

# LEGISLATIVE OVERSIGHT COMMISSION ON EDUCATION ACCOUNTABILITY

Senate Finance Committee Room  
January 11, 2016

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

**January 11, 2016**

**SYSTEM PERFORMANCE REPORT  
WV Code §18B-2B-6(c)(10)**





**WEST VIRGINIA COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**

Clarence B. Pennington, Chair · Sarah Armstrong Tucker, Chancellor

December 1, 2015

The Honorable Amanda Pasdon  
Co-Chair, Legislative Oversight Commission on Education Accountability  
Chair, House Education Committee  
Room 434-M, Building 1

The Honorable Dave Sypolt  
Co-Chair, Legislative Oversight Commission on Education Accountability  
Chair, Senate Education Committee  
Room 417-M, Building 1

Dear Delegate Pasdon and Senator Sypolt,

In accordance with WV Code §18B-2C-3(e) and §18B-3D-3, please find attached the 2010-2015 final compact submission of the *Meeting the Challenge: Master Plan for the Community and Technical College System of West Virginia*. The performance report is utilized to determine progress in meeting the goals for the delivery of comprehensive community and technical college education as defined in Senate Bills 653 and 448. The report replicates measures included in "Meeting the Challenge: Master Plan for the Community and Technical College System of WV". Annually, each community and technical college updates their institutional compact through the submission of data elements to the Council. The review of the data elements determines if community and technical colleges made progress in meeting the compact goals.

The enclosed information provides an evaluation of performance for the Community and Technical College System Master Plan 2010-2015. In addition to the system evaluation, the report item includes system and institutional performance summaries for the master plan period.

For the 2015 period, the most positive notes are the surpassing of the cumulative total degrees awarded (by 2,969), cumulative associate degrees awarded (by 722) and the cumulative certificate degrees awarded (by 2,247). Most workforce development goals were also surpassed. The total cumulative career-technical degrees awarded increased by 2,060, cumulative career-technical associate degrees awarded increased by 656, cumulative career-technical certificate degrees awarded increased by 1,404 and the cumulative career-technical skill-set certificates awarded increased by 6,946. As a system, we met the cumulative goal of 93 new technical programs implemented over the 5-year master plan period.

Should you have questions or need additional information, please do not hesitate to contact me.

Sincerely,

Sarah Armstrong Tucker  
Chancellor

*Community & Technical College System of WV*

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**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**System Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**Accomplishments**

- a. Total degrees awarded increased by 63% from 2009-10 to 2014-15.
  - 2,789 to 4,536
- b. The associate degrees awarded increased by 26% from 2009-10 to 2014-15.
  - 2,250 to 2,842
- c. Total certificate degrees awarded increased by 214% over the 5-year period.
  - 539 to 1,694
- d. The cumulative degrees awarded were 118.5% of the goal over the 5-year period.
  - 16,036 (cumulative goal) to 19,005 (degrees awarded)
- e. The cumulative associate degrees awarded were 105.7% of the goal over the 5-year period.
  - 12,674 (cumulative goal) to 13,396 (degrees awarded)
- f. The cumulative certificate degrees awarded were 166.8% of the goal over the 5-year period.
  - 3,362 (cumulative goal) to 5,609 (degrees awarded)
- g. Cumulative career-technical degrees awarded were 114.5% of the goal over the 5-year period.
  - 14,248 (cumulative goal) to 16,308 (degrees awarded)
- h. The cumulative career-technical associate degrees were 105.9% of the goal over the 5-year period.
  - 11,121 (cumulative goal) to 11,777 (degrees awarded)
- i. The cumulative career-technical certificate degrees awarded were 144.9% of the goal over the 5-year period.
  - 3,127 (cumulative goal) to 4,531 (degrees awarded)
- j. Cumulative career-technical skill-set certificates were 118.5% of the goal over the 5-year period.
  - 37,607 (cumulative goal) to 44,553 (skill-set certificates awarded)

## Challenges

- a. Student success rates decreased over the 5-year period.
  - Student success rate: 31.5% to 29.5%
  - Retention rate: 50.5% to 48.3%
  - Licensure passage rate: 94.8% to 84.4%
- b. Workforce training contact hours decreased by 36% from 2009-10 to 2014-15.
  - 821,066 to 525,356
- c. The annual headcount enrollment for the 5-year period decreased by 20%.
  - 36,039 to 28,752
- d. The adult student population enrollment (25 and older) decreased over the 5-year period by 22%.
  - 17,453 to 13,534

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**WV Community and Technical College System**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Cumulative Totals 2010 - 2015	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>						
a. Total degrees awarded	2,789	4,536	1,747	19,005	16,036	118.5%
i. Associate degrees	2,250	2,842	592	13,396	12,674	105.7%
ii. Certificate degrees	539	1,694	1,155	5,609	3,362	166.8%
b. Student success rate	31.5%	29.5%	-2.0		35.0%	84.3%
c. Retention rate	50.5%	48.3%	-2.2		66.0%	73.2%
d. Licensure passage rate	94.8%	84.4%	-10.4		90.0%	93.8%
e. Placement rate: employment	71.9%	71.4%	-0.5		83.0%	86.0%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	17.0%	23.2%	6.2		28.0%	82.9%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	36.0%	42.4%	6.4		47.0%	90.2%
<b>Goal 2. Workforce Development</b>						
a. Training contact (clock) hours delivered	821,066	525,356	-295,710	4,038,454	4,358,317	92.7%
b. Number of employers directly provided workforce education / training	626	212	-414		690	30.7%
c. Total career-technical degrees awarded	2,450	3,848	1,398	16,308	14,248	114.5%
i. Career-technical associate degrees	1,915	2,525	610	11,777	11,121	105.9%
ii. Career-technical certificate degrees	535	1,323	788	4,531	3,127	144.9%
d. Career-technical skill set certificates awarded	7,042	6,240	-802	44,553	37,607	118.5%
e. New technical programs implemented	14	31	17	93	93	100.0%
f. Regional industry sector partnerships	17	28	11		29	96.6%
<b>Goal 3. Access</b>						
a. Annual headcount enrollment	36,039	28,752	-7,287		37,041	77.6%
i. Age 25 and older	17,453	13,534	-3,919		17,938	75.4%
b. Headcount enrollment in underserved counties	1,535	1,489	-46		2,312	64.4%
c. Student financial aid participation rate	43.8%	45.9%	2.1		54.0%	85.0%
<b>Goal 4. Resource Development / Technology</b>						
a. Percentage of classified employees fully funded on classified staff salary schedule	96.2%	98.7%	2.5		100.0%	98.7%
b. Credit hours earned through distance education and hybrid courses	44,311	37,752	-6,559		48,742	77.5%

Data collected for 2010-11 became baseline for Goals 2b, 2e, 2f, and 4b



**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**Blue Ridge Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	307	943	636	401	235.2%
i. Associate degrees	181	472	291	220	214.5%
ii. Certificate degrees	126	471	345	181	260.2%
b. Student success rate	44.5%	33.6%	-10.9	36.2%	92.8%
c. Retention rate	54.9%	50.6%	-4.3	65.1%	77.7%
d. Licensure passage rate	79.3%	75.4%	-3.9	90.0%	83.8%
e. Placement rate: employment	78.9%	58.6%	-20.3	83.0%	70.6%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	21.0%	23.5%	2.5	29.0%	81.0%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	52.0%	39.1%	-12.9	62.0%	63.1%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	26,153	177,570	151,417	28,875	615.0%
b. Number of employers directly provided workforce education / training	18	25	7	17	147.1%
c. Total career-technical degrees awarded	275	613	338	350	175.1%
i. Career-technical associate degrees	152	397	245	194	204.6%
ii. Career-technical certificate degrees	123	216	93	156	138.5%
d. Career-technical skill set certificates awarded	671	3,417	2,746	832	410.7%
e. New technical programs implemented (cumulative)	2	14	12	8	175.0%
f. Regional industry sector partnerships	1	6	5	3	200.0%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	4,361	6,451	2,090	4,482	143.9%
i. Age 25 and older	2,920	4,669	1,749	3,001	155.6%
b. Headcount enrollment in underserved counties	n/a	n/a	n/a	n/a	n/a
c. Student financial aid participation rate	28.3%	26.4%	-1.9	38.3%	68.9%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	99.9%	100.0%	0.1	100.0%	100.0%
b. Credit hours earned through distance education and hybrid courses	3,986	6,267	2,281	4,385	142.9%

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**BridgeValley Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	432	579	147	531	109.0%
i. Associate degrees	407	405	-2	495	81.8%
ii. Certificate degrees	25	174	149	36	483.3%
b. Student success rate					
i. Bridgemont CTC	39.5%	29.4%	-10.1	40.2%	73.1%
ii. Kanawha Valley CTC	21.0%	31.1%	10.1	30.3%	102.6%
c. Retention rate					
i. Bridgemont CTC	49.4%	57.4%	8.0	66.4%	86.4%
ii. Kanawha Valley CTC	40.7%	48.1%	7.4	65.9%	73.0%
d. Licensure passage rate	93.4%	88.3%	-5.1	92.0%	96.0%
e. Placement rate: employment					
i. Bridgemont CTC	87.0%	81.8%	-5.2	84.0%	97.4%
ii. Kanawha Valley CTC	75.8%	88.0%	12.2	83.0%	106.0%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling					
i. Bridgemont CTC	10.0%	42.1%	32.1	26.0%	161.9%
ii. Kanawha Valley CTC	22.0%	31.0%	9.0	32.0%	96.9%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling					
i. Bridgemont CTC	34.0%	52.6%	18.6	46.0%	114.3%
ii. Kanawha Valley CTC	44.0%	47.0%	3.0	54.0%	87.0%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	133,729	98,497	-35,232	147,647	66.7%
b. Number of employers directly provided workforce education / training	133	51	-82	48	106.3%
c. Total career-technical degrees awarded	385	498	113	499	99.8%
i. Career-technical associate degrees	360	385	25	460	83.7%
ii. Career-technical certificate degrees	25	113	88	39	289.7%
d. Career-technical skill set certificates awarded	730	475	-255	805	59.0%
e. New technical programs implemented (cumulative)	6	24	18	17	141.2%
f. Regional industry sector partnerships	3	3	0	6	50.0%

**BridgeValley Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	4,274	3,326	-948	4,392	75.7%
i. Age 25 and older	1,968	1,356	-612	2,023	67.0%
b. Headcount enrollment in underserved counties	57	50	-7	82	61.0%
c. Student financial aid participation rate	--	45.2%	--	45.3%	99.8%
i. Bridgemont CTC	35.3%	--	--	--	--
ii. Kanawha Valley CTC	42.8%	--	--	--	--
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	--	100.0%	--	100.0%	100.0%
i. Bridgemont CTC	95.8%	--	--	--	--
ii. Kanawha Valley CTC	100.0%	--	--	--	--
b. Credit hours earned through distance education and hybrid courses	3,144	3,449	305	3,459	99.7%

