus visit from the Higher Learning Commission (HLC) in December 2011. HLC review team members concluded the institution was out of compliance with several criteria for accreditation and recommended monitoring rather than sanctions as the University was preparing a ten-year comprehensive review. Citing ten areas of concern, the HLC Board of Trustees imposed a sanction of probation in February of 2012. Based on the University's response to those concerns, the HLC removed the sanction of probation in October of 2013. However, continuing challenges were cited in assessment, finances, faculty and staff evaluation, associate degree programs, general education and program review. With the HLC action of removing sanctions, the HEPC Compliance Review Team recommended reauthorization and the Commission approved at the meeting of August 1, 2014.

The HLC Board of Trustees notified Salem International University in February 2014 that it had met the Criteria for Accreditation. However, the HLC expressed concerns about the University's ability to remain in compliance with the criteria in the future. These concerns led Salem International to be placed on notice; a public status signifying an accredited institution is at risk of being out of compliance with one or more of the Criteria for Accreditation and Core

Components. HLC evaluators scheduled a focused visit for September 2014. Based on that information, Commissioners delayed reauthorization at both the April and August meetings.

HLC evaluators on the focused visit in September of 2014 found no evidence that continuation of the sanctions were warranted and recommended that no follow up was needed. However, a copy of the formal report was not available in time for the Commission meeting of November 21, 2014. Therefore, formal reauthorization was again delayed pending the arrival of the formal report from the HLC.

Associate/Certificate Institutions

At the meeting of April 24, 2014, the Council approved reauthorization for the following associate/certificate institutions:

Public:

Blue Ridge Community and Technical College, Bridgemont Community and Technical College (now BridgeValley), Eastern West Virginia Community and Technical College, Kanawha Valley Community and Technical College (now BridgeValley), Mountwest Community and Technical College, New River Community and Technical College, Pierpont Community and Technical College, Southern West Virginia Community and Technical College, West Virginia Northern Community College, and West Virginia University at Parkersburg.

Private/Proprietary:

American National University, Everest Institute, Huntington Junior College, ITT Technical Institute, Mountain State College, Ross Education-LLC, Valley College of Technology (Martinsburg), Valley College of Technology (Princeton), Valley College of Technology (Beckley), West Virginia Business College Inc., West Virginia Junior College (Morgantown), and West Virginia Junior College (Charleston, Bridgeport).

2013 Reauthorization Data:

Institutions	Institution Type	Accreditation Status	Last Accreditation Date	Annualized Unduplicated Headcount	Tuition/Fees	Retention Rate	Bachelor Graduation Rate	Loan Default Rate	CRIME STATISTICS												
									Illegal Weapons	Drug Law Violation	Liquor Law Violation	Murder	Negligent Manslaughter	Sex Offence Forcible	Sex Offence Non-Forcible	Robbery	Aggravated Assault	Burglary	Motor Vehicle Theft	Arson	Hate Crimes
PUBLIC:																					
Bluefield State College	Public	Accredited	2/21/2012	2,394	\$ 5,564	53.3	18.1	23.5	0	0	0	0	0	0	0	0	0	0	0	0	0
Concord University	Public	Accredited	9/4/2008	3,792	\$ 5,874	62	38	19	0	6	5	0	0	1	0	0	0	6	0	0	0
Fairmont State University	Public	Accredited	5/13/2013	5,306	\$ 5,496	64	36	18	4	60	61	0	0	1	0	2	0	9	2	0	0
Glennville State College	Public	Accredited	8/13/2013	2,269	\$ 6,384	52	27	23.9	1	11	22	0	0	1	0	0	7	13	0	0	3
Marshall University	Public	Accredited	1/28/2006	17,608	\$ 6,216	71	44	13.6	0	42	38	0	0	0	0	1	1	4	1	0	0
Shepherd University	Public	Accredited	6/20/2012	5,229	\$ 6,256	63	38	10.7	0	6	11	0	0	9	0	1	0	3	0	0	1
West Liberty University	Public	Accredited	9/4/2008	2,963	\$ 5,266	71	41	14.5	0	5	15	0	0	2	0	0	1	3	0	0	0
West Virginia School of Osteopathic Medicine	Public	Accredited	5/20/2009	837	\$ 20,950	96.5	N/A	0.6	0	0	0	0	0	0	0	0	0	0	0	0	0
West Virginia State University	Public	Accredited	8/26/2005	3,238	\$ 5,442	51.1	21	10.1	2	3	3	0	0	1	0	1	0	7	2	0	0
West Virginia University	Public	Accredited	8/27/2004	33,476	\$ 6,090	77	56	9.8	1	208	444	0	0	2	0	4	2	39	0	1	0
Potomac State College of WVU	Public	Accredited	4/16/2004	2,068	\$ 3,178	46	N/A	9.8	0	45	122	0	0	3	0	0	0	8	0	1	0
WVU Institute of Technology	Public	Accredited	4/16/2004	1,340	\$ 5,558	45	24	9.8	0	1	0	0	0	2	0	0	0	2	0	0	0
PRIVATE:																					
Alderson-Broadus College	Private	Accredited	8/6/2013	949	\$ 22,740	66	46	12.1	5	5	23	0	0	2	0	0	2	2	0	0	1
Appalachian Bible College	Private	Accredited	6/2/2001	329	\$ 19,634	78	47	4.5	0	0	0	0	0	0	0	0	0	0	0	0	0
Bethany College	Private	Accredited	6/25/2009	1,074	\$ 24,780	64	46.5	12.6	1	24	27	0	0	3	0	0	2	26	0	4	1
Davis & Elkins College	Private	Accredited	4/28/2011	925	\$ 24,992	61	38	10	0	8	14	0	0	1	0	0	0	1	0	0	0
Future Generations Graduate School	Private	Accredited	2/26/2010	40	\$ 17,500	0.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ohio Valley University	Private	*Accredited	1/1/2001	554	\$ 18,750	49	44	8.9	0	4	7	0	0	0	0	0	0	1	0	0	0
*Ohio Valley University is required to host a focused visit in fall 2014 on finances, assessment, the Institutional Review Board, faculty and staff evaluation, the associate's degree program, the general education program, and program review. The University will host its next evaluation for Reaffirmation of Accreditation in 2016.																					
University of Charleston	Private	Accredited	1/1/2005	2,238	\$ 19,650	70	46	14.9	1	5	0	0	0	1	0	0	0	3	0	0	0
West Virginia Wesleyan College	Private	Accredited	4/29/2010	1,492	\$ 26,794	64	58	10.2	0	7	1	0	0	0	0	0	0	9	0	1	0
Wheeling Jesuit University	Private	Accredited	9/17/2009	2,076	\$ 27,830	74.5	53.3	6.6	0	7	164	0	0	2	3	0	0	13	0	0	0
FOR-PROFIT:																					
American-Public University System	For-Profit	Accredited	5/22/2006	116,779	\$ 6,400	93.8	20	11.9	0	0	0	0	0	0	0	0	0	0	0	0	0
Salem International University	For-Profit	*Accredited	8/28/2006	1,356	\$ 14,160	44	32	15.7	0	3	16	0	0	0	0	0	2	8	0	0	0
*Salem International University has been placed on Notice by the Higher Learning Commission. The University is required to file a Notice Report in June 2014 providing evidence that the University has resolved the concerns of the Board identified in the Notice action and evidence that the University meets the Criteria for Accreditation and Core Components identified in this action as being at risk of not being met. The University will host a focused visit in September 2014, focused on validating the contents of the Notice Report. At its meeting in February 2015, the Higher Learning Commission Board will review materials related to this evaluation and determine whether the University can be removed from Notice.																					
Strayer University	For-Profit	Accredited	6/30/2007	423	\$ 15,495	N/A	N/A	15.2	0	0	0	0	0	0	0	0	0	0	0	0	0

2013 Reauthorization Data:

Institutions	Institution Type	Accreditation Status	Last Accreditation Date	Annualized Unduplicated Headcount	Tuition/Fees	Retention Rate	Associates Graduation Rate	Loan Default Rate	CRIME STATISTICS													
									Illegal Weapons	Drug Law Violation	Liquor Law Violation	Murder	Negligent Manslaughter	Sex Offence Forcible	Sex Offence Non-Forcible	Robbery	Aggravated Assault	Burglary	Motor Vehicle Theft	Arson	Hate Crimes	
PUBLIC:																						
Blue Ridge Community and Technical College	Public	Accredited	2/17/2010	5,852	\$ 3,120	49.7	23.8	22.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bridgemont Community and Technical College	Public	Accredited	4/1/2004	1,292	\$ 3,834	50	27.5	24.1	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Eastern WV Community and Technical College	Public	Accredited	10/8/2008	1,114	\$ 2,688	64	12.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kanawha Valley Community and Technical College	Public	Accredited	6/10/2010	2,072	\$ 3,236	49.1	9.4	18.2	0	0	0	0	0	0	0	0	0	3	0	0	0	0
Mountwest Community and Technical College	Public	Accredited	7/3/2008	4,073	\$ 2,952	26.2	7.5	32.1	0	10	17	0	0	0	0	1	1	3	1	0	0	0
New River Community and Technical College	Public	Accredited	2/8/2008	4,172	\$ 3,676	40.1	6.2	31.7	0	0	0	0	0	0	0	4	0	0	0	0	0	0
Pierpont Community and Technical College	Public	Accredited	4/28/2008	3,998	\$ 4,150	36.1	9	29.2	0	6	13	0	0	1	0	2	0	9	2	0	0	0
Southern West Virginia Community and Technical College	Public	Accredited	9/24/2013	2,745	\$ 3,124	48	7.1	23	0	0	0	0	0	0	0	0	0	3	0	0	0	0
West Virginia Northern Community College	Public	Accredited	8/13/2013	3,776	\$ 1,690	47	10	31.7	0	0	0	0	0	0	0	0	0	5	0	0	0	0
West Virginia University at Parkersburg	Public	Accredited	1/1/2001	5,780	\$ 1,356	67	35	23.1	0	1	0	0	0	0	0	0	0	0	0	0	0	1
PROPRIETARY:																						
American National University	Proprietary	Accredited	8/16/2010	398	\$ 11,544	33.3	20	10.7	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Everest Institute	Proprietary	Accredited*	8/1/2011	370	\$ 18,700	65	44	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>*Through an agreement with the U.S. Department of Education, Corinthian Colleges, Incorporated will close its Everest Institute location in Cross Lanes, WV</i>																						
Huntington Junior College	Proprietary	Accredited	9/1/2012	1,225	\$ 7,485	37	32	28.4	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ITT Technical Institute	Proprietary	Accredited	4/30/2013	557	\$ 24,566	61	23	14.4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mountain State College	Proprietary	Accredited	12/31/2013	208	\$ 8,210	75	75	8.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ross Education, LLC	Proprietary	Accredited	3/8/2012	162	\$ 15,790	76	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Valley College of Technology-Martinsburg	Proprietary	Accredited	4/11/2011	102	\$ 15,075	80	0	20.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Valley College of Technology-Princeton	Proprietary	Accredited	8/29/2012	127	\$ 15,575	67	0	56.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Valley College of Technology-Beckley	Proprietary	Accredited	4/29/2013	307	\$ 15,575	60	66	36.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Virginia Business College Inc	Proprietary	Accredited	4/1/2007	169	\$ 9,700	70	70	12.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Virginia Junior College-Morgantown	Proprietary	Accredited	8/23/2010	330	\$ 12,650	75	70	2.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Virginia Junior College-Charleston/Bridgeport	Proprietary	Accredited	1/1/2010	723	\$ 12,650	70.5	65.1	5.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0



West Virginia
Higher Education
Policy Commission



**Report to the Legislative Oversight Commission
on Education Accountability**

January 11, 2015

2014 Annual Personnel Report



West Virginia Higher Education Policy Commission
West Virginia Community and Technical College System



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Chair

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MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability
FROM: Paul L. Hill
James L. Skidmore
DATE: January 11, 2015
RE: 2014 Annual Personnel Report

The 2014 Annual Personnel Report as required by West Virginia Code §18B-7-8(b)(1) for the West Virginia Higher Education Policy Commission (Commission) and West Virginia Council for Community and Technical College Education (Council) is attached. The report includes progress made by organizations toward achieving full funding of the Temporary Classified Employees' Salary Schedule as required by West Virginia Code §18B-7-8(b)(1)(A).

As defined in West Virginia Code §18B-9-3, an organization has achieved full funding of the Temporary Classified Employees' Salary Schedule when it provides, in total, one hundred percent of the funds needed to meet the salary funding target as calculated in October 2010. Institutions are required to make "adequate progress" in achieving full funding as described in the following schedule:

For Commission institutions, "adequate progress" is defined as reaching a proportional level of the shortfall in funding by certain target dates as listed below:

- 25% of the deficit by July 1, 2012
- 50% of the deficit by July 1, 2013
- 75% of the deficit by July 1, 2014
- 100% of the deficit by July 1, 2015

For Council institutions, "adequate progress" is defined as reaching a proportional level of the shortfall in funding by certain target dates as listed below:

- 25% of the deficit by July 1, 2013
- 50% of the deficit by July 1, 2014

- 75% of the deficit by July 1, 2015
- 100% of the deficit by July 1, 2016

The Commission and Council expected that implementation of the WVOASIS HRM/Payroll System would provide the structure, uniformity, and technology necessary to compile Human Resources Metrics for the Human Resources Report Card required by West Virginia Code §18B-7-8(b)(2) (A) through (F). However, the system is not yet functional nor does it support the data elements required for higher education human resources reporting requirements. Elements of the Human Resources Metrics Report Card are included in the Annual Personnel Report along with other pertinent data elements that provide indications of consistent application of personnel policy.

An analysis of the report follows below.

