

SUMMARY OF PROPOSED BOG FACULTY RULES

New BOG Rule	Current BOG Policy (if applicable)	Recommended Action	Comments
BOG Faculty Rule 4.1 – Academic Freedom; Academic & Professional Responsibility	BOG Policy 2 – Academic Freedom, Professional Responsibility, Promotion, and Tenure (Section 2)	Approve	<ul style="list-style-type: none"> ▪ Restates the substance removed from Section 2 of the current BOG Policy 2 without any significant revisions.
BOG Faculty Rule 4.2 – Appointment, Promotion, Tenure, and Dismissal For Cause	BOG Policy 2 – Academic Freedom, Professional Responsibility, Promotion; Tenure; BOG Policy 22 – Faculty and Administrative Productivity; and BOG Policy 38 - Emeritus Status.	Amend and Approve	<ul style="list-style-type: none"> ▪ Re-organizes and streamlines for clarity a majority of the substance of current BOG Policy 2. <ul style="list-style-type: none"> ○ Increases to 15%, from 10%, the total number of full-time teaching-track appointments that there may be on any one of the University's campuses at a given time. ○ Removes references to Community and Technical Colleges. ▪ Authorizes appointments for Teaching-Track faculty to terms of up to six (6) years upon promotion to or appointment at the rank of Teaching Associate Professor and terms of up to nine (9) years upon promotion to or appointment at the rank of Teaching Professor. ▪ Incorporates and restates, pursuant to W. Va. Code § 18B-8-6(b), the substance from BOG Policy 22, Faculty and Administrative Productivity. ▪ Incorporates BOG Policy 38, Emeritus Status as it relates to faculty. ▪ Section 2, regarding academic freedom and professional responsibility, has been removed and is the subject of proposed BOG Faculty Rule 4.1. ▪ Sections 13, regarding termination because of reduction or discontinuation of an existing program, and Section 14, regarding termination due to financial exigency, have been removed and are the subject of proposed BOG Faculty Rule 4.7.
BOG Faculty Rule 4.3 – Sabbatical Leave	BOG Policy 3 – Sabbatical Leave	Amend and Approve	<ul style="list-style-type: none"> ▪ Re-organizes and streamlines for clarity text of current BOG Policy 3. <ul style="list-style-type: none"> ○ Removes procedures and delegates to the Provost the ability to develop additional internal

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			<p>policy and procedures regarding requests for sabbatical leave.</p> <ul style="list-style-type: none"> ○ Defines “Sabbatical Leave” to mean a leave of absence for no more than one contract year to pursue research, writing, or other activity calculated to contribute to the professional development of a faculty member and their overall value to the University.
BOG Faculty Rule 4.4 – Faculty Salary Policy and Salary Enhancement for Continued Academic Achievement	WVU BOG Policy 29 – Salary Policy; WVU BOG Policy 30 – Salary Enhancement for Continued Academic Achievement	Approve	<ul style="list-style-type: none"> ▪ Removes references to HEPC Salary Guidelines. ▪ Empowers the Provost to design and administer a Faculty compensation program that aligns with the University’s mission, vision, and values and meets the clearly defined objectives. ▪ Incorporates concepts from current BOG Policy 30 – Salary Enhancement and requires the Provost to maintain a salary enhancement program for Faculty Members at the rank of professor or the equivalent who, at a minimum, continue to perform at or above the standard required to achieve promotion to the rank of professor or the equivalent. ▪ Establishes and authorizes specific methods of compensation adjustments for current faculty.
BOG Faculty Rule 4.5 – Modification of Duties for Certain Full-Time Faculty; Extension of the Tenure Clock	BOG Policy 51 – Extension of Tenure Track	Amend and Approve	<ul style="list-style-type: none"> ▪ Authorizes the Provost to modify the assigned duties of full-time Faculty Members in response to certain personal circumstances that may arise. ▪ Re-organizes and streamlines for clarity current BOG Policy 51, regarding the extension of the tenure clock. <ul style="list-style-type: none"> ○ Defines the personal and professional circumstances which may permit extension of the Tenure-Track Period. ○ Establishes the parameters for extensions to the tenure-track period to be requested and expectations regarding performance review in light of granted extensions.
BOG Faculty Rule 4.6 – Adjunct Faculty	WVU BOG Policy 12 – Adjunct Faculty	Amend and Approve	<ul style="list-style-type: none"> ▪ Re-organizes and streamlines for clarity text of current BOG Policy 3.

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			<ul style="list-style-type: none"> ▪ Sets forth that balance between remunerated full-time faculty and remunerated Adjunct Faculty shall not exceed the national average for institutions with similar missions based on US Department of Education data.
N/A	BOG Policy 22 – Faculty and Administrative Productivity	Relocate & Repeal	<ul style="list-style-type: none"> ▪ Incorporated within BOG Faculty Rule 4.2
N/A	WVU BOG Policy 30 – Salary Enhancement for Continued Academic Achievement	Relocate & Repeal	<ul style="list-style-type: none"> ▪ Incorporated within BOG Faculty Rule 4.4
N/A	WVU BOG Policy 38 – Emeritus Status	Relocate & Repeal	<ul style="list-style-type: none"> ▪ This policy was partially repealed, as to President and Administrator Emeritus Status only, at the January 20, 2018 special meeting. ▪ Incorporated within BOG Faculty Rule 4.2