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**Eastern WV Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	51	158	107	63	250.8%
i. Associate degrees	47	93	46	57	163.2%
ii. Certificate degrees	4	65	61	6	1083.3%
b. Student success rate	15.6%	26.5%	10.9	28.0%	94.6%
c. Retention rate	58.3%	50.0%	-8.3	62.2%	80.4%
d. Licensure passage rate	n/a	100.0%	--	90.0%	111.1%
e. Placement rate: employment	71.4%	82.0%	10.6	83.0%	98.8%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	13.0%	4.7%	-8.3	28.0%	16.8%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	50.0%	35.7%	-14.3	47.0%	76.0%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	28,255	62,799	34,544	31,196	201.3%
b. Number of employers directly provided workforce education / training	29	67	38	18	372.2%
c. Total career-technical degrees awarded	35	142	107	50	284.0%
i. Career-technical associate degrees	31	77	46	41	187.8%
ii. Career-technical certificate degrees	4	65	61	9	722.2%
d. Career-technical skill set certificates awarded	260	339	79	287	118.1%
e. New technical programs implemented (cumulative)	3	4	1	9	44.4%
f. Regional industry sector partnerships	1	5	4	2	250.0%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	875	1,129	254	899	125.6%
i. Age 25 and older	384	571	187	395	144.6%
b. Headcount enrollment in underserved counties	178	217	39	205	105.9%
c. Student financial aid participation rate	39.9%	46.1%	6.2	49.9%	92.4%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	98.9%	100.0%	1.1	100.0%	100.0%
b. Credit hours earned through distance education and hybrid courses	1,042	1,763	721	1,146	153.8%

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**Mountwest Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	274	945	671	336	281.3%
i. Associate degrees	257	396	139	313	126.5%
ii. Certificate degrees	17	549	532	23	2387.0%
b. Student success rate	27.9%	29.4%	1.5	33.2%	88.6%
c. Retention rate	41.6%	42.2%	0.6	62.7%	67.3%
d. Licensure passage rate	96.3%	83.2%	-13.1	90.5%	91.9%
e. Placement rate: employment	66.4%	67.4%	1.0	83.0%	81.2%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	24.0%	27.3%	3.3	37.0%	73.8%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	9.0%	39.3%	30.3	31.0%	126.8%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	106,700	46,724	-59,976	284,515	16.4%
b. Number of employers directly provided workforce education / training	13	4	-9	55	7.3%
c. Total career-technical degrees awarded	268	937	669	343	273.2%
i. Career-technical associate degrees	251	388	137	321	120.9%
ii. Career-technical certificate degrees	17	549	532	22	2495.5%
d. Career-technical skill set certificates awarded	230	206	-24	255	80.8%
e. New technical programs implemented (cumulative)	1	4	3	12	33.3%
f. Regional industry sector partnerships	1	0	-1	3	0.0%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	4,043	3,073	-970	4,155	74.0%
i. Age 25 and older	2,330	1,592	-738	2,395	66.5%
b. Headcount enrollment in underserved counties	566	656	90	871	75.3%
c. Student financial aid participation rate	39.8%	48.4%	8.6	49.8%	97.2%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	99.1%	95.8%	-3.3	100.0%	95.8%
b. Credit hours earned through distance education and hybrid courses	4,674	4,601	-73	5,159	89.2%

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**New River Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	156	293	137	195	150.3%
i. Associate degrees	133	225	92	162	138.9%
ii. Certificate degrees	23	68	45	33	206.1%
b. Student success rate	30.1%	25.7%	-4.4	37.4%	68.7%
c. Retention rate	53.2%	45.2%	-8.0	67.4%	67.1%
d. Licensure passage rate	100.0%	91.7%	-8.3	100.0%	91.7%
e. Placement rate: employment	73.0%	73.6%	0.6	80.0%	92.0%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	36.0%	33.3%	-2.7	46.0%	72.4%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	44.0%	40.1%	-3.9	50.0%	80.2%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	88,781	14,257	-74,524	98,021	14.5%
b. Number of employers directly provided workforce education / training	251	8	-243	200	4.0%
c. Total career-technical degrees awarded	109	277	168	138	200.7%
i. Career-technical associate degrees	86	209	123	110	190.0%
ii. Career-technical certificate degrees	23	68	45	28	242.9%
d. Career-technical skill set certificates awarded	142	115	-27	157	73.2%
e. New technical programs implemented (cumulative)	0	17	17	20	85.0%
f. Regional industry sector partnerships	7	8	1	8	100.0%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	4,011	2,879	-1,132	4,123	69.8%
i. Age 25 and older	1,827	1,358	-469	1,878	72.3%
b. Headcount enrollment in underserved counties	53	54	1	82	65.9%
c. Student financial aid participation rate	52.9%	56.3%	3.4	62.9%	89.5%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	99.9%	99.9%	--	100.0%	99.9%
b. Credit hours earned through distance education and hybrid courses	7,598	7,881	283	8,357	94.3%

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**Pierpont Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	403	412	9	517	79.7%
i. Associate degrees	281	351	70	342	102.6%
ii. Certificate degrees	122	61	-61	175	34.9%
b. Student success rate	37.6%	33.2%	-4.4	35.0%	94.9%
c. Retention rate	50.9%	44.7%	-6.2	68.7%	65.1%
d. Licensure passage rate	86.6%	84.1%	-2.5	90.0%	93.4%
e. Placement rate: employment	77.6%	80.5%	2.9	83.0%	97.0%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	14.0%	11.5%	-2.5	25.0%	46.0%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	40.0%	34.2%	-5.8	53.0%	64.5%
a. Training contact (clock) hours delivered	80,433	59,158	-21,275	88,805	66.6%
b. Number of employers directly provided workforce education / training	106	7	-99	35	20.0%
c. Total career-technical degrees awarded	389	390	1	495	78.8%
i. Career-technical associate degrees	267	329	62	340	96.8%
ii. Career-technical certificate degrees	122	61	-61	155	39.4%
d. Career-technical skill set certificates awarded	2,022	510	-1,512	2,232	22.8%
e. New technical programs implemented (cumulative)	1	15	14	4	375.0%
f. Regional industry sector partnerships	2	5	3	3	166.7%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	3,693	2,883	-810	3,795	76.0%
i. Age 25 and older	1,321	743	-578	1,358	54.7%
b. Headcount enrollment in underserved counties	565	435	-130	835	52.1%
c. Student financial aid participation rate	49.7%	49.8%	0.1	59.7%	83.4%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	100.0%	100.0%	--	100.0%	100.0%
b. Credit hours earned through distance education and hybrid courses	4,967	3,054	-1,913	5,464	55.9%

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**Southern WV Community and Technical College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	252	306	54	311	98.4%
i. Associate degrees	225	215	-10	273	78.8%
ii. Certificate degrees	27	91	64	38	239.5%
b. Student success rate	34.1%	33.5%	-0.6	37.4%	89.6%
c. Retention rate	54.6%	53.4%	-1.2	68.7%	77.7%
d. Licensure passage rate	98.0%	84.0%	-14.0	98.0%	85.7%
e. Placement rate: employment	72.7%	73.7%	1.0	80.0%	92.1%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	9.0%	21.4%	12.4	21.0%	101.9%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	40.0%	54.6%	14.6	55.0%	99.3%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	61,447	18,931	-42,516	67,843	27.9%
b. Number of employers directly provided workforce education / training	24	31	7	28	110.7%
c. Total career-technical degrees awarded	212	205	-7	270	75.9%
i. Career-technical associate degrees	185	167	-18	236	70.8%
ii. Career-technical certificate degrees	27	38	11	34	111.8%
d. Career-technical skill set certificates awarded	2,426	521	-1,905	2,681	19.4%
e. New technical programs implemented (cumulative)	0	4	4	5	80.0%
f. Regional industry sector partnerships	1	0	-1	0	0.0%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	3,289	2,286	-1,003	3,380	67.6%
i. Age 25 and older	994	649	-345	1,022	63.5%
b. Headcount enrollment in underserved counties	88	53	-35	182	29.1%
c. Student financial aid participation rate	49.6%	57.9%	8.3	59.6%	97.1%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	90.2%	95.5%	5.3	100.0%	95.5%
b. Credit hours earned through distance education and hybrid courses	4,127	5,202	1,075	4,540	114.6%



**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**WV Northern Community College**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	407	384	-23	519	74.0%
i. Associate degrees	295	271	-24	359	75.5%
ii. Certificate degrees	112	113	1	160	70.6%
b. Student success rate	29.8%	23.7%	-6.1	35.6%	66.6%
c. Retention rate	50.7%	53.3%	2.6	65.1%	81.9%
d. Licensure passage rate	93.2%	78.3%	-14.9	90.0%	87.0%
e. Placement rate: employment	59.8%	62.4%	2.6	83.0%	75.2%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	11.0%	17.3%	6.3	20.0%	86.5%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	37.0%	42.9%	5.9	38.0%	112.9%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	96,076	26,133	-69,943	106,075	24.6%
b. Number of employers directly provided workforce education / training	17	12	-5	30	40.0%
c. Total career-technical degrees awarded	350	339	-11	448	75.7%
i. Career-technical associate degrees	239	228	-11	306	74.5%
ii. Career-technical certificate degrees	111	111	0	142	78.2%
d. Career-technical skill set certificates awarded	475	503	28	525	95.8%
e. New technical programs implemented (cumulative)	1	6	5	10	60.0%
f. Regional industry sector partnerships	1	1	0	3	33.3%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	5,946	2,831	-3,115	6,111	46.3%
i. Age 25 and older	3,139	1,057	-2,082	3,226	32.8%
b. Headcount enrollment in underserved counties	n/a	n/a	n/a	n/a	n/a
c. Student financial aid participation rate	40.5%	54.6%	14.1	50.5%	108.1%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	100.0%	100.0%	--	100.0%	100.0%
b. Credit hours earned through distance education and hybrid courses	4,572	3,893	-679	5,029	77.4%

**WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION**  
**Performance Summary**  
**Academic Years 2009-10 thru 2014-15**

**WVU at Parkersburg**

Measure	Actual 2009-10	Actual 2014-15	Increase/ Decrease from 09-10	Compact Goals 2014-15	% Goal Attainment 2015
<b>Goal 1. Student Success</b>					
a. Total degrees awarded	507	516	9	635	81.3%
i. Associate degrees	424	414	-10	516	80.2%
ii. Certificate degrees	83	102	19	119	85.7%
b. Student success rate	30.1%	28.7%	-1.4	35.7%	80.4%
c. Retention rate	54.1%	48.6%	-5.5	66.2%	73.4%
d. Licensure passage rate	96.5%	97.5%	1.0	100.0%	97.5%
e. Placement rate: employment	70.0%	69.6%	-0.4	80.0%	87.0%
f. Percentage of students enrolled in developmental math successfully completed next college-level course within two years of first enrolling	10.0%	13.3%	3.3	48.0%	27.7%
g. Percentage of students enrolled in developmental English successfully completed next college-level course within two years of first enrolling	51.0%	34.4%	-16.6	56.0%	61.4%
<b>Goal 2. Workforce Development</b>					
a. Training contact (clock) hours delivered	48,498	21,288	-27,210	53,545	39.8%
b. Number of employers directly provided workforce education / training	35	7	-28	24	29.2%
c. Total career-technical degrees awarded	427	447	20	545	82.0%
i. Career-technical associate degrees	344	345	1	439	78.6%
ii. Career-technical certificate degrees	83	102	19	106	96.2%
d. Career-technical skill set certificates awarded	86	154	68	96	160.4%
e. New technical programs implemented (cumulative)	0	5	5	16	31.3%
f. Regional industry sector partnerships	0	0	0	3	0.0%
<b>Goal 3. Access</b>					
a. Annual headcount enrollment	5,547	3,894	-1,653	5,701	68.3%
i. Age 25 and older	2,570	1,539	-1,031	2,641	58.3%
b. Headcount enrollment in underserved counties	28	24	-4	55	43.6%
c. Student financial aid participation rate	51.3%	53.6%	2.3	61.3%	87.4%
<b>Goal 4. Resource Development / Technology</b>					
a. Percentage of classified employees fully funded on classified staff salary schedule	93.2%	99.0%	5.8	100.0%	99.0%
b. Credit hours earned through distance education and hybrid courses	10,201	1,642	-8,559	15,201	10.8%



# West Virginia Higher Education Policy Commission

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

**January 11, 2016**

**West Virginia Higher Education Policy Commission  
2015 System Performance Report  
(§18B-1B-4)**



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, 2016

RE: 2015 System Performance Report

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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 second year of implementation. Campus officials submitted institutional Compacts in November 2015 updating their progress implementing comprehensive strategies in key areas. These updates are still under review by Commission staff. This Performance Report is limited to key metrics continued from last year's report that were available for the completion of the 2015 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 2014-2015.