West Virginia Higher Education Policy Commission

- Of the 10 Commission organizations:
 Three have non-classified FTE percentages below the 7/1/15 goal of 20%.
 Four are between 20 and 25% and in compliance with the 7/1/13 goal.
 Three are less than 1% above the 25% goal for 7/1/13.
 All organizations are working to reduce the FTE percentage on non-classified employees to be in compliance by July 1, 2015.
- Organizational salary increases as a percentage of base for Commission organizations ranged from a low of 1.10% at West Virginia University to a high of 4.41% at Marshall University.
- The average salary per employee at Commission organizations ranged from a low of \$40,797 at West Virginia State University to a high of \$67,890 at the West Virginia School of Osteopathic Medicine.
- The average salary increase for faculty promotion in rank at Commission organizations ranged from a low of \$2,643 at West Liberty University to a high of \$11,992 at the West Virginia School of Osteopathic Medicine.
- Glenville State College is the only Commission organization that has not yet fully funded the October 2010 Temporary Classified Employees' Salary Schedule nor at current service levels.

West Virginia Council for Community and Technical College Education

- Of the nine Council organizations:
 Three have non-classified FTE percentages below the 7/1/15 goal of 20%.
 Four are between 20 and 25% and in compliance with the 7/1/13 goal.
 Two are above the 25% goal for 7/1/13.
 All organizations are working to reduce the FTE percentage on non-classified employees to be in compliance by July 1, 2015.

- Organizational salary increases as a percentage of base for Council organizations ranged from a low of 1.56% at Southern West Virginia Community and Technical College to a high of 3.22% at BridgeValley Community and Technical College.
- The average salary per employee at Council organizations ranged from a low of \$41,541 at Southern West Virginia Community and Technical College to a high of \$49,948 at Pierpont Community and Technical College.
- The average salary increase for faculty promotion in rank at Council organizations ranged from a low of \$3,379 at Eastern West Virginia Community and Technical College to a high of \$8,275 at the BlueRidge Community and Technical College. (BlueRidge noted that faculty who received promotions also received regular salary increases as well. West Virginia Northern had no faculty promotions reported.)
- All Council organizations have fully funded the Temporary Classified Employees' Salary Schedule as of October 2010. Three Council organizations have not yet fully funded the salary schedule at current levels of service.

Annual Personnel Report 2014	Bluefield State College				Concord University				Fairmont State University			
	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals
West Virginia Higher Education Policy Commission - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages												
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	77	94	24	195	124	115	35	274	148	159	68	375
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	77.00	93.83	24.00	194.83	123.00	114.00	35.00	272	148.00	156.91	65.72	370.63
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount		1.00		1	1.00	1.00	0.00	2	0.00	26.00	2.00	28
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE		0.30		0.3	0.48	0.50	0.00	0.98		11.82	1.02	12.84
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount			3	3	0	0	12	12	0	0	12	12
Number of Benefit Eligible Athletic Coaches included each Employee Category - FTE			3.00	3	0.00	0.00	12.00	12	0.00	0.00	11.66	11.66
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$4,308,168	\$3,399,540	\$1,688,732	\$9,396,440	\$2,477,201	\$6,500,303	\$4,300,417	\$13,277,921	\$9,131,786	\$5,334,487	\$4,634,714	\$19,100,987
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$38,808	\$176,276	\$12,096	\$227,180	\$62,496	\$108,960	\$17,640	\$189,096	\$148,008	\$185,811	\$69,042	\$402,861
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$23,940			\$23,940	\$28,513			\$28,513	\$53,184			\$53,184
Total Dollar Amount of Salary Increases Provided by Category	\$62,748	\$176,276	\$12,096	\$251,120	\$91,009	\$108,960	\$17,640	\$217,609	\$201,192	\$185,811	\$69,042	\$456,045
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 Total Base Salary plus Total Dollars Utilized for Salary Increase plus Total Dollars Utilized for Faculty Promotions in Rank.	\$4,370,916	\$3,575,816	\$1,700,828	\$9,647,560	\$2,568,210	\$6,609,263	\$4,318,057	\$13,495,530	\$9,332,978	\$5,520,298	\$4,703,756	\$19,557,032
Number of Faculty Receiving Promotion in Rank Increases - FTE	4			4	5			5	8			8
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	77	95	24	196	123	114	35	272	156	159	68	383
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	77.00	94.13	24.00	195.13	124.00	115.00	35.00	274.00	156.00	156.91	66.77	379.68
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$532	\$1,873	\$504	\$1,189	\$525	\$947	\$504	\$703	\$1,000	\$1,184	\$1,034	\$1,084
Salary Increases as Percentage of Base Salary	1.46%	5.19%	0.72%	2.67%	3.67%	1.68%	0.41%	1.64%	2.20%	3.48%	1.49%	2.39%
Average Amount of Increase for Faculty Promotion in Rank	\$5,985			\$5,985	\$5,703			\$5,703	\$6,648			\$6,648
Average Employee Salary per Category after 2015 Salary Increase	\$56,765	\$37,988	\$70,868	\$49,442	\$20,799	\$57,723	\$123,373	\$49,438	\$63,061	\$32,717	\$70,479	\$51,000
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)		100.00%				100.00%				100.00%		
Amount needed to be fully funded as of October 1, 2014		\$0				\$0				\$0		
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		100.00%				100.00%				100.00%		
Number of Classified Employees Paid Below Step - Headcount		0.00				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		0.00								57.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		0.00								57.00		
Effective Date (or Proposed Effective Date) of Increases	07/01/14	07/01/14	07/01/14		08/15/14	07/01/14	07/01/14		07/01/14	07/01/14	07/01/14	
Date of Board of Governors' Approval	prior to July 1, 2014	prior to July 1, 2014	prior to July 1, 2014						05/15/14	05/15/14	05/15/14	
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	Yes, Modified				Yes				Yes			
If not, what year did you begin using a modified version of the classified employee salary structure?	2015								N/A			
Provide Notes or Explanations here:	Modified version of the classified employee salary structure includes Step 16. 2015 was the first year salary increases were granted within the past several years.											
§18B-7-11 Employees Designated as Non-classified	Non-classified FTE	Percentage			Non-classified FTE	Percentage			Non-classified FTE	Percentage		
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-classified employees less FTE retirement program eligible Non-classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of non-classified employees	22.97	20.00%	7/1/15 Goal		27.40	20.00%	7/1/15 Goal		42.19	20.00%	7/1/15 Goal	
Current retirement program eligible FTE number of non-classified employees less FTE retirement program eligible non-classified athletic coaches	21.00	18.29%	Current	12	23.00	16.79%	Current		54.06	25.62%	Current	

Annual Personnel Report 2014	Glenville State College				Marshall University				Shepherd University			
	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals
West Virginia Higher Education Policy Commission - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages												
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	69	96	39	204	821	638	206	1,665	166	214	64	444
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	69.00	95.35	38.34	202.69	813.02	636.08	204.26	1653.36	166.00	205.21	63.32	434.53
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	0.00	22.00	22	14.00	0.00	0.00	14	0.00	70.00	0.00	70
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	0.00	11.44	11.44	3.53	0.00	0.00	3.53	0.00	16.00	0.00	16
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	1		10	11	39		3	42	12	0	3	15
Number of Benefit Eligible Athletic Coaches included each Employee Category - FTE	1.00		9.76	10.76	38.58		3.00	41.58	12.00	0.00	2.49	14.49
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$3,734,546	\$3,159,792	\$2,481,331	\$9,375,669	\$57,163,438	\$20,877,826	\$13,569,950	\$91,611,214	\$9,482,873	\$6,846,808	\$4,530,000	\$20,859,681
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$35,136	\$52,864	\$24,846	\$112,846	\$2,164,134	\$889,586	\$693,007	\$3,746,727	\$167,243	\$104,600	\$64,000	\$335,843
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$20,088			\$20,088	\$291,092			\$291,092	\$23,300			\$23,300
Total Dollar Amount of Salary Increases Provided by Category	\$55,224	\$52,864	\$24,846	\$132,934	\$2,455,226	\$889,586	\$693,007	\$4,037,819	\$190,543	\$104,600	\$64,000	\$359,143
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 Total Base Salary plus Total Dollars Utilized for Salary Increase plus Total Dollars Utilized for Faculty Promotions in Rank.	\$3,789,770	\$3,212,656	\$2,506,177	\$9,508,603	\$59,618,664	\$21,767,412	\$14,262,957	\$95,649,033	\$9,673,416	\$6,951,408	\$4,594,000	\$21,218,824
Number of Faculty Receiving Promotion in Rank Increases - FTE	4			4	42			42	4			4
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	69	96	39	204	754	607	184	1545	166	240	58	464
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	69.00	95.35	38.34	202.69	745.98	605.68	182.43	1,534.09	166.00	208.00	58.00	432.00
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$541	\$554	\$648	\$568	\$3,074	\$1,469	\$3,799	\$2,511	\$1,032	\$503	\$1,103	\$785
Salary Increases as Percentage of Base Salary	1.48%	1.67%	1.00%	1.42%	4.30%	4.26%	5.11%	4.41%	2.01%	1.53%	1.41%	1.72%
Average Amount of Increase for Faculty Promotion in Rank	\$5,022			\$5,022	\$6,931			\$6,931	\$5,825			\$5,825
Average Employee Salary per Category after 2015 Salary Increase	\$54,924	\$33,693	\$50,345	\$44,406	\$73,013	\$34,221	\$69,827	\$57,728	\$58,274	\$31,424	\$72,552	\$47,097
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)		98.24%				100.00%				103.17%		
Amount needed to be fully funded as of October 1, 2014		\$57,034				\$0						
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		93.08%				100.00%						
Number of Classified Employees Paid Below Step - Headcount		57.00				0.00				98.00		
Number of Classified Employees Paid Above Step - Headcount		36.00				246.00				115.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		36.00				394.00				103.00		
Effective Date (or Proposed Effective Date) of Increases	07/01/14	07/01/14	07/01/14		7/1/14 and 10/1/14	7/1/14 and 10/1/14	7/1/14 and 10/1/14		07/01/14	07/01/14	07/01/14	
Date of Board of Governors' Approval					4/23/14 and 9/3/14	4/23/14 and 9/3/14	4/23/14 and 9/3/14		06/05/14	06/05/14	06/05/14	
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	Yes				Yes				partially			
If not, what year did you begin using a modified version of the classified employee salary structure?									10/1/2008			
Provide Notes or Explanations here:	Number of employees receiving increases includes only those employed on 6/30/2014. Number of classified employees paid at step includes newly hired employees. We've tried to exclude reclassifications, but some may be included in the increases. We've exclude those who changed positions.							Achieved full funding of classified staff state chart in 2007; created institutional chart 10-1-2008 increasing all cells and adding a 16th column. All new entry rate hiring is done on the SU 2008 chart entry rate. In 2013 and 2014, SU has had insufficient funds to fund full step increases, even to the statutory chart. Staff have received an across the board percentage, so most classified staff who are between step 1 and 16 years of service credit are currently below their step on the statutory salary chart				
§18B-7-11 Employees Designated as Non-classified	Non-classified FTE	Percentage			Non-classified FTE	Percentage			Non-classified FTE	Percentage		
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-classified employees less FTE retirement program eligible Non-classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of non-classified employees	24.79	20.00%	7/1/15 Goal		167.47	20.00%	7/1/15 Goal		53.21	20.00%	7/1/15 Goal	
Current retirement program eligible FTE number of non-classified employees less FTE retirement program eligible non-classified athletic coaches	28.58	23.06%	Current		13 201.26	24.04%	Current		60.83	22.86%	Current	

Annual Personnel Report 2014	West Liberty University				West Virginia School of Osteopathic Medicine				West Virginia State University			
	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals
West Virginia Higher Education Policy Commission - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages												
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	147	123	52	322	62	157	52	271	118	217	53	388
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	147.00	123.00	52.00	322	58.53	154.45	52.00	264.98	117.90	216.53	52.53	386.96
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	0.00	0.00	0	3.00	2.00	0.00	5	0.00	1.00	1.00	2
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	0.00	0.00	0	1.03	0.90	0.00	1.93	0.00	0.53	0.45	0.98
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	0	0	17	17	0	0	0	0			10	10
Number of Benefit Eligible Athletic Coaches included each Employee Category - FTE	0.00	0.00	17.00	17	0.00	0.00	0.00	0			9.53	9.53
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$9,027,328	\$3,993,179	\$3,098,926	\$16,119,433	\$7,377,840	\$5,926,560	\$4,617,528	\$17,921,928	\$6,473,787	\$5,218,686	\$3,783,393	\$15,475,865
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$180,000	\$103,027	\$5,000	\$288,027	\$54,120	\$82,176	\$26,208	\$162,504	\$0	\$14,387	\$294,379	\$308,765
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$31,715			\$31,715	\$35,976			\$35,976	\$42,260			\$42,260
Total Dollar Amount of Salary Increases Provided by Category	\$211,715	\$103,027	\$5,000	\$319,742	\$90,096	\$82,176	\$26,208	\$198,480	\$42,260	\$14,387	\$294,379	\$351,025
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 Total Base Salary plus Total Dollars Utilized for Salary Increase plus Total Dollars Utilized for Faculty Promotions in Rank.	\$9,239,043	\$4,096,206	\$3,103,926	\$16,439,175	\$7,467,936	\$6,008,736	\$4,643,736	\$18,120,408	\$6,516,047	\$5,233,072	\$4,077,771	\$15,826,891
Number of Faculty Receiving Promotion in Rank Increases - FTE	12			12	3			3	10			10
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	147	123	1	271	61	151	52	264	118	213	53	384
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	147.00	123.00	1.00	271.00	58.56	149.35	52.00	259.91	117.90	212.53	52.53	382.96
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$1,333	\$838	\$5,000	\$1,112	\$974	\$550	\$504	\$633	\$0	\$68	\$5,604	\$828
Salary Increases as Percentage of Base Salary	2.35%	2.58%	0.16%	1.98%	1.22%	1.39%	0.57%	1.11%	0.65%	0.28%	7.78%	2.27%
Average Amount of Increase for Faculty Promotion in Rank	\$2,643			\$2,643	\$11,992			\$11,992	\$4,226			\$4,226
Average Employee Salary per Category after 2015 Salary Increase	\$62,851	\$33,302	\$59,691	\$51,053	\$125,385	\$38,679	\$89,303	\$67,890	\$55,268	\$24,109	\$76,968	\$40,797
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)		100.00%				100.00%				100.00%		
Amount needed to be fully funded as of October 1, 2014		\$0				\$0				\$0		
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		100.00%				100.00%				0.67%		
Number of Classified Employees Paid Below Step - Headcount		0.00				0.00				0.67		
Number of Classified Employees Paid Above Step - Headcount		46.00				151.00				0.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		46.00				151.00				0.00		
Effective Date (or Proposed Effective Date) of Increases	Unknown	Unknown	Unknown		07/01/14	07/01/14	07/01/14		01/01/14	07/01/14	07/01/14	
Date of Board of Governors' Approval	Unknown	Unknown	Unknown		03/08/14	03/08/14	03/08/14		12/05/13	05/01/14	05/01/14	
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	No				No				yes			
If not, what year did you begin using a modified version of the classified employee salary structure?	N/A				1-Jul-11							
Provide Notes or Explanations here:					WVSOM implemented a new classified salary structure on July 1, 2011. The WVSOM Classified Salary Schedule is \$3,000 above the Salary Schedule published in WV Code §18B-9-3.							
§18B-7-11 Employees Designated as Non-classified	Non-classified FTE	Percentage			Non-classified FTE	Percentage			Non-classified FTE	Percentage		
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-classified employees less FTE retirement program eligible Non-classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of non-classified employees	31.60	20.00%	7/1/15 Goal		41.29	20.00%	7/1/15 Goal		51.91	20.00%	7/1/15 Goal	
Current retirement program eligible FTE number of non-classified employees less FTE retirement program eligible non-classified athletic coaches	35.00	22.15%	Current		14	52.00	25.19%	Current	43.00	16.57%	Current	

