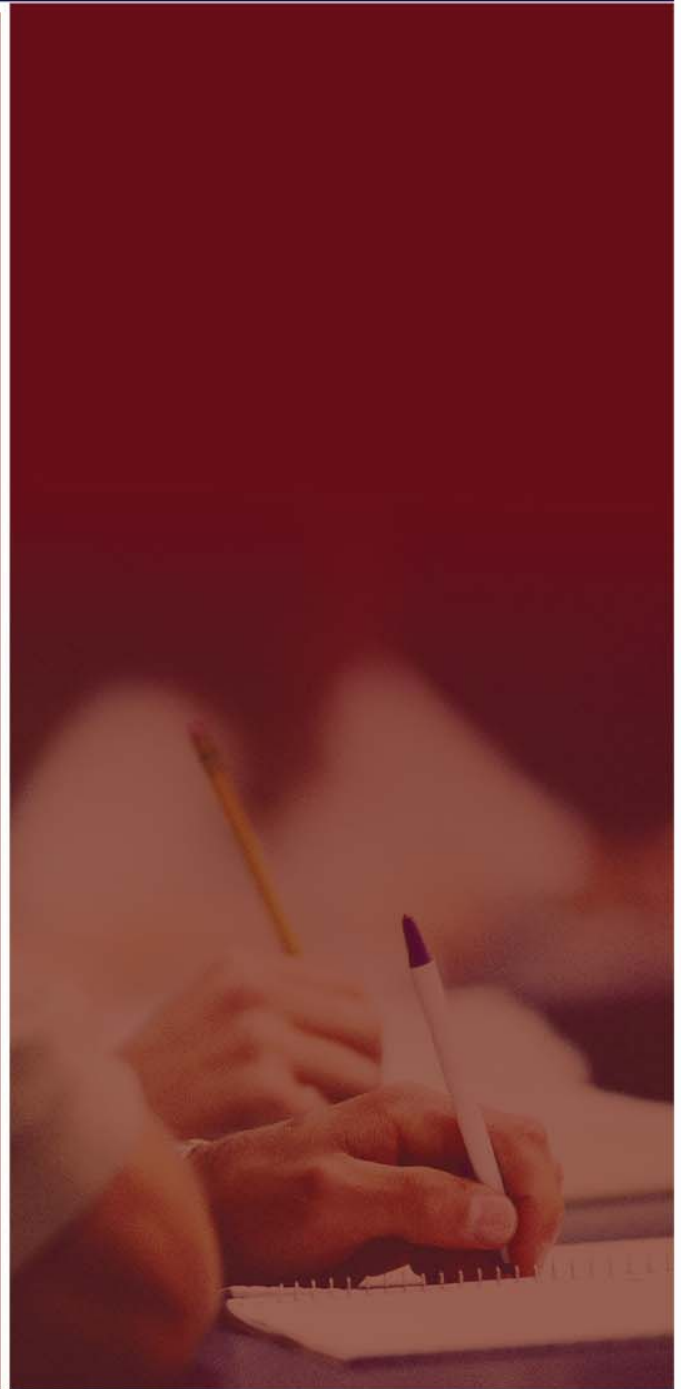


WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION

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

**Faculty and Staff
Characteristics Report**

Fall 2003



1018 KANAWHA BLVD EAST
SUITE 700
CHARLESTON, WV 25301

Faculty and Staff Characteristics Report Fall 2003

Academic Rank of Full-Time Instructional Faculty	1
Academic Rank of All Full-Time Faculty.....	2
Highest Degree Held By Full-Time Instructional Faculty	3
Highest Degree Held By Part-Time Faculty.....	4
Age of Full-Time Instructional Faculty	5
Age of Part-Time Faculty.....	6
Full-Time Instructional Faculty by Gender.....	7
Full-Time Instructional Faculty by Ethnicity	8
Tenure of Full-Time Instructional Faculty	9
Average Nine-Month Salary of Full-Time Instructional Faculty by Highest Degree Held.....	10
Average Nine-Month Salary of Full-Time Instructional Faculty by Academic Rank.....	11
Full-Time Classified and Non-Classified Staff by Gender.....	12
Full-Time Faculty by Type	13
Employees by Category and Full-Time/Part-Time.....	14
Definitions	15