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 2015 end-of-term data not available until late January)

<b>Institution</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2013-2014 % Change</b>	<b>2010-2014 % Change</b>
Bluefield State College	2,101	2,051	1,951	1,762	1,560	-11.5%	-25.7%
Concord University	2,672	2,683	2,622	2,510	2,236	-10.9%	-16.3%
Fairmont State University	4,362	4,269	4,114	3,956	3,761	-4.9%	-13.8%
Glenville State College	1,831	1,926	1,891	1,740	1,765	1.4%	-3.6%
Marshall University	10,018	10,053	9,885	9,756	9,536	-2.3%	-4.8%
Potomac State College of WVU	1,831	1,800	1,779	1,660	1,539	-7.3%	-15.9%
Shepherd University	4,182	4,279	4,289	4,081	3,837	-6.0%	-8.2%
West Liberty University	2,688	2,729	2,712	2,647	2,446	-7.6%	-9.0%
West Virginia State University	3,156	2,794	2,600	2,609	2,811	7.7%	-10.9%
West Virginia University	22,301	22,711	22,822	22,764	22,558	-0.9%	1.2%
WVU Institute of Technology	1,213	1,313	1,097	1,211	1,274	5.2%	5.0%
<i>TOTAL</i>	<i>56,355</i>	<i>56,608</i>	<i>55,762</i>	<i>54,696</i>	<i>53,323</i>	<i>-2.5%</i>	<i>-5.4%</i>

**Highlights**

- Students enrolled in for-credit classes decreased 2.5 percent, from 54,696 in 2013 to 53,323 in 2014.
- For-credit enrollment decreased by 3,032 students since 2010, representing a 5.4 percent decrease.

**Graduate Enrollment**  
(Fall End-of-Term data; fall 2015 end-of-term data not available until late January)

<b>Institution</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2013-2014 % Change</b>	<b>2010-2014 % Change</b>
Concord University	247	412	217	285	295	3.5%	19.4%
Fairmont State University	346	349	338	274	250	-8.8%	-27.7%
Marshall University	4,174	3,913	3,823	3,651	3,845	5.3%	-7.9%
Shepherd University	154	155	157	175	255	45.7%	65.6%
WV School of Osteopathic Medicine	806	816	827	825	807	-2.2%	0.1%
West Liberty University	50	59	82	133	161	21.1%	222.0%
West Virginia State University	83	55	83	55	48	-12.7%	-42.2%
West Virginia University	7,286	7,231	7,141	6,909	6,772	-2.0%	-7.1%
<i>TOTAL</i>	<i>13,146</i>	<i>12,990</i>	<i>12,668</i>	<i>12,307</i>	<i>12,433</i>	<i>1.0%</i>	<i>-5.4%</i>

## Highlights

- Graduate students enrolled in for-credit classes increased 1 percent, from 12,307 in 2013 to 12,433 in 2014.
- For-credit enrollment declined by 713 students since 2010, representing a 5.4 percent decrease.

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

	2010	2011	2012	2013	2014	2013-2014 % Change	2010-2014 % Change
In-State	\$4,832	\$5,147	\$5,528	\$5,827	\$6,211	6.6%	28.5%
Out-of-State	\$12,077	\$12,600	\$12,831	\$13,801	\$14,898	8.0%	23.4%

## Highlights

- Average undergraduate tuition for in-state students increased 6.6 percent, from \$5,827 in 2013-14 to \$6,211 in 2014-15.
- The five-year trend in tuition and fees shows an increase of 28.5 percent for in-state students and 23.4 percent for out-of-state students.

### One-Year Retention Rates (Percent Returning the Next Fall 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	65.2%	59.9%	61.9%	65.9%	63.4%
Concord University	73.3%	71.1%	71.7%	71.4%	75.1%
Fairmont State University	73.6%	72.8%	72.6%	70.9%	71.4%
Glenville State College	66.3%	65.5%	61.3%	62.8%	64.6%
Marshall University	77.2%	76.1%	77.7%	75.3%	77.5%
Potomac State College Of WVU	60.9%	58.9%	56.4%	56.8%	52.6%
Shepherd University	75.6%	72.6%	67.6%	74.3%	73.1%
West Liberty University	81.3%	75.6%	77.6%	75.7%	80.1%
West Virginia State University	61.6%	67.2%	60.7%	62.5%	63.2%
West Virginia University	82.3%	80.5%	78.7%	80.0%	79.6%
WVU Institute of Technology	57.8%	68.3%	54.9%	68.9%	62.8%
<b>Total</b>	<b>76.3%</b>	<b>75.1%</b>	<b>73.7%</b>	<b>74.7%</b>	<b>74.7%</b>

## Highlight

- First-time, full-time retention rates have remained steady at four-year public institutions at 74.7 percent for both the 2012 and 2013 cohorts.

**Graduation Rate for Students Seeking a Bachelor's Degree by Entering Fall Cohort  
(Students graduating within six years from entry, so fall 2009 entrants graduating  
by spring 2015)**

Institution	2005	2006	2007	2008	2009
Bluefield State College	22.2%	22.2%	17.3%	25.0%	19.6%
Concord University	37.2%	40.6%	39.2%	37.3%	41.6%
Fairmont State University	36.2%	38.0%	37.6%	34.1%	33.8%
Glenville State College	32.7%	32.9%	33.5%	31.2%	32.0%
Marshall University	45.9%	45.1%	45.4%	45.2%	45.6%
Shepherd University	46.7%	45.2%	39.8%	42.6%	50.2%
West Liberty University	46.9%	40.1%	41.3%	39.5%	49.4%
West Virginia University	56.7%	55.4%	56.0%	56.2%	55.7%
WV State University	19.8%	17.7%	18.6%	19.6%	21.8%
WVU Institute of Technology	42.4%	34.5%	25.7%	27.0%	27.4%
<b>Total</b>	<b>47.8%</b>	<b>47.0%</b>	<b>46.3%</b>	<b>46.6%</b>	<b>46.8%</b>

**Highlight**

- Six-year graduation rates declined at four-year public institutions from 47.8 percent for the 2005 cohort to 46.8 percent for the 2009 cohort, a decrease of 1 percentage point.

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

Area of Concentration	Level	2010	2011	2012	2013	2014	2013-2014 % Change	2010-2014 % Change
<b>Health</b>	Associate's	274	280	320	328	296	-9.8%	8.0%
	Bachelor's	673	709	754	753	847	12.5%	25.9%
	Master's	263	296	335	388	351	-9.5%	33.5%
	Doctor's – Research / Scholarship	13	16	17	9	18	100.0%	38.5%
	Doctor's – Professional Practice	547	519	569	552	585	6.0%	6.9%
	<b>Total</b>	<b>1,770</b>	<b>1,820</b>	<b>1,995</b>	<b>2,030</b>	<b>2,097</b>	<b>3.3%</b>	<b>18.5%</b>
<b>STEM</b>	Associate's	52	62	52	78	66	-15.4%	26.9%
	Bachelor's	2436	2579	2455	2572	2732	6.2%	12.2%
	Master's	401	397	377	356	403	13.2%	0.5%
	Doctor's – Research / Scholarship	93	90	94	94	103	9.6%	10.8%
	Doctor's – Professional Practice	8	10	11	8	11	37.5%	37.5%
	<b>Total</b>	<b>2,990</b>	<b>3,138</b>	<b>2,989</b>	<b>3,108</b>	<b>3,315</b>	<b>6.7%</b>	<b>10.9%</b>
<b>STEM Education*</b>	<b>Total</b>	.	.	.	155	148	-4.5%	.

\*Stem Education has not been historically collected. As a part of *Leading the Way: Access. Success. Impact.*, institutions began to provide these data in 2013.



## Highlights

- The total number of health degrees has increased 3.3 percent from 2,030 in 2013 to 2,097 in 2014. The largest one-year numeric increase was for bachelor's degrees which increased 12.5 percent from 753 to 847. Health degrees have increased 18.5 percent from the 2010 figure of 1,770.
- The total number of STEM degrees has increased 6.7 percent from 3,108 in 2013 to 3,315 in 2014. The largest one-year numeric increase was for bachelor's degrees which increased 6.2 percent from 2,572 to 2,732.
- Over the five-year period, STEM degrees have increased 10.9 percent from the 2010 figure of 2,990.

## Degrees/Credentials Awarded by Level

Award Type	2010	2011	2012	2013	2014	2013-2014 % Change	2010-2014 % Change
Certificate	2	.	.	.	.	.	.
Associate's	526	534	551	711	710	-0.1%	35.0%
Bachelor's	8,407	8,886	8,839	9,120	9,269	1.6%	10.3%
Master's	2,694	2,696	2,610	2,586	2,653	2.6%	-1.5%
Post-Master's Certificate	21	16	21	20	42	110.0%	100.0%
Doctor's – Professional Practice	715	698	732	714	738	3.4%	3.2%
Doctor's – Research / Scholarship	178	178	174	165	201	21.8%	12.9%
<b>TOTAL</b>	<b>12,543</b>	<b>13,008</b>	<b>12,927</b>	<b>13,316</b>	<b>13,613</b>	<b>2.2%</b>	<b>8.5%</b>

## Highlights

- The total number of degrees and credentials awarded at West Virginia colleges and universities in academic year 2013-14 was 13,613, which was 2.2 percent higher than the 2013-14 figure of 13,316.
- Over the five-year time period, the number of degrees and credentials has increased by 8.5 percent from the 2010-11 level of 12,543.
- The largest one-year increase in the number of awards was in bachelor's degrees with a growth of 479 which occurred between 2010-11 and 2011-12.





West Virginia  
Higher Education  
Policy Commission



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

**January 11, 2016**

**Reauthorization Report:  
Baccalaureate and Associate Degree Granting Institutions  
(§18B-4-7)**





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Clarence "Butch" Pennington  
*Chair*

Sarah Armstrong Tucker, Ph.D.  
*Chancellor*

November 24, 2015

The Honorable Dave Sypolt  
Co-Chair, Legislative Oversight Commission on Education Accountability  
Chair, Senate Education Committee  
Room 417-M, Building 1  
State Capitol Complex  
Charleston, West Virginia 25305

The Honorable Amanda Pasdon  
Co-Chair, Legislative Oversight Commission on Education Accountability  
Chair, House Education Committee  
Room 434-M, Building 1  
State Capitol Complex  
Charleston, West Virginia 25305

Dear Senator Sypolt and Delegate Pasdon:

Senate Bill 375, passed during the 2011 Legislative Session authorized the West Virginia Higher Education Policy Commission (Commission) and the West Virginia Council for Community and Technical College Education (Council) to collect and disseminate information considered necessary to aid consumers in assessing the performance of institutions of higher education in the state. To retain the authority to confer degrees, each institution must provide the required information annually. 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 annual reporting requirements outlined in Series 52, Legislative Rule, Annual Reauthorization of Degree-Granting Institutions, require each institution to provide all information "necessary to assess the performance of the institution and to determine whether the institution continues to meet the minimum standards for conferring degrees." The annual reauthorization "application report" includes such information as verification of current accreditation status, student enrollment data, tuition and fee information, first to second year retention rates, graduation rates, student transfer information, licensure pass rates, student loan default rates, campus crime statistics, and number of student, staff, and faculty grievances.