Annual Personnel Report 2014	West Virginia University				West Virginia Higher Education Policy Commission				West Virginia Network for Educational Telecomputing			
	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals
West Virginia Higher Education Policy Commission - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages												
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	3,198	2,790	936	6,924	0	28	43	71	0	28	25	53
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	3159.79	2751.87	928.95	6840.61	0.00	28.00	42.80	70.8	0.00	28.00	25.00	53
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	94.00	29.00	14.00	137	0.00	0.00	1.00	1	0.00	0.00	0.00	0
Number of Part-Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	26.23	13.86	4.62	44.71	0.00	0.00	0.30	0.3	0.00	0.00	0.00	0
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	72		3	75	0	0	0	0	0	0	0	0
Number of Benefit Eligible Athletic Coaches included each Employee Category - FTE	72.00		3.00	75	0.00	0.00	0.00	0	0.00	0.00	0.00	0
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$217,185,681	\$89,355,951	\$75,664,242	\$382,205,875	\$0	\$891,601	\$3,576,802	\$4,468,403	\$0	\$1,473,876	\$1,634,938	\$3,108,815
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$1,602,014	\$1,395,198	\$470,978	\$3,468,189	\$0	\$10,584	\$57,722	\$68,306	\$0	\$18,859	\$65,088	\$83,947
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$725,435			\$725,435	\$0			\$0	\$0			\$0
Total Dollar Amount of Salary Increases Provided by Category	\$2,327,449	\$1,395,198	\$470,978	\$4,193,624	\$0	\$10,584	\$57,722	\$68,306	\$0	\$18,859	\$65,088	\$83,947
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 Total Base Salary plus Total Dollars Utilized for Salary Increase plus Total Dollars Utilized for Faculty Promotions in Rank.	\$219,513,130	\$90,751,149	\$76,135,220	\$386,399,499	\$0	\$902,185	\$3,634,524	\$4,536,709	\$0	\$1,492,735	\$1,700,026	\$3,192,762
Number of Faculty Receiving Promotion in Rank Increases - FTE	108			108	0			0	0			0
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	3,198	2,790	936	6924	0	28	43	71	0	28	25	53
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	3159.79	2751.87	928.95	6,840.61		28.00	42.80	70.80	0.00	28.00	25.00	53.00
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$525	\$507	\$507	\$515		\$378	\$1,349	\$965		\$674	\$2,604	\$1,584
Salary Increases as Percentage of Base Salary	1.07%	1.56%	0.62%	1.10%		1.19%	1.61%	1.53%		1.28%	3.98%	2.70%
Average Amount of Increase for Faculty Promotion in Rank	\$6,717			\$6,717				\$0				\$0
Average Employee Salary per Category after 2015 Salary Increase	\$68,899	\$32,813	\$81,553	\$56,119		\$32,221	\$84,328	\$63,807		\$53,312	\$68,001	\$60,241
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)						106.00%				100.00%		
Amount needed to be fully funded as of October 1, 2014						\$0				\$0		
WV Code §18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		100.00%				100.00%				100.00%		
Number of Classified Employees Paid Below Step - Headcount	N/A					0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount	N/A					28.00				24.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		N/A				28.00				24.00		
Effective Date (or Proposed Effective Date) of Increases		07/01/14			na	07/01/14	07/01/14			08/01/14	10/01/14	
Date of Board of Governors' Approval		06/05/14			na	na	na			n/a	n/a	
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	No				yes				yes			
If not, what year did you begin using a modified version of the classified employee salary structure?					WVU implemented anew classified staff salary structure on October 1, 2012				n/a			
Provide Notes or Explanations here:												
§18B-7-11 Employees Designated as Non-classified	Non-classified FTE	Percentage										
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-classified employees less FTE retirement program eligible Non-classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of non-classified employees	735.56	20.00%	7/1/15 Goal									
Current retirement program eligible FTE number of non-classified employees less FTE retirement program eligible non-classified athletic coaches	925.95	25.18%	Current		15							

Annual Personnel Report 2014	Blue Ridge Community and Technical College				BridgeValley Community and Technical College				Eastern West Virginia Community and Technical College			
	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals
West Virginia Council for Community and Technical College Education - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages												
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	73	42	10	125	89	54	19	162	14	21	6	41
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	73.00	41.75	10.00	124.75	88.06	53.67	18.06	159.79	14.00	20.60	6.00	40.6
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	14.00	19.00	33	0.00	0.00	0.00	0	1.00	9.00	0.00	10
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	7.00	1.40	8.4	0.00	0.00	0.00	0	0.50	4.17	0.00	4.67
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	0	0	0	0	0	0	0	0				0
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	0.00	0.00	0.00	0	0.00	0.00	0.00	0				0
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$4,128,537	\$1,325,914	\$773,133	\$6,227,584	\$4,334,705	\$1,886,388	\$1,453,049	\$7,674,142	\$615,848	\$786,459	\$482,000	\$1,884,307
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$80,075	\$34,302	\$21,951	\$136,328	\$114,968	\$50,165	\$9,102	\$174,235	\$14,556	\$20,111	\$10,031	\$44,698
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$49,649			\$49,649	\$72,614			\$72,614	\$3,379			\$3,379
Total Dollar Amount of Salary Increases Provided by category	\$129,724	\$34,302	\$21,951	\$185,977	\$187,582	\$50,165	\$9,102	\$246,849	\$17,935	\$20,111	\$10,031	\$48,077
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$4,258,261	\$1,360,216	\$795,084	\$6,413,561	\$4,522,288	\$1,936,553	\$1,462,151	\$7,920,992	\$633,783	\$806,570	\$492,031	\$1,932,384
Number of faculty receiving promotion in rank increases - FTE	6			6	16			16	1			1
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	73	56	11	140	82	45	19	146	13	28	5	46
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	73.00	48.75	10.50	132.25	81.06	44.67	18.06	143.79	13.00	23.75	5.00	41.75
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$1,195	\$704	\$2,091	\$1,080	\$1,767	\$1,123	\$504	\$1,363	\$1,213	\$847	\$2,006	\$1,097
Salary Increases as percentage of base salary	3.14%	2.59%	2.84%	2.99%	4.33%	2.66%	0.63%	3.22%	2.91%	2.56%	2.08%	2.55%
Average amount of Increase for Faculty Promotion in Rank	\$8,275			\$8,275	\$4,538			\$4,538	\$3,379			\$3,379
Average Employee Salary per Category after 2015 Salary Increase	\$58,332	\$27,902	\$69,744	\$48,168	\$51,355	\$36,083	\$80,961	\$49,571	\$43,709	\$32,562	\$82,005	\$42,686
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)		100.00%				100.00%				100.00%		
Amount need to be fully funded as of October 1, 2014		\$0				\$0				\$0		
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		100.00%				100.00%				100.00%		
Number of Classified Employee Paid Below Step - Headcount		0.00				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		42.00				43.00				1.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		41.75				15.00				1.00		
Effective Date (or Proposed Effective Date) of Increases	07/01/14	07/01/14	07/01/14		Fall 2014	07/01/14	07/01/14		07/01/14	07/01/14	07/01/14	
Date of Board of Governors' Approval	05/07/14	05/07/14	05/07/14		03/28/14	03/28/14	03/28/14		02/19/14	02/19/14	02/19/14	
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	No				Yes				yes			
If not, what year did you begin using a modified version of the classified employee salary structure?	1-Jul-12				n/a							
Provide Notes or Explanations here:	BRCTC classified employee salary schedule is \$2,000 above 2001 Temporary Classified Employee Salary Schedule for each grade/step. Therefore, all f/t, benefits-eligible classified employees are above temporary classified salary schedule step value for the respective years of service. P/T, non-benefits eligible classified EEs are not included in calculation.				The across the board \$504/1.0 FTE was awarded to the benefits-eligible employees on payroll as of 1/1/2014. We have hired numerous employees since that would not have had the increase.							
	P/T Non-classified, non-exempt employees are Hollywood Casino "training specialists" (dealer trainers at 0.05 FTE based on prior year) sans one 0.5 FTE, Director of Customized Training.				We have had 7 CL PIQ reviews since 7/1/14, resulting in a total of \$20,894 in increases through a change in paygrade. Those numbers are not included in the numbers above.							
	Those receiving faculty promotion in rank also eligible for annual increase based on BOG approval. Faculty and non-classified total salary increase as percentage of base impacted by promotions and position changes.				The number in D38 is lower as of Oct 2014 than D26 as we had 2 people leave.							
§18B-7-11 Employees Designated as Non-Classified	Non-Classified FTE	Percentage			Non-Classified FTE	Percentage			Non-Classified FTE	Percentage		
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-Classified employees less FTE retirement program eligible Non-Classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of Non-Classified employees	10.35	20.00%	7/1/15 Goal		14.35	20.00%	7/1/15 Goal		5.32	20.00%	7/1/15 Goal	
Current Retirement program eligible FTE number of Non-Classified Employees less FTE retirement program eligible Non-Classified athletic coaches	10.00	19.32%	Current		18.06	25.18%	Current		6.00	22.56%	Current	

Annual Personnel Report 2014													
	Mountwest Community and Technical College				New River Community and Technical College				Pierpont Community and Technical College				
West Virginia Council for Community and Technical College Education - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	65	45	13	123	71	78	15	164	56	28	12	96	
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	65.00	45.00	13.00	123	71.00	78.00	15.00	164	65.00	23.44	10.97	99.41	
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	0.00	0.00	0	0.00	0.00	0.00	0	0.00	6.00	2.00	8	
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	0.00	0.00	0	0.00	0.00	0.00	0	0.00	3.06	1.02	4.08	
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	0.00	0.00	0.00	0	0.00	0.00	0.00	0	0.00	0.00	0.00	0	
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$2,933,637	\$1,495,279	\$969,324	\$5,398,240	\$3,704,299	\$2,661,096	\$1,182,208	\$7,547,603	\$3,230,254	\$871,424	\$962,458	\$5,064,136	
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$32,760	\$19,656	\$5,544	\$57,960	\$62,216	\$69,210	\$20,666	\$152,092	\$38,198	\$33,521	\$15,636	\$87,355	
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$45,640			\$45,640	\$16,692			\$16,692	\$17,625			\$17,625	
Total Dollar Amount of Salary Increases Provided by category	\$78,400	\$19,656	\$5,544	\$103,600	\$78,908	\$69,210	\$20,666	\$168,784	\$55,823	\$33,521	\$15,636	\$104,980	
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$3,012,037	\$1,514,935	\$974,868	\$5,501,840	\$3,783,207	\$2,730,306	\$1,202,874	\$7,716,387	\$3,286,077	\$904,945	\$978,094	\$5,169,116	
Number of faculty receiving promotion in rank increases - FTE	10			10	2			2	4			4	
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	65	39	11	115	68	78	13	159	60	24	12	96	
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	65.00	39.00	11.00	115.00	68.00	78.00	13.00	159.00	64.00	23.44	10.97	98.41	
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$596	\$504	\$504	\$552	\$943	\$887	\$1,590	\$969	\$637	\$1,430	\$1,425	\$925	
Salary Increases as percentage of base salary	2.67%	1.31%	0.57%	1.92%	2.13%	2.60%	1.75%	2.24%	1.73%	3.85%	1.62%	2.07%	
Average amount of Increase for Faculty Promotion in Rank	\$4,564			\$4,564	\$8,346			\$8,346	\$4,406			\$4,406	
Average Employee Salary per Category after 2015 Salary Increase	\$46,339	\$33,665	\$74,990	\$44,730	\$53,285	\$35,004	\$80,192	\$47,051	\$50,555	\$34,149	\$81,576	\$49,948	
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)		95.74%				100.00%				100.00%			
Amount need to be fully funded as of October 1, 2014		\$80,528				\$0				N/A			
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		100.00%				100.00%				100.00%			
Number of Classified Employee Paid Below Step - Headcount		28.00				0.00				0.00			
Number of Classified Employees Paid Above Step - Headcount		9.00				16.00				4.00			
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		9.00				16.00				4.00			
Effective Date (or Proposed Effective Date) of Increases	07/01/14	07/01/14	07/01/14		07/01/14	07/01/14	07/01/14		07/01/14	07/01/14	07/01/14		
Date of Board of Governors' Approval	04/17/14	04/17/14	04/17/14		05/01/14	05/01/14	05/01/14		05/20/14	05/20/14	05/20/14		
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	Yes				Yes				Yes				
If not, what year did you begin using a modified version of the classified employee salary structure?	n/a								N/A				
Provide Notes or Explanations here:					For classified employees, New River CTC utilized the salary schedule as a minimum salary. Classified employees were increased by the appropriate step or 2% above base salary whichever was greater. Classified employees above step 15 received a 2% increase in base salary. Faculty and non-classified employees received a 2% increase in base salary. Anyone hired on or after January 1, 2014 did not receive a pay increase.								
§18B-7-11 Employees Designated as Non-Classified	Non-Classified FTE	Percentage			Non-Classified FTE	Percentage			Non-Classified FTE	Percentage			
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-Classified employees less FTE retirement program eligible Non-Classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of Non-Classified employees	11.60	20.00%	7/1/15 Goal		18.60	20.00%	7/1/15 Goal		6.88	20.00%	7/1/15 Goal		
Current Retirement program eligible FTE number of Non-Classified Employees less FTE retirement program eligible Non-Classified athletic coaches	13.00	22.41%	Current		15.00	16.13%	Current		10.97	31.88%	Current		