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Prepared by the Office of Research and Technology

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ACADEMIC RANK OF FULL-TIME INSTRUCTIONAL FACULTY

Fall 2003

(Excludes Medical Schools)

Institutions	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Bluefield State College	29	31%	28	30%	28	30%	9	10%	0	0%	0	0%	94
Four-Year	27	38%	21	30%	21	30%	2	3%	0	0%	0	0%	71
Two-Year	2	9%	7	30%	7	30%	7	30%	0	0%	0	0%	23
Concord University	17	18%	25	26%	46	47%	8	8%	0	0%	1	1%	97
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	58	29%	41	21%	73	37%	26	13%	0	0%	2	1%	200
Four-Year	52	32%	33	20%	60	37%	16	10%	0	0%	1	1%	162
Two-Year	6	16%	8	21%	13	34%	10	26%	0	0%	1	3%	38
Glenville State College	12	24%	15	30%	10	20%	12	24%	0	0%	1	2%	50
Marshall University	202	41%	130	27%	116	24%	41	8%	0	0%	0	0%	489
Four-Year	195	43%	124	27%	108	24%	30	7%	0	0%	0	0%	457
Two-Year	7	22%	6	19%	8	25%	11	34%	0	0%	0	0%	32
Shepherd University	34	27%	34	27%	34	27%	1	1%	21	17%	0	0%	124
Four-Year	34	31%	33	30%	33	30%	1	1%	10	9%	0	0%	111
Two-Year	0	0%	1	8%	1	8%	0	0%	11	85%	0	0%	13
Southern WV Community & Technical College	18	28%	14	22%	13	20%	19	30%	0	0%	0	0%	64
West Liberty State College	24	23%	39	37%	23	22%	19	18%	1	1%	0	0%	106
WV Northern Community College	25	46%	11	20%	9	17%	9	17%	0	0%	0	0%	54
West Virginia State University	29	18%	44	27%	61	38%	27	17%	0	0%	0	0%	161
Four-Year	27	20%	40	29%	55	40%	15	11%	0	0%	0	0%	137
Two-Year	2	8%	4	17%	6	25%	12	50%	0	0%	0	0%	24
West Virginia University	286	39%	218	30%	201	28%	11	2%	9	1%	0	0%	725
Potomac State College of WVU	13	39%	7	21%	4	12%	9	27%	0	0%	0	0%	33
WVU Institute of Technology	42	40%	33	31%	22	21%	8	8%	1	1%	0	0%	106
Four-Year	36	42%	27	32%	15	18%	6	7%	1	1%	0	0%	85
Two-Year	6	29%	6	29%	7	33%	2	10%	0	0%	0	0%	21
WVU at Parkersburg	38	43%	12	14%	19	22%	9	10%	10	11%	0	0%	88
Four-Year	9	41%	4	18%	6	27%	3	14%	0	0%	0	0%	22
Two-Year	29	44%	8	12%	13	20%	6	9%	10	15%	0	0%	66
Total	827	35%	651	27%	659	28%	208	9%	42	2%	4	0%	2,391
Four-Year	719	36%	579	29%	578	29%	123	6%	21	1%	3	0%	2,023
Two-Year	108	29%	72	20%	81	22%	85	23%	21	6%	1	0%	368
Previous Year: 2002	832	34%	674	28%	673	28%	191	8%	40	2%	7	0%	2,417

Note: Individual percentages may not add to 100 due to rounding.