The second annual submission of institutional reauthorization data was received by November 1, 2014. Upon receipt of the annual reauthorization application report, the institutional data was reviewed by a compliance review team. In some cases, additional specific information was requested from institutions

in an effort to clarify or correct the data that was submitted. The compliance review team used relevant Carnegie classification data on retention and graduation, federal guidelines for financial aid default rates, and general institutional peer data as a basis for comparison. The compliance review team is cognizant of the difficulty in assessing an institution's efforts for making improvements in key areas such as retention and graduation rates. As this initiative continues to move forward, the additional years of data will allow the compliance review team to review trends. At this time, the compliance review team is noting areas of concern and sharing these concerns with the institutions. If these concerns continue to persist over time the compliance review team may consider requesting institutions to provide specific plans for addressing the concerns. Commission/Council staff is working on strengthening the relationship with the Higher Learning Commission in order to have timely information of concerns raised by accreditation teams. The compliance review team recommends that all institutions identified in the resolution are reauthorized for one year and that each institution is notified of the review team's findings including areas highlighted for improvement.

### **Baccalaureate Institutions**

At its meeting of March 13, 2015, the West Virginia Higher Education Policy Commission approved the following baccalaureate institutions 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, West Virginia School of Osteopathic Medicine, and West Virginia State University

#### **Private:**

Alderson Broaddus University, Appalachian Bible College, Bethany College, Davis and Elkins College, Future Generations Graduate School, Ohio Valley University, University of Charleston, West Virginia Wesleyan College, and Wheeling Jesuit University

#### **Proprietary:**

American Public University System and Strayer University

The table below highlights the areas of concern that were noted by the compliance review team.

<b>Institution</b>	<b>Area(s) of Concern</b>
Bluefield State College	<ul style="list-style-type: none"> <li>➤ Graduation and retention rates below 25th percentile of Carnegie peers</li> <li>➤ Loan default rate is approaching critical 30 percent threshold</li> </ul>
Concord University	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> </ul>
Glenville State College	<ul style="list-style-type: none"> <li>➤ Retention rate below 25th percentile of Carnegie peers</li> </ul>
Marshall University	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> </ul>
Shepherd University	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> </ul>
West Virginia State University	<ul style="list-style-type: none"> <li>➤ Graduation and retention rates below 25th percentile of Carnegie peers</li> </ul>

<b>Institution</b>	<b>Area(s) of Concern</b>
West Virginia University	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> <li>➤ Licensure pass rate for Medical Technology</li> </ul>
Potomac State College of WVU	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> </ul>
WVU Institute of Technology	<ul style="list-style-type: none"> <li>➤ Graduation and retention rates below 25th percentile of Carnegie peers.</li> <li>➤ Noted campus crime increase</li> </ul>
Alderson Broaddus University	<ul style="list-style-type: none"> <li>➤ Retention rate below 25th percentile of Carnegie peers</li> <li>➤ Noted campus crime increase</li> </ul>
Bethany College	<ul style="list-style-type: none"> <li>➤ Retention rate below 25th percentile of Carnegie and state private peers</li> <li>➤ Noted campus crime increase</li> </ul>
Davis and Elkins College	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> <li>➤ Nursing licensure pass rate</li> </ul>
University of Charleston	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> </ul>
West Virginia Wesleyan College	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> </ul>
Wheeling Jesuit University	<ul style="list-style-type: none"> <li>➤ Noted campus crime increase</li> </ul>

The Commission deferred reauthorization of Salem International University until its May 29, 2015 meeting requesting a report from the University indicating the initiatives and activities undertaken to address its low graduation rate. It was noted at that meeting that Salem was accepted into the July 2014 cohort of the Higher Learning Commission's Academy for Student Persistence and Completion. The Commission further requested annual progress reports on the University's efforts to enhance retention and graduation rates.

At its meeting of April 16, 2015, the West Virginia Council for Community and Technical College Education approved reauthorization for the following associate/certificate institutions:

**Public:**

Blue Ridge Community and Technical College, BridgeValley Community and Technical College, Eastern West Virginia Community and Technical College, 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, Huntington Junior College, ITT Technical Institute, Martinsburg College, 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)

Note that Everest Institute closed during the 2014-2015 academic year.

The table below highlights the areas of concern that were noted by the compliance review team.

<b>Institution</b>	<b>Area(s) of Concern</b>
Blue Ridge CTC	➤ Loan default rate is approaching critical 30 percent threshold
BridgeValley CTC	<ul style="list-style-type: none"> <li>➤ The loan default rate experienced an increase of 6.4 percent</li> <li>➤ Licensure pass rate for Nursing</li> </ul>
Eastern WV CTC	➤ Loan default rate is approaching critical 30 percent threshold
Mountwest CTC	<ul style="list-style-type: none"> <li>➤ Graduation and retention rates improved but remain below the 25th percentile of Carnegie peers</li> <li>➤ Loan default rate increased and exceeds the critical 30 percent threshold</li> <li>➤ Noted campus crime increase</li> <li>➤ The committee noted the significant improvement in the retention rate</li> </ul>
New River CTC	<ul style="list-style-type: none"> <li>➤ Loan Default rate increased and continues to exceed the critical 30 percent threshold</li> <li>➤ Graduation and retention rates improved but remain below the 25th percentile of Carnegie peers</li> <li>➤ Licensure pass rates for EMT and Medical Administrative Assistant</li> </ul>
Pierpont CTC	<ul style="list-style-type: none"> <li>➤ Loan default increased and continues to exceed the critical 30 percent threshold. The Committee noted the high-percentage of students receiving federal loans (58.6%)</li> <li>➤ Graduation and retention rates are below 25th percentile of Carnegie peers</li> <li>➤ Licensure pass rates for Respiratory Care, Medical Laboratory Technician, Veterinary Technology, Health Information Technician, and Servsafe Food Safety Manager</li> <li>➤ Noted campus crime increase</li> </ul>
Southern WV CTC	➤ Graduation and retention rates are below 25th percentile of Carnegie peers
WV Northern CC	<ul style="list-style-type: none"> <li>➤ Graduation and retention rates are below 25th percentile of Carnegie peers</li> <li>➤ Loan default rate increased and continues to exceed the critical threshold of 30 percent</li> </ul>
WVU-Parkersburg	➤ Loan default rate increased and exceeds the critical threshold of 30 percent
Huntington Junior College	➤ Retention rate is below 25th percentile of Carnegie peers



<b>Institution</b>	<b>Area(s) of Concern</b>
American National University	➤ The committee noted the significant improvement in the retention rate
ITT Technical Institute	➤ The committee noted the significant increase in the loan default rate
Valley College (Princeton)	<ul style="list-style-type: none"> <li>➤ Retention rate is below 25th percentile of Carnegie peers</li> <li>➤ The committee noted a significant improvement in the loan default rate</li> </ul>
Valley College (Beckley)	<ul style="list-style-type: none"> <li>➤ Graduation and retention rates are below 25th percentile of Carnegie peers</li> <li>➤ The committee noted a significant improvement in the loan default rate</li> </ul>

Should you have questions or desire further information, please feel free to contact us.

Sincerely,

Paul L. Hill  
Chancellor

Sarah Armstrong Tucker  
Chancellor





West Virginia  
Higher Education  
Policy Commission



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

**January 11, 2016**

**Annual Human Resources Salary Report  
(§18B-7-8)**





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  
*Chair*

Sarah Armstrong Tucker, Ph.D.  
*Chancellor*

## MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill  
Sarah Armstrong Tucker

DATE: January 11, 2016

RE: 2015 Annual Human Resources Salary Report

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The 2015 Annual Human Resources Salary Report for Fiscal Year (FY) 2015 as required by West Virginia Code §18B-7-8 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 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

An analysis of the report follows.

#### West Virginia Higher Education Policy Commission

- Organizational salary increases as a percentage of base salary for Commission organizations ranged from a low of .24% at Glenville State College to a high of 2.89% at West Virginia University.
- The average salary per employee at Commission organizations ranged from a low of \$40,971 at Glenville State College to a high of \$68,963 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 \$4,408 at West Virginia State University to a high of \$12,516 at the West Virginia School of Osteopathic Medicine.
- West Virginia University implemented its new merit pay policy this year. Merit increases ranged from a low of 2% to a high of 5.25%, with an average increase of 2.89%.
- Glenville State College is the only Commission organization that has not yet fully funded the October 2010 Temporary Classified Employees' Salary Schedule nor are they funded at current service levels. It should be noted that they are making progress towards full funding of the October 2010 Temporary Classified Employees' Salary Schedule increasing funding levels by 3% this year. Two Commission organizations have not yet fully funded the salary schedule at current levels of service.

#### West Virginia Council for Community and Technical College Education

- Organizational salary increases as a percentage of base salary for Council organizations ranged from a low of .45% at Southern West Virginia Community and Technical College to a high of 5.72% at Mountwest Community and Technical College, the highest percentage increase of all the West Virginia public institutions of higher learning.
- The average salary per employee at Council organizations ranged from a low of \$40,903 at Southern West Virginia Community and Technical College to a high of \$54,199 at Pierpont Community and Technical College.
- The average salary increase for faculty promotion in rank at Council organizations ranged from a low of \$3,436 at West Virginia Northern Community College to a high of \$9,084 at New River Community and Technical College.

All Council organizations have fully funded the Temporary Classified Employees' Salary Schedule as of October 2010. One Council organization has not yet fully funded the salary schedule at current levels of service.