Annual Personnel Report 2014	Southern West Virginia Community and Technical College				West Virginia Northern Community College				West Virginia University - Parkersburg			
	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals	Faculty	Classified	Non-Classified	Institutional Totals
West Virginia Council for Community and Technical College Education - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages												
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	68	83	23	174	64	75	18	157	95	87	28	210
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	68.00	81.50	23.00	172.5	64.00	75.00	18.00	157	95.00	85.88	28.00	208.88
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	5.00	0.00	5	0.00	4.00	0.00	4	0.00	6.00	0.00	6
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	2.29	0.00	2.29	0.00	2.00	0.00	2	0.00	2.74	0.00	2.74
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	0	0	0	0	0	0	0	0	0	0	0	0
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	0.00	0.00	0.00	0	0.00	0.00	0.00	0	0.00	0.00	0.00	0
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$2,849,544	\$2,709,863	\$1,590,073	\$7,149,480	\$2,791,179	\$2,520,554	\$1,347,653	\$6,659,386	\$4,613,079	\$2,830,577	\$1,573,082	\$9,016,738
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$34,272	\$42,230	\$11,592	\$88,094	\$38,983	\$48,912	\$17,016	\$104,911	\$140,050	\$63,044	\$14,112	\$217,206
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$23,331			\$23,331	\$0			\$0	\$36,124			\$36,124
Total Dollar Amount of Salary Increases Provided by category	\$57,603	\$42,230	\$11,592	\$111,425	\$38,983	\$48,912	\$17,016	\$104,911	\$176,174	\$63,044	\$14,112	\$253,330
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$2,907,147	\$2,752,093	\$1,601,665	\$7,260,905	\$2,830,162	\$2,569,466	\$1,364,669	\$6,764,297	\$4,789,253	\$2,893,621	\$1,587,194	\$9,270,068
Number of faculty receiving promotion in rank increases - FTE	6			6	0			0	8			8
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	68	83	23	174	60	66	15	141	95	93	28	216
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	68.00	81.50	23.00	172.50	60.00	66.00	15.00	141.00	95.00	88.62	28.00	211.62
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$553	\$518	\$504	\$529	\$650	\$741	\$1,134	\$744	\$1,610	\$711	\$504	\$1,067
Salary Increases as percentage of base salary	2.02%	1.56%	0.73%	1.56%	1.40%	1.94%	1.26%	1.58%	3.82%	2.23%	0.90%	2.81%
Average amount of Increase for Faculty Promotion in Rank	\$3,889			\$3,889	\$0			\$0	\$4,516			\$4,516
Average Employee Salary per Category after 2015 Salary Increase	\$42,752	\$32,845	\$69,638	\$41,541	\$44,221	\$33,370	\$75,815	\$42,543	\$50,413	\$32,652	\$56,686	\$43,805
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)		95.80%				100.00%				100.00%		
Amount need to be fully funded as of October 1, 2014		\$170,396				\$0				\$0		
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		100.00%				100.00%				100.00%		
Number of Classified Employee Paid Below Step - Headcount		68.00				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		10.00				14.00				35.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		10.00				14.00				35.00		
Effective Date (or Proposed Effective Date) of Increases	08/01/14	07/01/14	07/01/14		08/18/14	07/01/14	07/01/14		07/01/14	07/01/14	07/01/14	
Date of Board of Governors' Approval	04/22/14	04/22/14	04/22/14		04/21/14	04/21/14	04/21/14		05/21/14	05/21/14	05/21/14	
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	YES				Yes				Yes			
If not, what year did you begin using a modified version of the classified employee salary structure?					NA							
Provide Notes or Explanations here:					Did not include temporary hourly employees or student workers							
					Included vacant positions in headcount and FTE							
					Those reported "Paid above step" are the employees with 15+ years of service							
§18B-7-11 Employees Designated as Non-Classified	Non-Classified FTE	Percentage			Non-Classified FTE	Percentage			Non-Classified FTE	Percentage		
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-Classified employees less FTE retirement program eligible Non-Classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of Non-Classified employees	20.90	20.00%	7/1/15 Goal		18.60	20.00%	7/1/15 Goal		22.78	20.00%	7/1/15 Goal	
Current Retirement program eligible FTE number of Non-Classified Employees less FTE retirement program eligible Non-Classified athletic coaches	23.00	22.01%	Current		18.00	19.35%	Current		28.00	24.59%	Current	

Annual Personnel Report 2014		West Virginia Council for Community and Technical College Education			
West Virginia Council for Community and Technical College Education - FY 2015 Report of Institutional Salary Increases and Non-Classified Percentages		Faculty	Classified	Non-Classified	Institutional Totals
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	0	3	11	14	
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	0.00	3.00	11.00	14	
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	0.00	0.00	0	
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	0.00	0.00	0	
Number of Benefit Eligible Athletic Coaches included each Employee Category- Headcount	0	0	0	0	
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	0.00	0.00	0.00	0	
Total Base Salary Amount at end of FY 2013-2014 (i.e. as of 6/30/14)	\$0	\$180,914	\$742,700	\$923,614	
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1 2014 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.		\$1,520	\$4,536	\$6,056	
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)				\$0	
Total Dollar Amount of Salary Increases Provided by category	\$0	\$1,520	\$4,536	\$6,056	
Total Base Salary Amount After FY 2014-2015 Salary Increases. FY 2014 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$0	\$182,434	\$747,236	\$929,670	
Number of faculty receiving promotion in rank increases - FTE	0			0	
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - Headcount	0	3	9	12	
Total Number of Employees Receiving Salary Increases including faculty promotions in rank - FTE	0.00	3.00	9.00	12.00	
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank		\$507	\$504	\$505	
Salary Increases as percentage of base salary		0.84%	0.61%	0.66%	
Average amount of Increase for Faculty Promotion in Rank				\$0	
Average Employee Salary per Category after 2015 Salary Increase		\$60,811	\$67,931	\$66,405	
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2014 -with current service years)		110.00%			
Amount need to be fully funded as of October 1, 2014		\$0			
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		100.00%			
Number of Classified Employee Paid Below Step - Headcount		0.00			
Number of Classified Employees Paid Above Step - Headcount		3.00			
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		3.00			
Effective Date (or Proposed Effective Date) of Increases		07/01/14			
Date of Board of Governors' Approval		na			
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	yes				
If not, what year did you begin using a modified version of the classified employee salary structure?					
Provide Notes or Explanations here:					
§18B-7-11 Employees Designated as Non-Classified					
20% NC Goal Calculation: (FTE of Retirement program eligible classified employees less FTE retirement program eligible classified athletic coaches) plus (FTE of retirement program eligible Non-Classified employees less FTE retirement program eligible Non-Classified athletic coaches) times .20 = July 1, 2015 Goal for FTE number of Non-Classified employees					
Current Retirement program eligible FTE number of Non-Classified Employees less FTE retirement program eligible Non-Classified athletic coaches					



West Virginia Higher Education Policy Commission

**Report to the Legislative Oversight Commission
on Education Accountability**

January 11, 2015

2014 System Performance Report

Bruce L. Berry, M.D.
Chair



Paul L. Hill, Ph.D.
Chancellor

Leading the Way:

Access. Success. Impact.

West Virginia Higher Education Policy Commission

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Charleston, West Virginia 25301

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MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill

DATE: January 11, 2015

RE: 2014 System Performance Report

As required by West Virginia Code §18B-1B-4, the West Virginia Higher Education Policy Commission (Commission) hereby provides its annual report on system-wide performance of state institutions. As a broad indicator of performance, this report tracks the development, implementation and assessment of the Commission's public policy agenda. The system Higher Education Report Card, also developed and provided during this timeframe, encompasses greater numbers of metrics, performance indicators, and data analyses and therefore should be considered in unison with this report.

Formulated under the authority of West Virginia Code §18B-1D-5, the 2013-2018 Master Plan: "Leading the Way: Access, Success and Impact," is currently in its first year of implementation. Campus officials submitted institutional Compacts in November 2014 describing their plans for the next five years in accomplishing West Virginia postsecondary goals, which are now under review. This Performance Report is limited to key metrics continued from last year's report, that were available for the completion of the 2014 West Virginia Report Card.

The latest measures and highlights in the areas of 1) Undergraduate Enrollment, 2) Graduate Enrollment, 3) Undergraduate Tuition and Fees In-State, 4) Undergraduate Tuition and Fees Non-Resident, 5) Retention Rates, 6) Graduation Rates, 7) STEM Degrees Awarded, and 8) Degrees Awarded by Level, are provided. The data shown include the academic year 2013-2014.

West Virginia higher education institutions followed the recent national trend experiencing enrollment growth during the economic recession beginning in 2008 peaking in 2011 and slowly declining as the economy recovered. Tuition and fees steadily increased over the same period, also following the same trend nationally albeit less dramatically than in many other states. Retention rates fell slightly as did graduation rates although national data now available indicates another six percent of the state's students completed a degree in another state. The System's efforts to increase degree production are showing positive results with growth in numbers of STEM degrees and unprecedented total annual degrees awarded.

Undergraduate Enrollment
(Fall End-of-Term data; fall 2014 end-of-term data not available until late January)

Institution	2009	2010	2011	2012	2013	2012-2013 % Change	2009-2013 % Change
Bluefield State College	2,058	2,101	2,051	1,951	1,762	-9.7%	-14.4%
Concord University	2,677	2,672	2,683	2,622	2,510	-4.3%	-6.2%
Fairmont State University	4,223	4,362	4,269	4,114	3,956	-3.8%	-6.3%
Glennville State College	1,756	1,831	1,926	1,891	1,740	-8.0%	-0.9%
Marshall University	9,692	10,018	10,053	9,885	9,756	-1.3%	0.7%
Potomac State College of WVU	1,807	1,831	1,800	1,779	1,660	-6.7%	-8.1%
Shepherd University	4,216	4,182	4,279	4,289	4,081	-4.8%	-3.2%
WVU Institute of Technology	1,255	1,213	1,313	1,097	1,211	10.4%	-3.5%
West Liberty University	2,598	2,688	2,729	2,712	2,647	-2.4%	1.9%
West Virginia State University	3,923	3,156	2,794	2,600	2,609	0.3%	-33.5%
West Virginia University	21,740	22,301	22,711	22,822	22,764	-0.3%	4.7%
Total	55,945	56,355	56,608	55,762	54,696	-1.9%	-2.2%

Highlights

- Students enrolled in for-credit classes decreased 1.9 percent, from 55,762 in 2012-13 to 54,696 in 2013-14.
- For-credit enrollment has decreased 2.2 percent since 2009 representing a decline in actual students of 1.249.

Graduate Enrollment
(Fall End-of-Term data; fall 2014 end-of-term data not available until late January)

Institution	2009	2010	2011	2012	2013	2012-2013 % Change	2009-2013 % Change
Concord University	247	247	412	217	285	31.3%	15.4%
Fairmont State University	349	346	349	338	274	-18.9%	-21.5%
Marshall University	4,084	4,174	3,913	3,823	3,651	-4.5%	-10.6%
Shepherd University	154	154	155	157	175	11.5%	13.6%
WV School of Osteopathic Medicine	778	806	816	827	825	-0.2%	6.0%
West Liberty University	47	50	59	82	133	62.2%	183.0%
West Virginia State University	48	83	55	83	55	-33.7%	14.6%
West Virginia University	7,405	7,286	7,231	7,141	6,909	-3.2%	-6.7%
Total	13,112	13,146	12,990	12,668	12,307	-2.8%	-6.1%

Highlights

- Graduate students enrolled in for-credit classes decreased 2.8 percent, from 12,668 in 2012-13 to 12,307 in 2013-14.
- For-credit enrollment has decreased 6.1 percent since 2009, representing a decrease in actual students of 805.