Annual Personnel Report 2015	Bluefield State College				Concord University				Fairmont State University			
West Virginia Higher Education Policy Commission - FY 2016 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	76	88	23	187	114	115	26	255	162	167	61	390
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	76.00	87.86	22.83	186.69	114.00	115.00	26.00	255	162.00	164.80	60.57	387.37
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	1.00	0.00	1	1.00	1.00	0.00	2	0.00	25.00	0.00	25
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	0.30	0.00	0.3	0.50	0.48	0.00	0.98	0.00	10.29	0.00	10.29
Number of Benefit Eligible Athletic Coaches included each Employee Category- Headcount	0	0	3	3	0	0	14	14	0	0	14	14
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	0.00	0.00	3.00	3	0.00	0.00	14.00	14	0.00	0.00	13.49	13.49
Total Base Salary Amount at end of FY 2014-2015 (i.e. as of 6/30/15)	\$4,256,092	\$3,274,800	\$1,604,469	\$9,135,361	\$6,376,529	\$4,233,927	\$2,413,065	\$13,023,521	\$10,276,801	\$6,217,239	\$5,297,007	\$21,791,047
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$0	\$0	\$0	\$0	\$0	\$80,056	\$0	\$80,056	\$0	\$99,759		\$99,759
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$27,612			\$27,612	\$43,772			\$43,772	\$49,152			\$49,152
Total Dollar Amount of Salary Increases Provided by category	\$27,612	\$0	\$0	\$27,612	\$43,772	\$80,056	\$0	\$123,828	\$49,152	\$99,759	\$0	\$148,911
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$4,283,704	\$3,274,800	\$1,604,469	\$9,162,973	\$6,420,301	\$4,313,983	\$2,413,065	\$13,147,349	\$10,325,953	\$6,316,998	\$5,297,007	\$21,939,958
Number of faculty receiving promotion in rank increases - FTE	5			5	6			6	8			8
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	5	0	0	5	6	68	0	74	8	115	0	123
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	5.00	0.00	0.00	5.00	6.00	68	0	74.00	8.00	108.97	0.00	116.97
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$0	\$0	\$0	\$0	\$0	\$1,177	\$0	\$1,177	\$0	\$915	\$0	\$915
Salary Increases as percentage of base salary	0.65%	0.00%	0.00%	0.30%	0.69%	1.89%	0.00%	0.95%	0.48%	1.60%	0.00%	0.68%
Average amount of Increase for Faculty Promotion in Rank	\$5,522			\$5,522	\$7,295			\$7,295	\$6,144			\$6,144
Average Employee Salary per Category after FY 2016 Salary Increase	\$56,365	\$37,146	\$70,279	\$49,002	\$56,072	\$37,357	\$92,810	\$51,361	\$63,740	\$36,079	\$87,453	\$55,173
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)		98.80%				100.00%				100.00%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		\$40,071				\$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		48.00				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		40.00				2.00				48.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		0.00				0.00				0.00		
Effective Date (or Proposed Effective Date) of Increases					08/16/15	07/01/15	07/01/15			07/01/15		
Date of Board of Governors' Approval					06/09/15	06/09/15	06/09/15			05/14/15		
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?	FY 2013								n/a			
Provide Notes or Explanations Here:	BSC BOG approved modified classified salary structure April 2012 to be effective July 1, 2012 (FY2013), in which a 16th step was added for the BSC classified salary structure (whereas existing Temporary Classified Employee Salary Schedule referenced in WV Code §18B-9-3 has 15 steps).											



Annual Personnel Report 2015	Glenville State College				Marshall University				Shepherd University			
West Virginia Higher Education Policy Commission - FY 2016 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	58	95	44	197	869	627	205	1,701	153	217	62	432
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	58.00	94.68	43.18	195.86	859.53	625.43	203.99	1688.95	153.00	208.21	61.32	422.53
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	1.00	14.00	7.00	22	19.00	1.00	0.00	20	0.00	72.00	0.00	72
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.52	7.28	3.64	11.44	4.60	0.51	0.00	5.11	0.00	14.00	0.00	14
Number of Benefit Eligible Athletic Coaches included each Employee Category- Headcount	1	0	13	14	42	0	3	45	10	0	2	12
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	1.00	0.00	12.68	13.68	41.48	0.00	3.00	44.48	10.00	0.00	1.66	11.66
Total Base Salary Amount at end of FY 2014-2015 (i.e. as of 6/30/15)	\$3,220,250	\$3,110,422	\$2,142,261	\$8,472,933	\$60,564,959	\$21,188,173	\$14,452,168	\$96,205,300	\$8,791,747	\$7,033,738	\$4,457,564	\$20,283,049
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$20,381			\$20,381	\$241,660			\$241,660	\$77,566			\$77,566
Total Dollar Amount of Salary Increases Provided by category	\$20,381	\$0	\$0	\$20,381	\$241,660	\$0	\$0	\$241,660	\$77,566	\$0	\$0	\$77,566
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$3,240,631	\$3,110,422	\$2,142,261	\$8,493,314	\$60,806,619	\$21,188,173	\$14,452,168	\$96,446,960	\$8,869,313	\$7,033,738	\$4,457,564	\$20,360,615
Number of faculty receiving promotion in rank increases - FTE	4			4	29.53			29.53	14			14
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	4	0	0	4	30	0	0	30	14	0	0	14
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	4.00	0.00	0.00	4.00	29.53	0.00	0.00	29.53	14.00	0	0	14.00
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Salary Increases as percentage of base salary	0.63%	0.00%	0.00%	0.24%	0.40%	0.00%	0.00%	0.25%	1.00%	0.00%	0.00%	0.38%
Average amount of Increase for Faculty Promotion in Rank	\$5,095			\$5,095	\$8,184			\$8,184	\$5,540			\$5,540
Average Employee Salary per Category after FY 2016 Salary Increase	\$55,376	\$30,506	\$45,755	\$40,971	\$70,367	\$33,850	\$70,847	\$56,932	\$57,219	\$31,684	\$71,896	\$46,642
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)		98.00%				98.29%				101.43%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		\$64,590				\$361,785						
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		96.00%				100.00%						
Number of Classified Employee Paid Below Step - Headcount		56.00				364.00				130.00		
Number of Classified Employees Paid Above Step - Headcount		32.00				174.00				73.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		0.00				0.00				0.00		
Effective Date (or Proposed Effective Date) of Increases	08/16/15	NA	NA						07/01/15	NA	NA	
Date of Board of Governors' Approval	NA	NA	NA						NA	NA	NA	
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?									2008			
Provide Notes or Explanations Here:					No FY16 increases have been approved by our Board of Governors. Classified service for steps is always calculated as-of July 1				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 hiring is done at the SU 2008 chart entry rate. Since 2013, Shepherd has had insufficient funds to fund full step increases, even to the statutory chart. Most classified staff who are between step 1 and 16 years of service credit are currently below their step on the statutory salary chart.			

Annual Personnel Report 2015	West Liberty University				West Virginia School of Osteopathic Medicine				West Virginia State University			
West Virginia Higher Education Policy Commission - FY 2016 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	139	108	51	298	59	149	50	258	106	115	56	277
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	139	108	51	298	58.53	148.60	50.00	257.13	106.00	114.87	53.32	274.19
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0	0	0	0	3.00	2.00	0.00	5	0.00	1.00	0.00	1
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0	0	0	0	1.03	0.90	0.00	1.93	0.00	0.50	1.00	1.5
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	0	0	16	16	0	0	0	0	0	1	10	11
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	0	0	16	16	0.00	0.00	0.00	0	0.00	1.00	9.53	10.53
Total Base Salary Amount at end of FY 2014-2015 (i.e. as of 6/30/15)	\$8,373,982	\$3,854,729	\$2,861,407	\$15,090,118	\$7,319,408	\$5,806,284	\$4,462,440	\$17,588,132	\$6,745,467	\$5,315,154	\$4,128,524	\$16,189,145
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$0	\$45,835	\$0	\$45,835	\$113,448	\$45,996	\$46,336	\$205,780	\$13,148	\$39,791	\$133,144	\$186,083
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$94,496			\$94,496	\$25,032			\$25,032	\$30,859			\$30,859
Total Dollar Amount of Salary Increases Provided by category	\$94,496	\$45,835	\$0	\$140,331	\$138,480	\$45,996	\$46,336	\$230,812	\$44,007	\$39,791	\$133,144	\$216,942
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$8,468,478	\$3,900,564	\$2,861,407	\$15,230,449	\$7,490,384	\$5,866,296	\$4,508,776	\$17,865,456	\$6,745,467	\$5,354,945	\$4,128,524	\$16,228,936
Number of faculty receiving promotion in rank increases - FTE	18			18	2			2	7			\$7
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	139	46	0	185	18	86	1	105	10	47	8	65
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	139	46	0	185.00	18.00	86.00	1.00	105.00	10.00	47.00	8.00	65.00
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$0	\$996	\$0	\$274	\$7,091	\$535	\$46,336	\$1,998	\$4,383	\$847	\$16,643	\$3,208
Salary Increases as percentage of base salary	1.13%	1.19%	0.00%	0.93%	1.89%	0.79%	1.04%	1.31%	0.65%	0.75%	3.22%	1.34%
Average amount of Increase for Faculty Promotion in Rank	\$5,250			\$5,250	\$12,516			\$12,516	\$4,408			\$4,408
Average Employee Salary per Category after FY 2016 Salary Increase	\$60,924	\$36,116	\$56,106	\$51,109	\$125,762	\$39,239	\$90,176	\$68,963	\$63,636	\$46,415	\$76,004	\$58,867
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)		100.00%								100.00%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		\$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		0.00				20.00				0.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		0.00				0.00				0.00		
Effective Date (or Proposed Effective Date) of Increases	08/16/15	07/01/15			07/01/15	07/01/15	07/01/15			07/01/15		
Date of Board of Governors' Approval	04/15/15	04/15/15			03/11/15	03/11/15	03/11/15			N/A		
Is your institution administering compensation using the Temporary Classified Employee Salary Schedule published in WV Code §18B-9-3?	YES				No				YES			
If not, what year did you begin using a modified version of the classified employee salary structure?					7/1/2011							
Provide Notes or Explanations Here:					WVSOM had one Non-Classified employee received a promotion and this employee was receiving a supplement which then became part of the base salary. The actual increase was \$32,000 annually. WVSOM Classified Salary Schedule is \$3,000 above the Salary Schedule published in WV Code. As of July 1, 2015, of the 149 Classified employees, 20 were paid above the WVSOM 2011 Classified Salary Schedule. WVSOM did not provide raises in addition to step increases, equity or faculty promotions for July 1, 2015.							

Annual Personnel Report 2015	West Virginia University				West Virginia Higher Education Policy Commission				West Virginia Network for Educational Telecomputing			
West Virginia Higher Education Policy Commission - FY 2016 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	2,913	2,601	952	6,466	0	20	45	65	0	27	32	59
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	2854.00	2556.00	944.00	6354	0.00	20.00	44.80	64.8	0.00	27.00	32.00	59
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	121.00	83.00	14.00	218	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	90.00	59.00	10.00	159	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	68		3	71	0	0	0	0	0	0	0	0
Number of Benefit Eligible Athletic Coaches included Each Employee Category - FTE	67.00		3.00	70	0.00	0.00	0.00	0	0.00	0.00	0.00	0
Total Base Salary Amount at end of FY 2014-2015 (i.e. as of 6/30/15)	\$203,872,433	\$87,020,591	\$81,363,178	\$372,256,202	\$0	\$857,437	\$3,340,748	\$4,198,185	\$0	\$1,439,683	\$2,108,562	\$3,548,245
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next line.	\$4,688,892	\$2,439,370	\$2,517,356	\$9,645,618	\$0	\$13,155	\$104,559	\$117,714	\$0	\$0	\$5,000	\$5,000
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$1,097,857			\$1,097,857	\$0			\$0	\$0			\$0
Total Dollar Amount of Salary Increases Provided by category	\$5,786,749	\$2,439,370	\$2,517,356	\$10,743,475	\$0	\$13,155	\$104,559	\$117,714	\$0	\$0	\$5,000	\$5,000
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$209,659,182	\$89,459,961	\$83,880,534	\$382,999,677	\$0	\$870,592	\$3,795,307	\$4,665,899	\$0	\$1,439,683	\$2,113,562	\$3,553,245
Number of faculty receiving promotion in rank increases - FTE	99.8			99.8	0			0	0			0
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	1,941	2,318	849	5108	0	9	16	25	0	0	1	1
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	1923.49	2279.96	842.30	5,045.75	0.00	9.00	16.00	25.00	0.00	0.00	1.00	1.00
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$2,571	\$1,070	\$2,989	\$1,950	\$0	\$1,462	\$6,535	\$4,709	\$0	\$0	\$5,000	\$5,000
Salary Increases as percentage of base salary	2.84%	2.80%	3.09%	2.89%	0.00%	1.53%	3.13%	2.80%	0.00%	0.00%	0.24%	0.14%
Average amount of Increase for Faculty Promotion in Rank	\$11,001			\$11,001	\$0			\$0	\$0			\$0
Average Employee Salary per Category after FY 2016 Salary Increase	\$71,216	\$34,210	\$87,925	\$58,805	\$0	\$43,530	\$84,153	\$71,673	\$0	\$53,322	\$66,049	\$60,224
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)						102.60%				100.00%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		N/A				\$0				\$0		
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule Percent of Full Funding (using service as of October 2010)		N/A				100.00%				100.00%		
Number of Classified Employee Paid Below Step - Headcount		N/A				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		N/A				20.00				0.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		N/A				0.00				0.00		
Effective Date (or Proposed Effective Date) of Increases		10/01/15			n/a	07/01/15	07/01/15			07/01/15	07/01/15	
Date of Board of Governors' Approval		06/05/15			n/a	n/a	n/a			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?	1-Oct-12								n/a			
Provide Notes or Explanations Here:												