Average Undergraduate Tuition & Fees for In-State and Out-of-State Students

	2009	2010	2011	2012	2013	2012-2013	2009-2013
						% Change	% Change
In-State	\$4,796	\$4,832	\$5,147	\$5,528	\$5,827	5.4%	21.5%
Out-of-State	\$11,613	\$12,077	\$12,600	\$12,831	\$13,801	7.6%	18.8%

Highlights

- Average undergraduate tuition for in-state students increased 5.4 percent, from \$5,528 in 2012-13 to \$5,827 in 2013-14.
- The five-year trend in tuition and fees shows an increase of 21.5 percent for in-state students and 18.8 percent for out-of-state students.

One-Year Retention Rates

(Percent Returning in Fall from Previous Fall's Cohort based on End-of-Term Data; all 2014 end-of-term data not available until late January)

Institution	2009	2010	2011	2012	2013
Bluefield State College	65.0%	65.2%	59.9%	61.9%	65.9%
Concord University	70.6%	73.3%	71.1%	71.7%	71.4%
Fairmont State University	71.2%	73.6%	72.8%	72.6%	70.9%
Glenville State College	60.6%	66.3%	65.5%	61.3%	62.8%
Marshall University	77.2%	77.2%	76.1%	77.7%	75.3%
Potomac State College Of WVU	61.7%	60.9%	58.9%	56.4%	56.8%
Shepherd University	70.4%	75.6%	72.6%	67.6%	74.3%
West Liberty University	74.3%	81.3%	75.6%	77.6%	75.7%
West Virginia State University	66.7%	61.6%	67.2%	60.7%	62.5%
West Virginia University	82.8%	82.3%	80.5%	78.7%	80.0%
WVU Institute of Technology	61.8%	57.8%	68.3%	54.9%	68.9%
Total	76.1%	76.3%	75.1%	73.7%	74.7%

Highlight

- First-year full-time retention rates have declined 1.4 percentage points at four-year public institutions from 76.1 percent in 2009 to 74.7 percent in 2013.

**Graduation Rate for Students Seeking a Bachelor’s Degree by Entering Fall Cohort
(Students graduating within six years from entry, so fall 2008 entrants graduating
by spring 2014)**

Institution	2004	2005	2006	2007	2008
Bluefield State College	14.4%	22.2%	22.2%	17.3%	25.0%
Concord University	36.0%	37.2%	40.6%	39.2%	37.3%
Fairmont State University	37.9%	36.2%	38.0%	37.6%	34.1%
Glenville State College	32.7%	32.7%	32.9%	33.5%	31.2%
Marshall University	47.6%	45.9%	45.1%	45.4%	45.2%
Shepherd University	42.4%	46.7%	45.2%	39.8%	42.6%
West Liberty University	38.9%	46.9%	40.1%	41.3%	39.5%
West Virginia State University	21.2%	19.8%	17.7%	18.6%	19.6%
West Virginia University	58.6%	56.7%	55.4%	56.0%	56.2%
WVU Institute of Technology	35.1%	42.4%	34.5%	25.7%	27.0%
Total	47.8%	47.8%	47.0%	46.3%	46.6%

Highlight

- Six-year graduation rates declined at four-year public institutions from 47.8 percent for the 2004 cohort to 46.6 percent for the 2008 cohort, a decrease of 1.2 percentage points.

Number of Degrees, by level, in Health, STEM, and STEM Education

Area of Concentration	Level	2009	2010	2011	2012	2013	2012-2013 % Change	2009-2013 % Change
Health	Associate Degree	268	274	280	320	328	2.5%	22.4%
	Bachelor Degree	674	673	709	754	753	-0.1%	11.7%
	Doctoral Degree	10	13	16	17	9	-47.1%	-10.0%
	Doctoral Professional Practice	501	547	519	569	552	-3.0%	10.2%
	Master Degree	288	263	296	335	388	15.8%	34.7%
	Total	1,741	1,770	1,820	1,995	2,030	1.8%	16.6%
STEM	Associate Degree	57	52	62	52	78	50.0%	36.8%
	Bachelor Degree	2,311	2,436	2,579	2,455	2,572	4.8%	11.3%
	Doctoral Degree	94	93	90	94	94	0.0%	0.0%
	Doctoral Professional Practice	4	8	10	11	8	-27.3%	100.0%
	Master Degree	318	401	397	377	356	-5.6%	11.9%
	Total	2,784	2,990	3,138	2,989	3,108	4.0%	11.6%
STEM Education*	Total					155	.	.

*Stem Education has not been historically collected. As a part of the Commission’s new Master Plan *Leading the Way Access. Success. Impact.*, institutions began to provide this data in 2013.

Highlights

- The total number of health degrees has increased 1.8 percent from 1,995 in 2012 to 2,030 in 2013. The largest one year percentage increase was for Master's degrees which increased 15.8 percent from 335 to 388. Health degrees have increased 16.6 percent from the 2009 figure of 1,741.
- The total number of STEM degrees has increased 4 percent from 2,989 in 2012 to 3,108 in 2013. The largest one year percentage increase was for Associate's degrees which increased 50 percent from 52 to 78.
- Over the five year period, STEM degrees have increased 11.6 percent from the 2009 figure of 2,784.

Degrees/Credentials Awarded by Level

Award Type	2009	2010	2011	2012	2013	2012-2013 % Change	2009-2013 % Change
Certificate	7	2
Associate's Degree	506	526	534	551	711	29.0%	40.5%
Bachelor's Degree	8,269	8,407	8,886	8,839	9,120	3.2%	10.3%
Master's Degree	2,555	2,694	2,696	2,610	2,586	-0.9%	1.2%
Post-Master's Certificate	26	21	16	21	20	-4.8%	-23.1%
Doctoral Professional Practice	676	715	698	732	714	-2.5%	5.6%
Doctoral Research/Scholarship	157	178	178	174	165	-5.2%	5.1%
Total	12,196	12,543	13,008	12,927	13,316	3.0%	9.2%

Highlights

- The total number of degrees and credentials awarded at West Virginia colleges and universities in academic year 2013-14 was 13,316, which was 3.0 percent higher than the 2012-13 figure of 12,927.
- Over the five-year time period, the number of degrees and credentials has increased by 9.2 percent from the 2009-10 level of 12,196.
- The largest one-year increase in the number of awards was in bachelor's degrees with a growth of 465 which occurred between 2010-11 and 2011-12.



West Virginia
Higher Education
Policy Commission



**Report to the Legislative Oversight Commission
on Education Accountability**

January 11, 2015

**Executive Summary
2014 West Virginia Higher Education Report Card**



Bruce L. Berry, M.D.
Chair

Paul L. Hill, Ph.D.
Chancellor

West Virginia Higher Education Policy Commission
West Virginia Community and Technical College System

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Clarence "Butch" Pennington
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James L. Skidmore
Chancellor

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill
James L. Skidmore

DATE: January 11, 2015

RE: Executive Summary of 2014 Higher Education Report Card

West Virginia Code §18B-1D-8 statutorily mandates the *West Virginia Higher Education Report Card*. This annual accountability report provides year-end higher education statistics for both of the state's higher education systems, the West Virginia Higher Education Policy Commission (Commission) and West Virginia Council for Community and Technical College Education (Council). Many of the enrollment, retention, graduation, and financial aid statistics found throughout this publication are reflective of the individual master plans approved by the Commission (Leading the Way: Access. Success. Impact. 2013-2018) and Council (Meeting the Challenge 2010-2015).

The systems' master plans establish aspirational institutional and statewide goals for the state's public higher education systems at a time when public postsecondary education is a critical component to the economic and civil success of the state. As the Council's master plan comes to the end of its cycle in 2015, the public two-year system is in the process of developing a comprehensive master plan that renews its commitment to providing high-quality, accessible, and responsive education and training to the citizenry of West Virginia.

The West Virginia Higher Education Report Card includes over 50 measures that serve to answer many of the most frequently asked questions about postsecondary statistics in West Virginia. Listed below are selected measures from the report that highlight both progress and challenge for public higher education in West Virginia. Narrative updates on specific Commission and Council initiatives can be found throughout the document.

State Highlights

- The total number of degrees and credentials awarded at West Virginia public institutions during the 2013 academic year was 18,012, which is 6.3 percent higher than the figure of 16,938 in 2012. From 2004 to 2013, the total number of degrees and credentials has increased by 29 percent from the 2004 level of 13,963.
- The largest increase in proportion of degrees over a 10-year period was in undergraduate certificates with an increase of 298.9 percent. The largest increase in number of awards was in baccalaureate degrees with a rise of 1,606.
- The overall college-going rate decreased 0.5 percentage points from 56.4 percent to 55.9 percent between 2012 and 2013. The in-state college-going rate decreased from 48.4 to 48.2 percent between 2012 and 2013.

Higher Education Policy Commission Highlights

- Undergraduate students enrolled in for-credit classes decreased 1.9 percent, from 55,762 in 2012 to 54,696 in 2013. First-time freshmen enrolled in for-credit classes decreased 3.3 percent, from 11,567 in 2012-13 to 11,188 in 2013-14. First-time freshmen enrollment has decreased 1.6 percent since 2009, representing a decline in actual students of 177.
- Graduate students enrolled in for-credit classes decreased 2.8 percent, from 12,668 in 2012-13 to 12,307 in 2013-14.
- Students transferring from two-year to four-year public postsecondary institutions decreased 14.4 percent from 2012 to 2013. The number of two-year transfer students has decreased 15.2 percent when compared to 2009.
- Average undergraduate tuition for in-state students increased 5.4 percent, from \$5,528 in 2012-13 to \$5,827 in 2013-14.
- The 10-year trend in tuition and fees is an increase of 70 percent for in-state students and 59.9 percent for out-of-state students though the increase in dollars was larger for out-of-state students. In-state tuition has increased by \$2,399 since 2004 and out-of-state tuition has increased by \$5,172.
- Average loan debt for bachelor's degree earners decreased 13.4 percent, from \$35,889 in 2012 to \$31,085 in 2013. The five-year trend in loan debt shows an increase of 0.5 percent from the \$30,937 figure in 2009.
- First-time, full-time retention rates have declined 1.4 percentage points at four-year public institutions from 76.1 percent in 2009 to 74.7 percent in 2013.

- In 2013, 48.6 percent of first-time freshmen took at least 30 hours within their first year of enrollment. This represents a 2.6 percentage point increase over 2012 (46 percent) and 4.6 percentage point increase over 2009 (44.2 percent).
- Four-year graduation rates have increased 1.6 percentage points from 21.9 percent for the 2009 cohort to 23.5 percent for the 2010 cohort. This represents a 1.3 percent increase from the 22.2 percent reported for the 2006 cohort.
- Six-year graduation rates declined at four-year public institutions from 47.8 percent for the 2004 cohort to 46.6 percent for the 2008 cohort, a decrease of 1.2 percentage points.
- The total number of degrees and credentials awarded at West Virginia four-year public colleges and universities in academic year 2013-14 was 13,316, which was 3.0 percent higher than the 2012-13 figure of 12,927.

Community and Technical College System Highlights

- The proportion of students who returned to a system institution in the fall of 2013 after initial enrollment in the academic year 2012-13 was 41.9 percent. This was 1.1 percentage points higher than the 40.8 rate for the previous year's cohort.
- The number of certificates and degrees awarded in the Community and Technical College System increased 17.1 percent from 4,011 in 2012-13 to 4,696 in 2013-14. Over the five-year period since 2009-10, the number of certificates and degrees conferred increased by 57.1 percent.
- The numbers of skill enhancement completers decreased 27.8 percent from 2012 to 2013 while the number of skill set and advanced skill set completers increased 24 and 101.6 percent, respectively.
- Since 2009, the number of certificate completers has increased from 535 to 1,036, a growth of 93.6 percent. The number of those completing certificates has increased at seven of the ten institutions during this time and decreased at three institutions.
- The number of students completing career-technical associate's programs increased 6.5 percent from 2,409 in 2012 to 2,565 in 2013.
- The total number of training contact hours delivered in the Community and Technical College System increased 4.9 percent, from 867,540 in 2012 to 909,539 in 2013.
- The six-year graduation rate for students who began in the fall of 2008 was 26.2 percent, a 2.2 percentage point increase over the completion rate for the fall 2007 cohort.
- Students enrolled in for-credit classes decreased 4.4 percent, from 24,999 in 2012 to 23,896 in 2013. For-credit enrollment has decreased 7.7 percent since fall 2009.

- Adult students enrolled in for-credit classes decreased 9.3 percent, from 9,000 in 2012 to 8,167 in 2013. Adult, for-credit enrollment has decreased 11.7 percent since fall 2009.
- The percentage of students enrolled in developmental education courses decreased 2.2 percentage points from 62.7 percent in 2012 to 60.5 percent in 2013. The percentage of students enrolled in developmental education courses in 2013 decreased 3.7 percentage points from 2009.
- The proportion of students passing developmental math courses increased by 10 percentage points from 49.6 percent in 2012 to 59.6 percent in 2013. When compared to passing rates in 2009, the proportion increased 3.2 percentage points.
- The percentage of students passing English/writing developmental education courses increased 1.7 percentage points from 63.9 percent in 2012 to 65.6 percent in 2013. The percentage of students passing increased 7.4 percentage points compared with the 2009 rate of 58.2 percent.

For additional measures and information, please reference the Report Card's table of contents, as well as "About the 2014 Report Card" section found on page 4.



West Virginia
Higher Education
Policy Commission



**Report to the Legislative Oversight Commission
on Education Accountability**

January 11, 2015

Capital Project Priorities



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Clarence "Butch" Pennington
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MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill
James L. Skidmore

DATE: January 11, 2015

RE: Capital Project Priorities

The West Virginia Higher Education Policy Commission (Commission) and the West Virginia Council for Community and Technical College Education (Council) are required by West Virginia Code §18B-19-5 to “establish a formal process for identifying needs for capital investments and for determining priorities for these investments.” The Code also requires the Commission and Council to report to the Legislature and the Legislative Oversight Commission on Education Accountability in January on its priorities for capital investments.