December 2015 - Report of Institutional Salary Increases and Non-Classified Percentages for FY 2016	Blue Ridge Community and Technical College				BridgeValley Community and Technical College				Eastern WV Community and Technical College			
West Virginia Council for Community and Technical Education	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	80	43	11	134	101	63	18	182	15	23	6	44
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	80.00	42.75	11.00	133.75	101.00	63.00	18.00	182	15.00	22.40	6.00	43.4
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	21.00	2.00	23	0.00	0.00	0.00	0		7.00		7
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	10.50	1.00	11.5	0.00	0.00	0.00	0		3.40		3.4
Number of Benefit Eligible Athletic Coaches included each Employee Category-Headcount	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
Total Base Salary Amount at end of FY 2014-2015 (i.e. as of 6/30/15)	\$4,636,225	\$1,525,414	\$827,609	\$6,989,248	\$5,526,326	\$2,149,315	\$1,532,055	\$9,207,697	\$645,784	\$816,442	\$492,031	\$1,954,257
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next	\$49,729	\$22,260	\$1,674	\$73,663	\$42,476	\$40,238	\$0	\$82,714	\$16,790	\$18,727	\$9,841	\$45,358
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$68,295			\$68,295	\$78,698			\$78,698	\$3,683			\$3,683
Total Dollar Amount of Salary Increases Provided by category	\$118,024	\$22,260	\$1,674	\$141,958	\$121,174	\$40,238	\$0	\$161,411	\$20,473	\$18,727	\$9,841	\$49,041
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$4,754,249	\$1,547,674	\$829,283	\$7,131,206	\$5,647,500	\$2,189,553	\$1,532,055	\$9,369,108	\$666,256	\$835,169	\$501,872	\$2,003,298
Number of faculty receiving promotion in rank increases - FTE	11			11	15			15	1			1
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	33	34	4	71	43	40	0	83	14	21	6	41
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	33.00	33.92	4.00	70.92	43.00	39.83	0.00	82.83	14.00	20.40	6.00	40.40
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$2,260	\$656	\$419	\$1,229	\$1,517	\$1,010	#DIV/0!	\$1,219	\$1,292	\$918	\$1,640	\$1,151
Salary Increases as percentage of base salary	2.55%	1.46%	0.20%	2.03%	2.19%	1.87%	0.00%	1.75%	3.17%	2.29%	2.00%	2.51%
Average amount of Increase for Faculty Promotion in Rank	\$6,209			\$6,209	\$5,247			\$5,247	\$3,683			\$3,683
Average Employee Salary per Category after FY 2016 Salary Increase	\$59,428	\$29,064	\$69,107	\$49,096	\$55,916	\$34,755	\$85,114	\$51,479	\$44,417	\$32,371	\$83,645	\$42,806
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)		100.00%				100.00%				100.00%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		\$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		0.00				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		64.00				37.00				1.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		34.00				0.00				1.00		
Effective Date (or Proposed Effective Date) of Increases	07/01/15	07/01/15	07/01/15		07/01/15	07/01/15			07/01/15	07/01/15	07/01/15	
Date of Board of Governors' Approval	05/06/15	05/06/15	05/06/15						04/22/15	04/22/15	04/22/15	
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 and p/t regular classified employees are above temporary classified salary schedule step value for the respective years of service.				Over the past year a total of \$41,435 in classified staff promotions occurred due to PIQ upgrades. This number is not included in row 19. Row 19 only includes steps.							
	Increases: faculty promotions, classified step increases, position changes, DOL grant-funded positions per grant requirement as outlined in BOG approval document dated 5/6/15											

December 2015 - Report of Institutional Salary Increases and Non-Classified Percentages for FY 2016	Mountwest Community and Technical College				New River Community and Technical College				Pierpont Community and Technical College			
West Virginia Council for Community and Technical Education	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	67	50	13	130	61	68	16	145	66	32	13	111
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	67.00	50.00	13.00	130	61.00	68.00	16.00	145	66.00	31.27	13.00	110.27
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	0.00	6
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	2.54	0.00	2.54
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 2014-2015 (i.e. as of 6/30/15)	\$3,142,107	\$1,632,960	\$1,040,720	\$5,815,787	\$3,193,236	\$2,346,474	\$1,160,004	\$6,699,714	\$3,652,685	\$1,350,180	\$1,059,564	\$6,062,429
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next	\$141,220	\$121,566	\$17,071	\$279,857	\$30,465	\$64,182	\$11,676	\$106,323	\$0	\$13,324		\$13,324
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$52,873			\$52,873	\$18,168			\$18,168	\$38,407			\$38,407
Total Dollar Amount of Salary Increases Provided by category	\$194,093	\$121,566	\$17,071	\$332,730	\$48,633	\$64,182	\$11,676	\$124,491	\$38,407	\$13,324	\$0	\$51,731
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$3,336,200	\$1,754,526	\$1,057,791	\$6,148,517	\$3,241,869	\$2,410,656	\$1,171,680.00	\$6,824,205	\$3,691,092	\$1,363,504	\$1,059,564	\$6,114,160
Number of faculty receiving promotion in rank increases - FTE	11			11	2			2	8			8
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	67	50	13	130	57	65	15	137	8	16	0	24
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	67.00	50.00	13.00	130.00	57.00	65.00	15.00	137.00	8.00	15.35	0.00	23.35
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	\$2,522	\$2,431	\$1,313	\$2,352	\$554	\$987	\$778	\$788	#DIV/0!	\$868	#DIV/0!	\$868
Salary Increases as percentage of base salary	6.18%	7.44%	1.64%	5.72%	1.52%	2.74%	1.01%	1.86%	1.05%	0.99%	0.00%	0.85%
Average amount of Increase for Faculty Promotion in Rank	\$4,807			\$4,807	\$9,084			\$9,084	\$4,801			\$4,801
Average Employee Salary per Category after FY 2016 Salary Increase	\$49,794	\$35,091	\$81,369	\$47,296	\$53,145	\$35,451	\$73,230	\$47,063	\$55,926	\$40,328	\$81,505	\$54,199
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)		N/A				100.00%				100.00%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		N/A				\$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		N/A				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		N/A				12.00				7.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		N/A				12.00				0.00		
Effective Date (or Proposed Effective Date) of Increases	08/17/15	07/01/15	07/01/15		07/01/15	07/01/15	07/01/15			07/01/15		
Date of Board of Governors' Approval	05/21/15	05/21/15	05/21/15		05/07/15	05/07/15	05/07/15			05/19/15		
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?	7/1/2015								n/a			
Provide Notes or Explanations Here:					Classified employees paid above minimum are those above step 15.							

December 2015 - Report of Institutional Salary Increases and Non-Classified Percentages for FY 2016	Southern WV Community and Technical College				WV Northern Community College				West Virginia University - Parkersburg			
West Virginia Council for Community and Technical Education	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	69	80	18	167	57	71	17	145	98	103	29	230
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	69.00	79.49	18.00	166.49	57.00	70.83	17.00	144.83	97.75	101.88	29.00	228.63
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	4.00	0.00	4	0.00	5.00	0.00	5	0.00	5.00	0.00	5
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - FTE	0.00	1.78	0.00	1.78	0.00	2.50	0.00	2.5	0.00	2.65	0.00	2.65
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 2014-2015 (i.e. as of 6/30/15)	\$2,831,492	\$2,656,559	\$1,363,941	\$6,851,992	\$2,440,200	\$2,430,792	\$1,218,321	\$6,089,313	\$4,760,471	\$3,269,323	\$1,767,126	\$9,796,920
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next	\$0	\$0	\$0	\$0	\$35,096	\$48,751	\$15,055	\$98,902	\$0	\$37,666	\$0	\$37,666
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$30,770			\$30,770	\$3,436			\$3,436	\$39,086			\$39,086
Total Dollar Amount of Salary Increases Provided by category	\$30,770	\$0	\$0	\$30,770	\$38,532	\$48,751	\$15,055	\$102,338	\$39,086	\$37,666	\$0	\$76,752
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$2,862,262	\$2,656,559	\$1,363,941	\$6,882,762	\$2,478,732	\$2,479,543	\$1,233,376	\$6,191,651	\$4,799,557	\$3,306,989	\$1,767,126	\$9,873,672
Number of faculty receiving promotion in rank increases - FTE	8			8	1			1	9			9
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	8	0	0	8	53	66	15	134	9	52	0	61
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	8	0	0	8.00	53.00	60.83	15.00	128.83	9.00	50.88	0.00	59.88
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	\$675	\$801	\$1,004	\$774	#DIV/0!	\$740	#DIV/0!	\$740
Salary Increases as percentage of base salary	1.09%	0.00%	0.00%	0.45%	1.58%	2.01%	1.24%	1.68%	0.82%	1.15%	0.00%	0.78%
Average amount of Increase for Faculty Promotion in Rank	\$3,846			\$3,846	\$3,436			\$3,436	\$4,343			\$4,343
Average Employee Salary per Category after FY 2016 Salary Increase	\$41,482	\$32,688	\$75,775	\$40,903	\$43,487	\$33,813	\$72,552	\$42,026	\$49,100	\$31,637	\$60,935	\$42,691
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)		94.50%				100.00%				100.00%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		\$169,762				\$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		67.00				0.00				0.00		
Number of Classified Employees Paid Above Step - Headcount		13.00				22.00				34.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		0.00				22.00				0.00		
Effective Date (or Proposed Effective Date) of Increases	NA	NA	NA		08/14/15	07/01/15	07/01/15			10/01/15		
Date of Board of Governors' Approval	NA	NA	NA		04/23/15	04/23/15	04/23/15			08/12/15		
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:					President did not receive increase effective 7/1/2015							
					Salary Increases were not provided for vacant positions or employees who had not worked required amount of time.							