At their respective meetings on November 21 and December 18, 2014, the Commission and Council approved a joint capital project request for one-time funding of \$10 million for high priority code compliance, energy savings and deferred maintenance projects. If this request is successful and funds appropriated, the funding split would be 80 percent for Commission institutions and 20 percent for Council institutions. As in past years, the process used to develop this list of capital projects began in August and is summarized as follows:

- Institutions submitted their capital requests to the Commission and Council in late August;
- These requests were submitted to the State Budget Office on September 2, 2014 as part of the Commission’s and Council’s Fiscal Year 2015 appropriation requests; and
- Staff used the institutions’ capital appropriation requests to generate the list of prioritized capital projects in Tables 1 and 2.

Table 1 identifies the highest priority four-year institution Education & General (E&G) Health, Life Safety, ADA, Energy and Deferred Maintenance Projects recommended for funding which total approximately \$16 million. These projects would be funded on a 50/50 basis, 50 percent from State funding and 50 percent funded by the institutions, if the Legislature appropriates the \$8 million in one-time funding requested for the Commission's projects.

The projects in Table 2 are the highest priority two-year institution E&G Health, Life Safety, ADA, Energy and Deferred Maintenance Projects recommended for funding which total approximately \$3.33 million. These projects would be funded on a 60/40 basis, 60 percent from State funding and 40 percent from institution funding. The 60/40 split for the two-year institutions recognizes the fact that the community and technical colleges collect far less in capital fees than the four-year institutions and, as a result, cannot readily match State funding on a 50/50 basis.

TABLE 1				
WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION				
FISCAL YEAR 2016 CAPITAL PROJECT PRIORITIES				
HIGH PRIORITY CAPITAL PROJECTS				
Institution and Project Priority	Capital Project	Total Requested	Institution Match	HEPC Match
Higher Education Policy Commission		\$16,000,000	\$8,000,000	\$8,000,000
BLUEFIELD STATE COLLEGE		600,000	300,000	300,000
6	CAMPUS KEY REPLACEMENT	600,000	300,000	300,000
CONCORD UNIVERSITY		225,000	112,500	112,500
4	E&G Storage Bldg.	225,000	112,500	112,500
FAIRMONT STATE UNIVERSITY		3,060,000	1,530,000	1,530,000
7	MUSICK LIBRARY ELEVATOR UPGRADES	150,000	75,000	75,000
8	FACILITIES-CAMPUS SECURITY PARKING OFFICE EXPANSION	160,000	80,000	80,000
13	CAMPUS WIDE-CAMERA SECURITY SYSTEM	350,000	175,000	175,000
15	HUNT HAUGHT HALL ROOF RENEWAL	400,000	200,000	200,000
16	MUSICK LIBRARY ROOF RENEWAL	450,000	225,000	225,000
25	MUSICK LIBRARY MULTI MEDIA SEATING RENOVATIONS	150,000	75,000	75,000
32	JAYNES HALL FIRE ALARM SYSTEM UPGRADE	400,000	200,000	200,000
35	MERCHANT STREET SPRINKLER SYSTEM	500,000	250,000	250,000
36	PEDESTRIAN STEPS BETWEEN HARDWAY AND TURLEY	500,000	250,000	250,000
GLENNVILLE STATE COLLEGE		1,325,000	662,500	662,500
1	RENOVATE PICKENS HALL	175,000	87,500	87,500
7	CAMPUSWIDE LIGHTING UPGRADES	150,000	75,000	75,000
8	SIDEWALK AND PAVER REPLACEMENT	500,000	250,000	250,000
12	HANDRAIL REPLACEMENT	500,000	250,000	250,000
MARSHALL UNIVERSITY		900,000	450,000	450,000
16	MORROW ADA ELEVATOR/RENOVATIONS	900,000	450,000	450,000
SHEPHERD UNIVERSITY		1,050,000	525,000	525,000
2	EMERGENCY EGRESS LIGHTING	175,000	87,500	87,500
3	SECURITY CAMERAS	250,000	125,000	125,000
4	BUTCHER CENTER ELEVATOR REPLACEMENT	175,000	87,500	87,500
5	INTERIOR AND EXTERIOR DOOR LOCKS	250,000	125,000	125,000
8	PEDESTRIAN ACCESS SIDEWALKS	200,000	100,000	100,000
WEST LIBERTY UNIVERSITY		950,000	475,000	475,000
5	LIBRARY ELEVATOR	150,000	75,000	75,000
13	MYERS MAINTENANCE BUILDING ROOF	150,000	75,000	75,000
14	LIBRARY WINDOW REPLACEMENT	250,000	125,000	125,000
15	LIBRARY PARKING LOT	400,000	200,000	200,000
WEST VIRGINIA STATE UNIVERSITY		925,000	462,500	462,500
17	UPGRADE CAMPUS ELEVATORS TO ADA AND FIRE MARSHALL STANDARD	150,000	75,000	75,000
20	CAPITOL CENTER SPRINKLER SYSTEM	300,000	150,000	150,000
23	SULLIVAN HALL EAST ELEVATOR REPLACEMENT	225,000	112,500	112,500
27	CAPITOL CENTER ELEVATOR UPGRADE TO ADA CODE	250,000	125,000	125,000
WEST VIRGINIA UNIVERSITY		6,965,000	3,482,500	3,482,500
12	ENGINEERING LABREPLACE ELEVATORADA UPGRADES (WVUIT)	300,000	150,000	150,000
14	ADMISSIONS & RECORDS FIRE ALARM & SPRINKLER SYSTEM	450,000	225,000	225,000
26	STEWART HALL SPRINKLERS	600,000	300,000	300,000
27	STANSBURY HALL UPGRADE FIRE ALARM SYSTEM	500,000	250,000	250,000
30	CHITWOOD FIRE ALARM UPGRADE	500,000	250,000	250,000
31	AG SCIENCE ANNEX ROOF REPLACEMENT	550,000	275,000	275,000
32	WOODBURN FIRE ALARM UPGRADE	500,000	250,000	250,000
33	CHURCH MCKEE ARTS CENTER STAGE FIRE CURTAINS (PSC)	350,000	175,000	175,000
34	PURITAIN HOUSE FIRE ALARM UPGRADE	300,000	150,000	150,000
43	EVANSDALE LIBRARY FIRE ALARM UPGRADE	500,000	250,000	250,000
46	REPLACE HALON FIRE PROTECTION SYSTEM IN CLARK HALL	200,000	100,000	100,000
50	EQUINE EDUCATION FACILITY FIRE PUMP, SPRINKLER, AND FIRE AL	300,000	150,000	150,000
52	UPGRADE SPRINKLER/FIRE ALARM AG SCIENCE ANNEX	400,000	200,000	200,000
53	KNAPP HALL FIRE ALARM SYSTEM UPGRADE	500,000	250,000	250,000
54	EVANSDALE LIBRARY ROOF REPLACEMENT	410,000	205,000	205,000
59	CAMPUS EXTERIOR LIGHTINGGROUNDS LIGHTING (PSC)	225,000	112,500	112,500
62	VINING LIBRARYADA UPGRADES (WVUIT)	55,000	27,500	27,500
68	BAISI CENTER - INSTALL CODE COMPLIANT FIRE DOORS (WVUIT)	175,000	87,500	87,500
75	BAISI CENTER-CLASSROOM BUILDING-ADA BLEACHER INSTALL (WVUIT)	150,000	75,000	75,000
Grand Total		\$16,000,000	\$8,000,000	\$8,000,000



West Virginia
Higher Education
Policy Commission



**Report to the Legislative Oversight Commission
on Education Accountability**

January 11, 2015

Development Education Programs Joint Report



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James L. Skidmore
Chancellor

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill
James L. Skidmore

DATE: December 23, 2014

RE: Developmental Education Programs Joint Report

In accordance with the Resolution Supporting the Complete College America Completion and Outcomes-Based Funding Initiative, this report will discuss "various higher education developmental education practices and outcomes at West Virginia two-year and four-year institutions." The developmental education data in this report is disaggregated by total developmental education enrollment, developmental education enrollment by delivery type, success of developmental education students, and developmental education student credit hour accumulation. Along with the reported data, there is also information pertaining to developmental education benchmarks, transfer policies, and initiatives to improve graduation rates.

Both the West Virginia Higher Education Policy Commission (Commission) and the West Virginia Council for Community and Technical College Education (Council) are committed to increasing the success of students requiring developmental education. Recently, both systems have implemented initiatives or goals centered on developmental education.

In 2013 Chancellor Skidmore issued a challenge to all public two-year institutions across West Virginia to phase out traditional forms of developmental education delivery and primarily offer co-requisite developmental education courses. Co-requisite developmental education enrolls students in college-level courses with the additional support needed for students to be successful with college-level coursework and has been shown to increase the success of students who require developmental education. By the fall of 2014, 70 percent of students requiring developmental education were enrolled in a co-requisite course.

Across the four-year system, there are six institutions that offer some form of co-requisite remediation and one that is fully modular delivery method. The Commission's 2013-2018 Master Plan *Leading the Way Access. Success. Impact.* sets system-wide goals for member institutions to work toward by 2018. In an effort to improve the outcomes of students requiring developmental education, the system goal is to increase the percentage of first-time freshmen passing developmental education courses in mathematics to 70 percent and in English/writing to 75 percent. Furthermore, the system has set goals of 60 percent and 70 percent for the percentage of students requiring developmental education courses and passing the first related college-level math or English/writing courses, respectively.

As developmental education continues to play an important role in the success of students across West Virginia, both the Commission and Council are actively working with member institutions to ensure quality data submissions. However, because additional developmental education data metrics, such as form of delivery, are relatively new, institutional reporting practices are continuing to mature. This maturation process will, over time, result in a clearer picture of developmental education, especially concerning test scores and delivery methods.

Recommendations to Increase Graduation Rates

The Commission and Council serve a very diverse range of students working to earn different types of degrees. Typically, students entering Commission institutions are previous year high school graduates seeking a bachelor's degree, while a larger population of those entering Council institutions are adults or returning students seeking a certificate or associate's degree. Because of these differences in student populations and requirements to earn a credential, initiatives to increase graduation rates vary between the systems.

Commission

In August 2014 the Commission began to roll out a system-wide informational campaign on college and university campuses encouraging students to graduate within four years. In order to earn the 120 credit hours required to receive a bachelor's degree in West Virginia on time, students must enroll in at least 15 credit hours per semester. However, this schedule is in conflict with the federal full-time definition of 12 credit hours that is used for financial aid purposes. For students who enroll in 12 hours per semester, it would take them at least five years to complete a bachelor's degree.

Not only does taking a 15 credit hour full course load increase the likelihood that a student will graduate on time, research has shown taking 15 credit hours actually improves academic outcomes. In addition, research has shown it reduces student loan debt, saves students money on tuition and related expenses, and improves their employment prospects by allowing them to begin their professional careers as soon as possible.

Council

In 2013, 58.6 percent of first-time freshmen at community and technical colleges across the state enrolled in at least one English or math developmental education course. Nationally this figure is 51.7 percent. Students who enroll in these courses are some of the least likely to graduate with any credential. Because of this, the Council has been actively working to reform developmental education across the system. As mentioned previously, by the end of the 2014 academic year, all

public two-year institutions across the state will be offering a co-requisite delivery method of developmental education. This form of developmental education has been shown to be successful across the country at institutions where it has been implemented. For example, at Austin Peay State University, student success doubled with the introduction of co-requisite remediation. When students receive credit for both the developmental and college-level course, it reduces an additional barrier to success and time to degree.

Program Appropriate Mathematics Courses

Historically, students who have tested into developmental education have been subject to attaining mathematics proficiency in algebraic functions as a prerequisite to entering courses in their desired field of study. This has resulted in students potentially enrolling in three levels of developmental mathematics before they are able to enroll in their major courses. This long sequence of course taking has been shown to cause students to stop out of college before their college career has even really begun. What is more troubling about this sequence, is that the level of mathematics proficiency expected of developmental education students, is appropriate only for students enrolling in a very select group of STEM majors. Research from the Charles A. Dana Center and the Carnegie Foundation, has found that statistics and quantitative reasoning courses are far more useful and applicable to students in most majors than the current placement standard of Algebra I. As a result of this work, many states, have begun to adopt math pathways for college students. Math pathways are program specific math courses that are closely aligned with students majors. Math pathways eliminate a major obstacle to degree completion and reduce the total number of credit hours a student must attempt to graduate. These courses teach students a very specific subset of germane mathematic principles directly and immediately applicable to their field of study. Throughout the State, four- and two-year institutions are implementing these pathways to better serve our students.

College math courses including general math, algebra, trigonometry, or calculus can be transferred to any public institution in the state and can, at minimum, be applied to general studies requirements. Currently, there are over one hundred mathematics courses spanning institutions in both state systems that are fully transferable between all public institutions in the state.

Key Data Findings

In an effort to conserve space, all key findings are reflective of state trends. Please see individual tables for institution-level data.

- In fall 2013, 31.8 percent of First-Time Freshmen enrolled in a developmental education course. This percentage was higher for First-Time Freshmen who received a Pell grant at 45.7 percent, and even higher for First-Time Freshmen adult students, 55.3 percent.
- Statewide, approximately 45.8 percent of First-Time Freshmen test scores indicated a need for developmental education, as defined in Procedural Rule, Series 21, *Freshmen Assessment and Placement Standards*. Though Shepherd University and West Virginia University do not offer traditional developmental education, approximately 49.1 percent and 25 percent of First-Time Freshmen at those institutions, respectively, received test scores requiring developmental education.