December 2015 - Report of Institutional Salary Increases and Non-Classified Percentages for FY 2016	West Virginia Council for Community and Technical Education			
West Virginia Council for Community and Technical Education	Faculty	Classified	Non-Classified	Institutional Totals
Number of Benefit Eligible Employees (FTE => .53) per Category - Headcount	0	4	11	15
Number of Benefit Eligible Employees (FTE => .53) per Category - FTE	0.00	4.00	11.00	15
Number of Part Time Regular (Excluding Adjunct Faculty) Employees (FTE < .53) per Category - Headcount	0.00	0.00	1.00	1
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 2014-2015 (i.e. as of 6/30/15)	\$0	\$215,610	\$726,228	\$941,838
Total Dollars Utilized for Salary Increases (excluding benefit costs) on or after July 1, 2015 - Include all faculty increases EXCEPT increases for promotion in rank. Report faculty promotion in rank increases on the next	\$0	\$0	\$8,000	\$8,000
Total Dollars Utilized for Faculty Promotions in Rank (excluding benefit costs)	\$0			\$0
Total Dollar Amount of Salary Increases Provided by category	\$0	\$0	\$8,000	\$8,000
Total Base Salary Amount After FY 2015-2016 Salary Increases. FY 2015 total base salary plus Total Dollars Utilized for Salary Increase plus Total dollars utilized for faculty promotions in rank.	\$0	\$215,610	\$734,228	\$949,838
Number of faculty receiving promotion in rank increases - FTE	0			0
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - Headcount	0	0	2	2
Total Number of Employees Receiving Salary Increases <i>including</i> faculty promotions in rank - FTE	0.00	0.00	2.00	2.00
Average Amount of Increases per Employee FTE excluding Faculty Promotion in Rank	#DIV/0!	#DIV/0!	\$4,000	\$4,000
Salary Increases as percentage of base salary	#DIV/0!	0.00%	1.10%	0.85%
Average amount of Increase for Faculty Promotion in Rank	#DIV/0!			#DIV/0!
Average Employee Salary per Category after FY 2016 Salary Increase	#DIV/0!	\$53,903	\$66,748	\$63,323
WV Code 18B-9-3 Temporary Classified Employee Salary Schedule - Percent of Full Funding (as of October 2015 -with current service years)		109.70%		
Amount needed to be fully funded using service/step levels as of October 1, 2015		\$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		4.00		
Number of Classified Employees Paid Above Step Receiving Increases - Headcount		0.00		
Effective Date (or Proposed Effective Date) of Increases	n/a	07/01/15	07/01/15	
Date of Board of Governors' Approval	n/a	n/a	n/a	
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:				







West Virginia  
Higher Education  
Policy Commission



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

**January 11, 2016**

**West Virginia Higher Education Report Card  
(§18B-1D-8)**

**REPORT ATTACHED AS SEPARATE DOCUMENT**





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  
*Chair*

Sarah Armstrong Tucker, Ph.D.  
*Chancellor*

## MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill  
Sarah Armstrong Tucker

DATE: January 6, 2016

RE: Executive Summary of 2015 Higher Education Report Card

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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 its Meeting the Challenge master plan cycle drew to a close, the Council adopted a new, comprehensive master plan – *Fulfilling the Vision 2015-2020* – that renews the Council's 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 challenges for public higher education in West Virginia. Narrative updates on specific Commission and Council initiatives can be found throughout the document.

## **State Highlights**

- Public institutions awarded a record number of degrees in 2014. The total number of degrees and credentials awarded at West Virginia public institutions during the 2014 academic year was 18,410, which is 2.2 percent greater than 18,012 awarded in 2013.
- The largest increase in proportion of degrees over this 10-year period was in undergraduate certificates with an increase of 350.5 percent. The largest increase in number of awards was in baccalaureate degrees with a rise of 1,505.
- The overall college-going rate decreased 1.3 percentage points from 55.9 percent to 54.6 percent between 2013 and 2014. The in-state college-going rate decreased from 48.2 to 48.1 percent between 2013 and 2014.

## **Higher Education Policy Commission Highlights**

- The number of undergraduate students enrolled in for-credit classes decreased 2.5 percent, from 54,696 in 2013 to 53,323 in 2014. The number of first-time freshmen enrolled in for-credit classes decreased 3.1 percent, from 11,188 in 2013-14 to 10,836 in 2014-15. 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 increased 1 percent, from 12,307 in 2013 to 12,433 in 2014.
- Students transferring from two-year to four-year public postsecondary institutions decreased 4.5 percent from 2013 to 2014. The number of two-year transfer students has decreased 20.5 percent when compared to 2010.
- Dual enrollment in the public four-year sector increased by 4.1 percent from 2013-14 to 2014-15 and by 13.9 percent since 2010. Over this five-year span, dual enrollment students began to drastically increase in 2013-14 before reaching a five-year high in 2014-15.
- Average undergraduate tuition for in-state students increased 6.6 percent, from \$5,827 in 2013-14 to \$6,211 in 2014-15.
- The 10-year trend in tuition and fees is an increase of 67.6 percent for in-state students and 59.8 percent for out-of-state students, though the increase in dollars was larger for out-of-state students. In-state tuition has increased by \$2,505 since 2005 and out-of-state tuition has increased by \$5,575.
- The three-year student loan default rate decreased from 13.7 percent in 2011 to 11.6 percent in 2012.

- Average loan debt for bachelor's degree students increased 2.7 percent, from \$36,780 in 2013 to \$37,763 in 2014. The five-year trend in loan debt shows an increase of 14.8 percent from the \$32,903 figure in 2010.
- First-time, full-time retention rates have remained steady at four-year public institutions at 74.7 percent for both the 2012 and 2013 cohorts.
- In 2014, 43.9 percent of first-time freshmen took at least 30 hours within their first year of enrollment. This represents a 4.7 percentage point decrease from 2013 (48.6 percent) and 0.5 percentage point decrease from 2010 (44.4 percent). These data precede the launch of the *15 to Finish* campaign.
- Four-year graduation rates have increased 2.6 percentage points from 23.5 percent for the 2010 cohort to 26.1 percent for the 2011 cohort. This represents a 3.8 percentage point increase from the 22.3 percent reported for the 2007 cohort.
- Four-year graduation rates improved among three at-risk populations: low-income (from 13.0 percent to 18.8 percent), transfer (42.3 percent to 45 percent), and underrepresented minority (10.5 percent to 15.7 percent).
- Six-year graduation rates declined at four-year public institutions from 47.8 percent for the 2005 cohort to 46.8 percent for the 2009 cohort, a decrease of 1 percentage point.
- The total number of degrees and credentials awarded at West Virginia colleges and universities in academic year 2014-15 was 13,613, which was 2.2 percent higher than the 2013-14 figure of 13,316.
- The number of health-related degrees awarded increased 18.5 percent and the number of STEM degrees increased 10.9 percent from 2010 to 2014.

### **Community and Technical College System Highlights**

- The proportion of students who returned to a system institution in the fall of 2014 after initial enrollment in the academic year 2013-14 was 42.2 percent. This was 0.3 percentage points greater than the previous year's cohort, 41.9 percent.
- The number of certificates and degrees awarded in the Community and Technical College System increased 6.7 percent from 4,696 in 2013-14 to 4,797 in 2014-15. Over the five-year period since 2010-11, the number of certificates and degrees conferred increased by 55.3 percent.
- The percent of skill enhancements completers increased at two institutions from 2013 to 2014. New River Community and Technical College had the largest increase at 80.3 percent. The percent of skill set completers increased only at West Virginia Northern Community College from 2013 to 2014 by 9 percent. The percent of advanced skill set

completers increased at Eastern West Virginia Community and Technical College from 2013 to 2014 by 36 percent.

- Since 2010, the number of certificate completers has increased from 583 to 1,323, a growth of 128.5 percent. The number of those completing certificates has increased at all but one of the eight institutions with available data.
- The number of students completing career-technical certificate programs increased by 30.3 percent from 1,036 in 2013 to 1,323 in 2014.
- The total number of training contact hours delivered in the Community and Technical College System decreased 43.9 percent, from 909,539 in 2013 to 510,268 in 2014.
- The six-year graduation rate for students who began in the fall of 2009 was 24.4 percent, a 1.8 percentage point decrease from the completion rate for the fall 2008 cohort.
- Adult students enrolled in for-credit classes decreased 12.9 percent, from 8,167 in 2013 to 7,111 in 2014. Adult, for-credit enrollment has decreased 29 percent since fall 2010.
- The percentage of students enrolled in developmental education courses decreased 5.8 percentage points from 60.5 percent in 2013 to 54.7 percent in 2014. Over the five-year period, the percentage of students enrolled in developmental education courses decreased 11.9 percentage points.
- The proportion of students passing developmental math courses decreased by 7.6 percentage points from 59.6 percent in 2013 to 52.0 percent in 2014. When compared to passing rates in 2010, the proportion decreased 0.9 percentage points.
- The percentage of students passing English/writing developmental education courses decreased 1.5 percentage points from 65.6 percent in 2013 to 64.1 percent in 2014. The percentage of students passing increased 5.8 percentage points compared with the 2010 rate of 58.3 percent.

**For additional measures and information, please reference the Report Card's table of contents, as well as "About the 2015 Report Card" section found on page 1.**



# West Virginia Higher Education Policy Commission

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

**January 11, 2016**

**West Virginia Health Sciences and Rural Health Report Card  
(§18B-16-9)**

**REPORT ATTACHED AS SEPARATE DOCUMENT**







West Virginia  
Higher Education  
Policy Commission



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

**January 11, 2016**

**Capital Project Priorities  
(§18B-19-5)**





Bruce L. Berry, M.D.  
*Chair*

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Clarence "Butch" Pennington  
*Chair*

Sarah Armstrong Tucker, Ph.D.  
*Chancellor*

## MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill  
Sarah Armstrong Tucker

DATE: January 11, 2016

RE: Capital Project Priorities

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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 20 and December 10, 2015, 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 1, 2015 as part of the Commission’s and Council’s Fiscal Year 2017 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**

**Higher Education Policy Commission  
Capital Projects Priorities for Fiscal Year 2017**

Institution and Project Priority		Total Requested	Institutional Match	HEPC Match
<b>BLUEFIELD STATE COLLEGE</b>		<b>1,100,000</b>	<b>550,000</b>	<b>550,000</b>
9	CAMPUS KEY REPLACEMENT	600,000	300,000	300,000
12	ADA COMPLIANCE BASIC/DICKASON	500,000	250,000	250,000
<b>FAIRMONT STATE UNIVERSITY</b>		<b>3,220,000</b>	<b>1,610,000</b>	<b>1,610,000</b>
6	CAMPUSWIDE CAMERA SECURITY SYSTEM	450,000	225,000	225,000
8	INFRASTRUCTURE - MERCHANT STREET SIDEWALK REPAIRS	150,000	75,000	75,000
9	EDUCATION BUILDING ELEVATOR UPGRADES	135,000	67,500	67,500
13	MUSICK LIBRARY MULTIMEDIA SEATING RENOVATIONS	200,000	100,000	100,000
16	JAYNES HALL - ENTRANCE DOOR REPLACEMENTS	170,000	85,000	85,000
17	JAYNES HALL FIRE ALARM SYSTEM UPGRADE	500,000	250,000	250,000
18	INFRASTRUCTURE - EDUC BLDG SOUTHWEST CORNER - REPLACE/REPAIR	150,000	75,000	75,000
22	MERCHANT STREET SPRINKLER SYSTEM	200,000	100,000	100,000
26	JAYNES HALL - ELEVATOR UPGRADE	150,000	75,000	75,000
27	MERCHANT STREET ELEVATOR UPGRADE	150,000	75,000	75,000
28	MERCHANT STREET FIRE ALARM UPGRADE	100,000	50,000	50,000
29	MUSICK LIBRARY ELEVATOR UPGRADES	150,000	75,000	75,000
36	COLEBANK HALL ELEVATOR UPGRADES	125,000	62,500	62,500
37	HARDWAY HALL ELEVATOR UPGRADE	100,000	50,000	50,000
40	EDUCATION BUILDING FIRE SUPPRESSION UPGRADE	490,000	245,000	245,000
<b>GLENVILLE STATE COLLEGE</b>		<b>985,000</b>	<b>492,500</b>	<b>492,500</b>
1	CAMPUSWIDE COMMUNICATION AND EMERGENCY NOTIFICATION SYS	50,000	25,000	25,000
7	SIDEWALK AND PAVER REPLACEMENTS	135,000	67,500	67,500
8	ELEVATOR UPGRADE/REPLACEMENT	350,000	175,000	175,000
12	HANDRAIL REPLACEMENT	450,000	225,000	225,000
<b>MARSHALL UNIVERSITY</b>		<b>900,000</b>	<b>450,000</b>	<b>450,000</b>
17	MORROW ADA ELEVATOR/RENOVATIONS	900,000	450,000	450,000
<b>SHEPHERD UNIVERSITY</b>		<b>1,220,000</b>	<b>610,000</b>	<b>610,000</b>
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
6	PEDESTRIAN ACCESS SIDEWALKS	120,000	60,000	60,000
8	PEDESTRIAN AND VEHICLE CIRCULATION	250,000	125,000	125,000
<b>WEST LIBERTY UNIVERSITY</b>		<b>190,000</b>	<b>95,000</b>	<b>95,000</b>
3	ADA COMPLIANCE BUILDINGS	50,000	25,000	25,000
5	LIBRARY ELEVATOR	140,000	70,000	70,000