- In fall 2013, of the 7,277 students enrolled in mathematics developmental education, 75 percent were enrolled in a traditional delivery course, 0.8 percent in a co-requisite course, and 23.7 percent in a different method. Of the 3,026 students enrolled in English/writing developmental education, 89.6 percent were enrolled in a traditional delivery course and 11.8 percent in a co-requisite course.
- Just over 72 percent of adult students and 75.7 percent of Pell recipients enrolled in mathematics developmental education were enrolled in a traditional form of delivery. For both adults and Pell recipients, these percentages were higher in English/writing at 99 and 92.8 percent, respectively.
- Across the state, 16.2 percent of first-time freshmen who enrolled in mathematics developmental education during the 2013 academic year passed a corresponding college-level course within one year. This percentage was higher for those enrolling in an English/writing developmental education course and passing the college-level course at 47.4 percent.
- Of all adults who enrolled in developmental education during the 2013 academic year, 10.5 percent passed a corresponding college-level course within one year. This percentage was higher for those enrolling in an English/writing developmental education course and passing the college-level course at 31.3 percent.
- Of all Pell recipients who enrolled in developmental education during the 2013 academic year, 14.2 percent passed a corresponding college-level course within one year. This percentage was higher for those enrolling in an English/writing developmental education course and passing the college-level course at 42 percent.
- At Commission institutions, students in the 2006 cohort requiring developmental education and graduating within 150 percent time (six years) accumulated 140.74 credit hours on average; while those graduating at Council institutions within 150 percent time (three years) accumulated 74.21 credits on average.
- At Commission institutions, adults in the 2006 cohort requiring developmental education and graduating within 150 percent time (six years) accumulated 140.14 credit hours on average; while those graduating at Council institutions within 150 percent time (three years), accumulated 67.29 credit hours on average.
- At Commission institutions, Pell recipients in the 2006 cohort requiring developmental education and graduating within 150 percent time (six years) accumulated 142.44 credit hours on average; while those graduating at Council institutions within 150 percent time (three years) accumulated 77.01 credit hours on average.

Table 1.1.1**Proportion of First-Time Freshmen Requiring Any Form Developmental Education, Fall 2013**

Institution	Total First-Time Freshmen Enrollment	Enrolled in Developmental Education
HEPC Total	11,188	21.7%
Bluefield State College	303	52.1%
Concord University	514	48.1%
Fairmont State University	749	33.1%
Glenville State College	304	62.5%
Marshall University	1,871	26.1%
Potomac State College of WVU	631	78.0%
Shepherd University	684	N/A
West Liberty University	501	55.5%
West Virginia University	4,912	N/A
West Virginia State University	416	35.3%
WVU Institute of Technology	303	51.2%
CTCS Total	4,222	58.6%
Blue Ridge Community and Technical College	482	53.3%
Bridgemont Community and Technical College	162	77.2%
Eastern WV Community and Technical College	86	68.6%
Kanawha Valley Community and Technical College	310	78.1%
Mountwest Community and Technical College	536	29.7%
New River Community and Technical College	639	69.0%
Pierpont Community and Technical College	573	56.0%
Southern WV Community and Technical College	558	65.2%
WV Northern Community College	333	52.3%
WVU at Parkersburg	543	61.0%
State Total	15,410	31.8%

Table 1.2**Proportion of First-Time Freshmen Adult Students (25 or older) Requiring Any Form of Developmental Education, Fall 2013**

Institution	Total First-Time Freshmen Adult Enrollment	Enrolled in Developmental Education
HEPC Total	283	45.6%
Bluefield State College	43	72.1%
Concord University	19	57.9%
Fairmont State University	35	68.6%
Glenville State College	29	6.9%
Marshall University	36	41.7%
Potomac State College of WVU	20	90.0%
Shepherd University	17	N/A
West Liberty University	5	20.0%
West Virginia University	28	N/A
West Virginia State University	37	48.6%
WVU Institute of Technology	14	28.6%
CTCS Total	1,087	57.8%
Blue Ridge Community and Technical College	137	51.1%
Bridgemont Community and Technical College	22	54.5%
Eastern WV Community and Technical College	37	75.7%
Kanawha Valley Community and Technical College	107	80.4%
Mountwest Community and Technical College	185	25.9%
New River Community and Technical College	192	72.9%
Pierpont Community and Technical College	107	56.1%
Southern WV Community and Technical College	106	60.4%
WV Northern Community College	89	60.7%
WVU at Parkersburg	105	62.9%
State Total	1,370	55.3%

Table 1.3
Proportion of First-Time-Freshmen Pell-Recipients Requiring Any form of
Developmental Education, Fall 2013

Institution	Total First Time-Freshmen Enrollment	Enrolled in Developmental Education
HEPC Total	4,318	33.2%
Bluefield State College	179	58.1%
Concord University	251	55.8%
Fairmont State University	360	38.6%
Glenville State College	169	74.6%
Marshall University	833	34.2%
Potomac State College of WVU	377	81.7%
Shepherd University	240	N/A
West Liberty University	229	62.0%
West Virginia University	1,312	N/A
West Virginia State University	218	40.4%
WVU Institute of Technology	150	60.0%
CTCS Total	2,732	65.6%
Blue Ridge Community and Technical College	308	58.4%
Bridgemont Community and Technical College	89	80.9%
Eastern WV Community and Technical College	72	66.7%
Kanawha Valley Community and Technical College	220	81.8%
Mountwest Community and Technical College	309	39.5%
New River Community and Technical College	471	71.5%
Pierpont Community and Technical College	368	64.1%
Southern WV Community and Technical College	360	73.6%
WV Northern Community College	213	59.6%
WVU at Parkersburg	322	70.2%
State Total	7,050	45.7%

Table 2.1.1 Proportion of Students Requiring Developmental Math Education by Delivery Type, Fall 2013

Institution	Number of students who enrolled in Math Developmental Education	Enrolled in Traditional Delivery	Enrolled in Co-Requisite Model	Enrolled in Other
HEPC Total	3,169	86.8%	0.0%	13.2%
Bluefield State College	205	100.0%	0.0%	0.0%
Concord University	330	100.0%	0.0%	0.0%
Fairmont State University	418	0.0%	0.0%	100.0%
Glenville State College	310	100.0%	0.0%	0.0%
Marshall University	671	100.0%	0.0%	0.0%
Potomac State College of WVU	650	100.0%	0.0%	0.0%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	205	100.0%	0.0%	0.0%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	207	100.0%	0.0%	0.0%
WVU Institute of Technology	151	100.0%	0.0%	0.0%
CTCS Total	4,108	66.8%	1.5%	31.8%
Blue Ridge Community and Technical College	477	92.2%	0.0%	8.0%
Bridgemont Community and Technical College	163	63.2%	36.8%	0.0%
Eastern WV Community and Technical College	192	100.0%	0.0%	0.0%
Kanawha Valley Community and Technical College	425	100.0%	0.0%	0.0%
Mountwest Community and Technical College	107	100.0%	0.0%	0.0%
New River Community and Technical College	635	100.0%	0.0%	0.0%
Pierpont Community and Technical College	578	0.0%	0.0%	100.0%
Southern WV Community and Technical College	566	100.0%	0.0%	0.0%
WV Northern Community College	442	62.7%	0.0%	37.6%
WVU at Parkersburg	523	0.0%	0.0%	100.0%
State Total	7,277	75.5%	0.8%	23.7%

Table 2.1.2 Proportion of Students Requiring Developmental English Education by Delivery Type, Fall 2013

Institution	Number of students who enrolled in English Developmental Education	Enrolled in Traditional Delivery	Enrolled in Co-Requisite Model	Enrolled in Other
HEPC Total	1,424	79.7%	21.3%	0.0%
Bluefield State College	106	100.0%	0.0%	0.0%
Concord University	134	100.0%	0.0%	0.0%
Fairmont State University	133	92.5%	18.0%	0.0%
Glenville State College	114	100.0%	0.0%	0.0%
Marshall University	201	100.0%	0.0%	0.0%
Potomac State College of WVU	310	100.0%	0.0%	0.0%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	261	0.0%	100.0%	0.0%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	69	73.9%	26.1%	0.0%
WVU Institute of Technology	96	100.0%	0.0%	0.0%
CTCS Total	1,602	98.3%	3.4%	0.1%
Blue Ridge Community and Technical College	165	99.4%	0.0%	0.6%
Bridgemont Community and Technical College	90	77.8%	22.2%	0.0%
Eastern WV Community and Technical College	57	100.0%	0.0%	0.0%
Kanawha Valley Community and Technical College	93	100.0%	0.0%	0.0%
Mountwest Community and Technical College	215	100.0%	0.0%	0.0%
New River Community and Technical College	249	100.0%	0.0%	0.0%
Pierpont Community and Technical College	299	98.0%	11.4%	0.0%
Southern WV Community and Technical College	232	100.0%	0.0%	0.0%
WV Northern Community College	82	100.0%	0.0%	0.0%
WVU at Parkersburg	120	100.0%	0.0%	0.0%
State Total	3,026	89.6%	11.8%	0.0%

Table 2.2.1 Proportion of Adults Requiring Developmental Math Education by Delivery Type, Fall 2013

Institution	Number of students who enrolled in Math Developmental Education	Enrolled in Traditional Delivery	Enrolled in Co-Requisite Model	Enrolled in Other
HEPC Total	1,583	77.8%	0.0%	22.2%
Bluefield State College	239	100.0%	0.0%	0.0%
Concord University	133	100.0%	0.0%	0.0%
Fairmont State University	352	0.0%	0.0%	100.0%
Glenville State College	99	100.0%	0.0%	0.0%
Marshall University	360	100.0%	0.0%	0.0%
Potomac State College of WVU	177	100.0%	0.0%	0.0%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	15	100.0%	0.0%	0.0%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	140	100.0%	0.0%	0.0%
WVU Institute of Technology	48	100.0%	0.0%	0.0%
CTCS Total	5,340	70.8%	0.9%	28.3%
Blue Ridge Community and Technical College	824	91.6%	0.0%	8.4%
Bridgemont Community and Technical College	87	46.0%	54.0%	0.0%
Eastern WV Community and Technical College	431	100.0%	0.0%	0.0%
Kanawha Valley Community and Technical College	705	100.0%	0.0%	0.0%
Mountwest Community and Technical College	167	100.0%	0.0%	0.0%
New River Community and Technical College	821	100.0%	0.0%	0.0%
Pierpont Community and Technical College	667	0.0%	0.0%	100.0%
Southern WV Community and Technical College	442	100.0%	0.0%	0.0%
WV Northern Community College	665	63.2%	0.0%	36.8%
WVU at Parkersburg	531	0.0%	0.0%	100.0%
State Total	6,923	72.4%	0.7%	26.9%

Table 2.2.2 Proportion of Adults Requiring Developmental English Education by Delivery Type, Fall 2013

Institution	Number of students who enrolled in English Developmental Education	Enrolled in Traditional Delivery	Enrolled in Co-Requisite Model	Enrolled in Other
HEPC Total	118	97.5%	3.4%	0.0%
Bluefield State College	28	100.0%	0.0%	0.0%
Concord University	9	100.0%	0.0%	0.0%
Fairmont State University	18	94.4%	11.1%	0.0%
Glenville State College	3	100.0%	0.0%	0.0%
Marshall University	25	100.0%	0.0%	0.0%
Potomac State College of WVU	21	100.0%	0.0%	0.0%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	1	0.0%	100.0%	0.0%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	12	91.7%	8.3%	0.0%
WVU Institute of Technology	1	100.0%	0.0%	0.0%
CTCS Total	457	99.3%	1.1%	0.2%
Blue Ridge Community and Technical College	45	97.8%	0.0%	2.2%
Bridgemont Community and Technical College	8	87.5%	12.5%	0.0%
Eastern WV Community and Technical College	27	100.0%	0.0%	0.0%
Kanawha Valley Community and Technical College	29	100.0%	0.0%	0.0%
Mountwest Community and Technical College	74	100.0%	0.0%	0.0%
New River Community and Technical College	78	100.0%	0.0%	0.0%
Pierpont Community and Technical College	77	98.7%	5.2%	0.0%
Southern WV Community and Technical College	55	100.0%	0.0%	0.0%
WV Northern Community College	34	100.0%	0.0%	0.0%
WVU at Parkersburg	30	100.0%	0.0%	0.0%
State Total	575	99.0%	1.6%	0.2%

Table 2.3.1 Proportion of Pell Recipients Requiring Developmental Math Education by Delivery Type, Fall 2013

Institution	Number of students who enrolled in Math Developmental Education	Enrolled in Traditional Delivery	Enrolled in Co-Requisite Model	Enrolled in Other
HEPC Total	1,984	88.1%	0.0%	11.9%
Bluefield State College	141	100.0%	0.0%	0.0%
Concord University	215	100.0%	0.0%	0.0%
Fairmont State University	237	0.0%	0.0%	100.0%
Glenville State College	204	100.0%	0.0%	0.0%
Marshall University	420	100.0%	0.0%	0.0%
Potomac State College of WVU	425	100.0%	0.0%	0.0%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	110	100.0%	0.0%	0.0%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	121	100.0%	0.0%	0.0%
WVU Institute of Technology	98	100.0%	0.0%	0.0%
CTCS Total	2,999	67.6%	1.2%	31.3%
Blue Ridge Community and Technical College	330	91.8%	0.0%	8.5%
Bridgemont Community and Technical College	104	66.3%	33.7%	0.0%
Eastern WV Community and Technical College	169	100.0%	0.0%	0.0%
Kanawha Valley Community and Technical College	315	100.0%	0.0%	0.0%
Mountwest Community and Technical College	80	100.0%	0.0%	0.0%
New River Community and Technical College	469	100.0%	0.0%	0.0%
Pierpont Community and Technical College	433	0.0%	0.0%	100.0%
Southern WV Community and Technical College	408	100.0%	0.0%	0.0%
WV Northern Community College	335	63.6%	0.0%	36.7%
WVU at Parkersburg	356	0.0%	0.0%	100.0%
State Total	4,983	75.7%	0.7%	23.6%

Table 2.3.2 Proportion of Pell Recipients Requiring Developmental English Education by Delivery Type, Fall 2013

Institution	Number of students who enrolled in English Developmental Education	Enrolled in Traditional Delivery	Enrolled in Co-Requisite Model	Enrolled in Other
HEPC Total	861	84.7%	16.5%	0.0%
Bluefield State College	82	100.0%	0.0%	0.0%
Concord University	75	100.0%	0.0%	0.0%
Fairmont State University	72	87.5%	26.4%	0.0%
Glenville State College	73	100.0%	0.0%	0.0%
Marshall University	131	100.0%	0.0%	0.0%
Potomac State College of WVU	219	100.0%	0.0%	0.0%
Shepherd University	N/A	N/A	N/A	N.A
West Liberty University	119	0.0%	100.0%	0.0%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	38	89.5%	10.5%	0.0%
WVU Institute of Technology	52	100.0%	0.0%	0.0%
CTCS Total	1,208	98.6%	3.3%	0.1%
Blue Ridge Community and Technical College	122	99.2%	0.0%	0.8%
Bridgemont Community and Technical College	53	77.4%	22.6%	0.0%
Eastern WV Community and Technical College	48	100.0%	0.0%	0.0%
Kanawha Valley Community and Technical College	66	100.0%	0.0%	0.0%
Mountwest Community and Technical College	170	100.0%	0.0%	0.0%
New River Community and Technical College	184	100.0%	0.0%	0.0%
Pierpont Community and Technical College	239	98.3%	11.7%	0.0%
Southern WV Community and Technical College	171	100.0%	0.0%	0.0%
WV Northern Community College	68	100.0%	0.0%	0.0%
WVU at Parkersburg	87	100.0%	0.0%	0.0%
State Total	2,069	92.8%	8.8%	0.0%

Table 3.1 Percent of First-Time Freshmen Requiring Developmental Education Passing a College-Level Course within the Same Subject Area within One Year

Academic Year 2013

Institution	Students Enrolled in Developmental Education by Subject Area		Passing College-Level Course within the Same Subject Area within One Year	
	Math	English	Math	English
HEPC Total	2,257	1,301	19.8%	60.0%
Bluefield State College	148	86	39.9%	45.3%
Concord University	226	115	8.0%	66.1%
Fairmont State University	254	115	7.9%	57.4%
Glenville State College	187	101	3.7%	49.5%
Marshall University	498	189	31.5%	63.5%
Potomac State College of WVU	481	298	18.3%	44.0%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	167	236	21.0%	90.7%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	151	68	20.5%	52.9%
WVU Institute of Technology	125	93	23.2%	51.6%
CTCS Total	2,385	1,380	12.7%	35.5%
Blue Ridge Community and Technical College	272	144	7.0%	34.0%
Bridgemont Community and Technical College	118	92	43.2%	48.9%
Eastern WV Community and Technical College	55	46	1.8%	28.3%
Kanawha Valley Community and Technical College	240	83	21.3%	38.6%
Mountwest Community and Technical College	78	174	23.1%	33.3%
New River Community and Technical College	440	228	20.5%	36.0%
Pierpont Community and Technical College	308	241	2.3%	26.1%
Southern WV Community and Technical College	354	208	7.9%	44.2%
WV Northern Community College	192	65	3.6%	41.5%
WVU at Parkersburg	328	99	9.5%	29.3%
State Total	4,642	2,681	16.2%	47.4%

Table 3.2 Percent of Adult Students Requiring Developmental Education Passing a College-Level Course within the Same Subject Area within One Year

Academic Year 2013

Institution	Students Enrolled in Developmental Education by Subject Area		Passing College-Level Course within the Same Subject Area within One Year	
	Math	English	Math	English
HEPC Total	134	68	9.0%	32.4%
Bluefield State College	30	17	16.7%	35.3%
Concord University	11	6	0.0%	50.0%
Fairmont State University	26	9	15.4%	33.3%
Glenville State College	4	1	0.0%	100.0%
Marshall University	17	12	5.9%	41.7%
Potomac State College of WVU	18	14	0.0%	7.1%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	1	0	0.0%	0.0%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	16	9	12.5%	33.3%
WVU Institute of Technology	5	0	0.0%	0.0%
CTCS Total	609	328	10.8%	31.1%
Blue Ridge Community and Technical College	80	30	6.3%	30.0%
Bridgemont Community and Technical College	10	7	20.0%	71.4%
Eastern WV Community and Technical College	25	20	0.0%	25.0%
Kanawha Valley Community and Technical College	84	21	26.2%	38.1%
Mountwest Community and Technical College	32	51	25.0%	33.3%
New River Community and Technical College	140	68	16.4%	32.4%
Pierpont Community and Technical College	54	50	0.0%	20.0%
Southern WV Community and Technical College	59	41	5.1%	31.7%
WV Northern Community College	60	21	3.3%	28.6%
WVU at Parkersburg	65	19	1.5%	36.8%
State Total	743	396	10.5%	31.3%

Table 3.3 Percent of Pell Recipients Requiring Developmental Education Passing a College-Level Course within the Same Subject Area within One Year

Academic Year 2013

Institution	Students Enrolled in Developmental Education by Subject Area		Passing College-Level Course within the Same Subject Area within One Year	
	Math	English	Math	English
HEPC Total	1,362	791	17.5%	52.8%
Bluefield State College	97	66	32.0%	34.8%
Concord University	133	63	5.3%	54.0%
Fairmont State University	146	60	6.2%	48.3%
Glenville State College	124	66	1.6%	50.0%
Marshall University	289	120	29.4%	60.0%
Potomac State College of WVU	306	210	15.7%	42.9%
Shepherd University	N/A	N/A	N/A	N/A
West Liberty University	87	111	26.4%	87.4%
West Virginia University	N/A	N/A	N/A	N/A
West Virginia State University	89	44	20.2%	43.2%
WVU Institute of Technology	80	51	20.0%	41.2%
CTCS Total	1,735	1,036	11.6%	33.8%
Blue Ridge Community and Technical College	190	104	5.8%	30.8%
Bridgemont Community and Technical College	71	55	42.3%	52.7%
Eastern WV Community and Technical College	46	38	2.2%	34.2%
Kanawha Valley Community and Technical College	180	62	20.0%	37.1%
Mountwest Community and Technical College	67	137	22.4%	32.8%
New River Community and Technical College	342	174	18.4%	32.2%
Pierpont Community and Technical College	220	187	0.9%	22.5%
Southern WV Community and Technical College	257	157	6.2%	43.9%
WV Northern Community College	138	52	4.3%	40.4%
WVU at Parkersburg	224	70	9.8%	28.6%
State Total	3,097	1,827	14.2%	42.0%

Table 4.1 Average Credit Accumulation of 150% Graduates by Developmental Education Status, 2006 Cohort

Institution	Graduates within 150% Time*			
	Dev. Ed		Non Dev Ed.	
	Number	Average Credits	Number	Average Credits
HEPC Total**	452	140.74	4,306	136.40
Bluefield State College	24	140.00	37	137.78
Concord University	88	141.98	157	136.52
Fairmont State University	56	141.55	186	142.39
Glenville State College	37	147.19	48	139.69
Marshall University	111	139.72	584	139.00
Potomac State College of WVU	38	142.34	75	140.87
Shepherd University	N/A	N/A	317	136.54
West Liberty University	37	136.51	117	136.48
West Virginia University	N/A	N/A	2,698	135.04
West Virginia State University	42	138.40	27	141.33
WVU Institute of Technology	10	141.40	60	141.12
CTCS Total**	179	74.21	227	71.09
Blue Ridge Community and Technical College	27	64.81	28	62.68
Bridgemont Community and Technical College	11	84.64	20	80.05
Eastern WV Community and Technical College	4	78.25	1	60.00
Kanawha Valley Community and Technical College	7	69.43	9	71.56
Mountwest Community and Technical College	20	79.65	21	46.67
New River Community and Technical College	16	68.38	21	65.00
Pierpont Community and Technical College	27	76.04	31	72.90
Southern WV Community and Technical College	25	79.12	40	76.05
WV Northern Community College	27	69.33	31	72.23
WVU at Parkersburg	15	80.93	25	87.64

*150 percent time at a Commission institution is 6 years and 3 years at a Council Institution

** In 2006, students working towards a bachelor's degree were required to earn at least 128 credit hours and those working towards an associate's degree were required to earn 60. Average credits at Commission institutions are reflective of bachelor degree earners, while those at Council institutions are reflective certificate or associate's degree earners. Because certificates require fewer hours than associate's, average credit accumulation at Council Institutions can drop below 60 hours.

Table 4.2 Average Credit Accumulation of 150% Adult Graduates by Developmental Education Status, 2006 Cohort

Institution	Graduates within 150% Time*			
	Dev. Ed		Non Dev Ed.	
	Number	Average Credits	Number	Average Credits
HEPC Total**	14	140.14	20	135.85
Bluefield State College	3	129.00	2	73.00
Concord University	2	139.00	0	N/A
Fairmont State University	1	143.00	0	N/A
Glenville State College	1	134.00	0	N/A
Marshall University	5	141.60	7	135.14
Potomac State College of WVU	3	N/A	0	N/A
Shepherd University	N/A	N/A	4	133.25
West Liberty University	0	N/A	0	N/A
West Virginia University	0	N/A	9	137.56
West Virginia State University	2	132.00	0	N/A
WVU Institute of Technology	0	N/A	0	N/A
CTCS Total**	59	67.29	62	55.73
Blue Ridge Community and Technical College	12	50.17	11	59.45
Bridgemont Community and Technical College	0	N/A	3	76.00
Eastern WV Community and Technical College	0	N/A	0	N/A
Kanawha Valley Community and Technical College	1	81.00	4	60.00
Mountwest Community and Technical College	5	81.20	13	36.23
New River Community and Technical College	6	68.67	10	54.80
Pierpont Community and Technical College	10	73.70	7	62.86
Southern WV Community and Technical College	5	75.00	2	29.50
WV Northern Community College	14	64.00	10	66.20
WVU at Parkersburg	6	76.83	2	76.50

*150 percent time at a Commission institution is 6 years and 3 years at a Council Institution

** In 2006, students working towards a bachelor's degree were required to earn at least 128 credit hours while those working towards an associate's degree were required to earn 60. Average credits at Commission institutions are reflective of bachelor degree earners, while those at Council institutions are reflective certificate or associate's degree earners. Because certificates require fewer hours than associate's, average credit accumulation at Council Institutions can drop below 60 hours.

Table 4.2 Average Credit Accumulation of 150% Pell Recipient Graduates by Developmental Education Status, 2006 Cohort

Institution	Graduates within 150% Time*			
	Dev. Ed		Non Dev. Ed	
	Number	Average Credits	Number	Average Credits
HEPC Total**	188	142.44	858	138.14
Bluefield State College	10	138.90	14	144.00
Concord University	35	147.31	47	136.13
Fairmont State University	18	143.11	60	141.00
Glenville State College	23	147.26	22	138.82
Marshall University	40	139.48	143	140.68
Potomac State College of WVU	19	142.42	20	141.90
Shepherd University	N/A	N/A	43	134.30
West Liberty University	19	139.95	28	141.39
West Virginia University	2	137.50	464	136.78
West Virginia State University	19	137.53	5	138.60
WVU Institute of Technology	3	146.00	12	145.58
CTCS Total**	80	77.01	85	70.99
Blue Ridge Community and Technical College	6	78.83	9	70.89
Bridgemont Community and Technical College	3	87.67	4	85.25
Eastern WV Community and Technical College	4	78.25	1	60.00
Kanawha Valley Community and Technical College	3	75.67	4	79.75
Mountwest Community and Technical College	11	79.91	3	50.00
New River Community and Technical College	5	69.80	9	69.22
Pierpont Community and Technical College	13	78.77	10	63.70
Southern WV Community and Technical College	16	80.13	22	66.32
WV Northern Community College	16	70.44	12	74.42
WVU at Parkersburg	3	74.67	11	83.09

*150 percent time at a Commission institution is 6 years and 3 years at a Council Institution

** In 2006, students working towards a bachelor's degree were required to earn at least 128 credit hours and those working towards an associate's degree were required to earn 60. Average credits at Commission institutions are reflective of bachelor degree earners, while those at Council institutions are reflective certificate or associate's degree earners. Because certificates require fewer hours than associate's, average credit accumulation at Council Institutions can drop below 60 hours.

Table 5. Benchmarks for Students Requiring Developmental Education and Passing a College-Level Course in the Same Area within One Year

Institution	Passing College-Level Course within the Same Subject Area*	
	All Students	
	Math	English
HEPC Total	60%	70%
Bluefield State College	75%	75%
Concord University	40%	60%
Fairmont State University	36%	61%
Glenville State College	32%	61%
Marshall University	40%	50%
Potomac State College of WVU	35%	56%
Shepherd University	N/A	N/A
West Liberty University	40%	55%
West Virginia State University	33%	52%
West Virginia University	N/A	N/A
WVU Institute of Technology	40%	60%
CTCS Total	100%	100%
Blue Ridge Community and Technical College	100%	100%
Bridgemont Community and Technical College	100%	100%
Eastern WV Community and Technical College	100%	100%
Kanawha Valley Community and Technical College	100%	100%
Mountwest Community and Technical College	100%	100%
New River Community and Technical College	100%	100%
Pierpont Community and Technical College	100%	100%
Southern WV Community and Technical College	100%	100%
WV Northern Community College	100%	100%
WVU at Parkersburg	100%	100%

*HEPC percentages come directly from institution and system 2018 Compact goals and are based off of passing the college-level course within two years, while CTCS rates are based off of passing the college-level course within one year.