Table 1 (Continued)

<b>WEST VIRGINIA STATE UNIVERSITY</b>		<b>1,135,000</b>	<b>567,500</b>	<b>567,500</b>
<b>7</b>	UPGRADE CAMPUS ELEVATORS TO ADA AND FIRE MARSHALL STANDARD	175,000	87,500	87,500
<b>16</b>	STORM WATER MANAGEMENT	110,000	55,000	55,000
<b>23</b>	CAPITOL CENTER SPRINKLER SYSTEM	325,000	162,500	162,500
<b>24</b>	SULLIVAN HALL EAST ELEVATOR REPLACEMENT	250,000	125,000	125,000
<b>28</b>	CAPITOL CENTER ELEVATOR UPGRADE	275,000	137,500	137,500
<b>WEST VIRGINIA UNIVERSITY</b>		<b>7,250,000</b>	<b>3,625,000</b>	<b>3,625,000</b>
<b>8</b>	ADMISSIONS & RECORDS FIRE ALARM & SPRINKLER SYSTEM	450,000	225,000	225,000
<b>18</b>	STEWART HALL SPRINKLERS	600,000	300,000	300,000
<b>19</b>	STANSBURY HALL UPGRADE FIRE ALARM SYSTEM	500,000	250,000	250,000
<b>21</b>	CHITWOOD FIRE ALARM UPGRADE	500,000	250,000	250,000
<b>22</b>	AG SCIENCE ANNEX ROOF REPLACEMENT	550,000	275,000	275,000
<b>23</b>	WOODBURN FIRE ALARM UPGRADE	500,000	250,000	250,000
<b>24</b>	CHURCH MCKEE ARTS CENTER STAGE FIRE CURTAINS (PSC)	350,000	175,000	175,000
<b>25</b>	PURITAIN HOUSE FIRE ALARM UPGRADE	300,000	150,000	150,000
<b>34</b>	EQUINE EDUCATION FACILITY FIRE PUMP, SPRINKLER, AND ALARM	300,000	150,000	150,000
<b>36</b>	UPGRADE SPRINKLER/FIRE ALARM AG SCIENCE ANNEX	400,000	200,000	200,000
<b>37</b>	KNAPP HALL FIRE ALARM SYSTEM UPGRADE	500,000	250,000	250,000
<b>41</b>	CAMPUS EXTERIOR AND GROUNDS LIGHTING (PSC)	225,000	112,500	112,500
<b>56</b>	REPLACE LAB EXHAUST FANS (HSC)	640,000	320,000	320,000
<b>60</b>	CAMPUS EMERGENCY ALERTING SYSTEM (PSC)	100,000	50,000	50,000
<b>68</b>	BICENTENNIAL HOUSE INSTALL FIRE ALARM AND SPRINKLER SYSTEM	80,000	40,000	40,000
<b>70</b>	AIRPORT HANGAR INSTALL FIRE ALARM AND SPRINKLER SYSTEM	155,000	77,500	77,500
<b>72</b>	EMOORE HALL REPLACE FIRE ALARM SYSTEM& INSTALL SPRINKLER SYS	700,000	350,000	350,000
<b>73</b>	CAMPUS SUPPORT SERVICES INSTALL SPRINKLER SYSTEM	400,000	200,000	200,000
<b>Grand Total</b>		<b>16,000,000</b>	<b>8,000,000</b>	<b>8,000,000</b>

Table 2

COMMUNITY AND TECHNICAL COLLEGE SYSTEM OF WEST VIRGINIA  
CAPITAL PROJECT PRIORITIED FOR FISCAL YEAR 2017  
December 10, 2015

INSTITUTION	INSTITUTION PRIORITY	PROJECT	ESTIMATED PROJECT COST	INSTITUTION MATCH	COUNCIL MATCH	RUNNING TOTAL FOR COUNCIL'S MATCH
BRCTC	2	TURNING LANE FOR WV ROUTE 45 & CAMPUS IMPROVEMENTS	\$ 430,000	\$ 172,000	\$ 258,000	\$ 258,000
BVCTC	6	MC DAVIS EXTERIOR SAFETY UPGRADES	250,000	100,000	150,000	408,000
EWVCTC	1	UPDATE TECHNOLOGY CENTER – WINDOWS, LIGHTING & HVAC	353,334	141,334	212,000	620,000
MCTC	2	NORTH TERRACE RENOVATION	500,000	200,000	300,000	920,000
NRCTC	6	UPGRADE FIRE SUPPRESSION SYSTEM AT LEWISBURG ELEMENTARY SCHOOL PROPERTY	150,000	60,000	90,000	1,010,000
PCTC	1	ADVANCED TECHNOLOGY CENTER-3RD FLOOR COMPLETION	650,000	260,000	390,000	1,400,000
SWVCTC	1	WILLIAMSON MAIN BLDG EXTERIOR IMPROVEMENTS	400,000	160,000	240,000	1,640,000
WVNCTC	2	REPLACE ROOF NEW MARTINSVILLE CAMPUS	300,000	120,000	180,000	1,820,000
WVUP	2	ACTIVITIES WING ROOF REPLACEMENT	300,000	120,000	180,000	\$ 2,000,000
<b>TOTAL</b>			<b>\$ 3,333,334</b>	<b>\$ 1,333,334</b>	<b>\$ 2,000,000</b>	





# West Virginia Higher Education Policy Commission

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

**January 11, 2016**

**West Virginia Research Trust Fund 2015 Report  
(§18B-18A-12)**

**REPORT ATTACHED AS SEPARATE DOCUMENT**







# West Virginia Higher Education Policy Commission

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

**January 11, 2016**

### **2015 Nursing Scholarship Program and West Virginia Center for Nursing Annual Report (§18C-3-4)**



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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November 24, 2015

The Honorable Dave Sypolt  
Co-Chair, Legislative Oversight Commission on Education Accountability  
Chair, Senate Education Committee  
Room 417-M, Building 1  
State Capitol Complex  
Charleston, West Virginia 25305

The Honorable Amanda Pasdon  
Co-Chair, Legislative Oversight Commission on Education Accountability  
Chair, House Education Committee  
Room 434-M, Building 1  
State Capitol Complex  
Charleston, West Virginia 25305

Dear Senator Sypolt and Delegate Pasdon:

West Virginia Code §18C-3-4 requires the West Virginia Higher Education Policy Commission (Commission) to administer the Nursing Scholarship Program to benefit nurses who practice in hospitals and other healthcare institutions or teach in state nursing programs. The program operates under the direction of the Executive Vice Chancellor for Administration and in consultation with the board of directors of the West Virginia Center for Nursing (Center for Nursing).

The Code requires the Commission to “report by December 1, 2014, and annually thereafter, to the Legislative Oversight Commission on Health and Human Resources Accountability and the Legislative Oversight Commission on Education Accountability on the number of award recipients and all other matters relevant to the provisions of this section.”

**Summary of Awards**

The Nursing Scholarship Program has three award cycles: spring, summer and fall semesters. The statute establishes that awards are made to students as follows:

- An award of up to \$3,000 is available for a student in a licensed practical nurse education program. A recipient is required to practice nursing in West Virginia for one year following program completion;

January 5, 2016

Page 2

- An award of up to \$7,500 is available for a student who has completed one-half of a registered nurse education program. A recipient is required to teach or practice nursing in West Virginia for two years following program completion.
- An award of up to \$15,000 is available to a student in a nursing master's degree program or a doctoral nursing or education program. A recipient is required to teach in West Virginia for two years following program completion.
- An award of up to \$1,000 is available for a student obtaining a licensed practical nurse teaching certificate. A recipient is required to teach in West Virginia for one year per award received.

Since last reported in December 2014, the Nursing Scholarship Program has completed awards for Spring, Summer and Fall 2015 and is presently processing awards for Spring 2016.

For the Spring 2015 cycle, the Nursing Scholarship Program awarded a total of \$58,500 to twenty-six students, including sixteen licensed practical nursing students, six registered nurses and four master's or doctoral level nursing students.

For the Summer 2015 cycle, the Nursing Scholarship Program awarded a total of \$33,391 to eighteen students including seven licensed practical nursing students, four registered nursing students, and seven master's or doctoral level nursing students.

For the Fall 2015 cycle, the Nursing Scholarship Program awarded a total of \$64,300 to fourteen students including nine registered nursing students and five master's or doctoral level nursing students.

Additionally, the Commission is presently processing \$75,000 in awards for the Spring 2016 cycle. For additional detail on awards, please see the Attachment A: 2015 Nursing Scholarship Program Awards.

### **Nursing Scholarship Program Operations**

The Nursing Scholarship Program became part of the Commission effective July 1, 2014. Prior to that date, the West Virginia Center for Nursing operated a predecessor scholarship program. Since integrating with the Commission, Nursing Scholarship Program staff have begun working with the Commission's Divisions of Health Sciences and Financial Aid to streamline the application process, review, and awards to conform to the Commission's other scholarship programs. Additionally, an online application currently is being designed and should be available for the Fall 2016 cycle. These modifications should improve reporting capabilities, as well as increase student applications to the program.

If you have any questions regarding the Nursing Scholarship Program, please do not hesitate to contact our office.

Sincerely,

Paul L. Hill  
Chancellor

Enclosure

# Nursing Scholarship Program Attachment A West Virginia Higher Education Policy Commission

## Nursing Scholarship Program Awards

As of 12/1/2015

	Number of Awards	Award Amounts
<b>Spring 2015</b>		
Licensed Practical Nursing Students	16	\$16,000.00
Registered Nurse Students	6	\$22,500.00
Master's or Doctoral Nursing or Education Students	4	\$20,000.00
<b>Total</b>	<b>26</b>	<b>\$58,500.00</b>
<b>Summer 2015</b>		
Licensed Practical Nursing Students	7	\$7,000.00
Registered Nurse Students	4	\$10,011.00
Master's or Doctoral Nursing or Education Students	7	\$16,380.00
<b>Total</b>	<b>18</b>	<b>\$33,391.00</b>
<b>Fall 2015</b>		
Registered Nurse Students	9	\$46,500.00
Master's or Doctoral Nursing or Education Students	5	\$17,800.00
<b>Total</b>	<b>14</b>	<b>\$64,300.00</b>
<b>2015 Total</b>	<b>58</b>	<b>\$156,191.00</b>