ACADEMIC RANK OF ALL FULL-TIME FACULTY

Fall 2003

(Includes Medical Schools)

Institutions	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Bluefield State College	29	31%	28	30%	28	30%	9	10%	0	0%	0	0%	94
Four-Year	27	38%	21	30%	21	30%	2	3%	0	0%	0	0%	71
Two-Year	2	9%	7	30%	7	30%	7	30%	0	0%	0	0%	23
Concord University	17	17%	25	26%	46	47%	8	8%	0	0%	2	2%	98
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	58	29%	41	21%	73	37%	26	13%	0	0%	2	1%	200
Four-Year	52	32%	33	20%	60	37%	16	10%	0	0%	1	1%	162
Two-Year	6	16%	8	21%	13	34%	10	26%	0	0%	1	3%	38
Glenville State College	12	23%	15	28%	10	19%	14	26%	0	0%	2	4%	53
Marshall University	273	37%	192	26%	180	25%	46	6%	0	0%	40	5%	731
Four-Year	266	38%	186	27%	171	25%	32	5%	0	0%	40	6%	695
Two-Year	7	19%	6	17%	9	25%	14	39%	0	0%	0	0%	36
Shepherd University	34	24%	35	24%	34	24%	1	1%	39	27%	0	0%	143
Four-Year	34	27%	34	27%	33	26%	1	1%	25	20%	0	0%	127
Two-Year	0	0%	1	6%	1	6%	0	0%	14	88%	0	0%	16
Southern WV Community & Technical College	18	28%	14	22%	13	20%	19	30%	0	0%	0	0%	64
West Liberty State College	24	23%	39	37%	23	22%	19	18%	1	1%	0	0%	106
WV Northern Community College	25	46%	11	20%	9	17%	9	17%	0	0%	0	0%	54
WV School of Osteopathic Medicine	27	69%	7	18%	5	13%	0	0%	0	0%	0	0%	39
West Virginia State University	29	18%	44	27%	61	37%	27	17%	0	0%	2	1%	163
Four-Year	27	19%	40	29%	55	40%	15	11%	0	0%	2	1%	139
Two-Year	2	8%	4	17%	6	25%	12	50%	0	0%	0	0%	24
West Virginia University	455	25%	404	22%	470	26%	85	5%	23	1%	380	21%	1,817
Potomac State College of WVU	13	39%	7	21%	4	12%	9	27%	0	0%	0	0%	33
WVU Institute of Technology	44	38%	34	29%	23	20%	14	12%	1	1%	0	0%	116
Four-Year	38	40%	28	29%	16	17%	12	13%	1	1%	0	0%	95
Two-Year	6	29%	6	29%	7	33%	2	10%	0	0%	0	0%	21
WVU at Parkersburg	38	43%	12	14%	19	22%	9	10%	10	11%	0	0%	88
Four-Year	9	41%	4	18%	6	27%	3	14%	0	0%	0	0%	22
Two-Year	29	44%	8	12%	13	20%	6	9%	10	15%	0	0%	66
Total	1,096	29%	908	24%	998	26%	295	8%	74	2%	428	11%	3,799
Four-Year	988	29%	836	24%	916	27%	207	6%	50	1%	427	12%	3,424
Two-Year	108	29%	72	19%	82	22%	88	23%	24	6%	1	0%	375
Previous Year: 2002	1,092	28%	945	25%	1,004	26%	280	7%	77	2%	448	12%	3,846

Note: Individual percentages may not add to 100 due to rounding.

HIGHEST DEGREE HELD BY FULL-TIME INSTRUCTIONAL FACULTY

Fall 2003

(Excludes Medical Schools)

Institutions	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Degree Earned/ No Degree Info		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Bluefield State College	33	35%	55	59%	3	3%	3	3%	0	0%	0	0%	94
Four-Year	29	41%	38	54%	1	1%	3	4%	0	0%	0	0%	71
Two-Year	4	17%	17	74%	2	9%	0	0%	0	0%	0	0%	23
Concord University	59	61%	37	38%	1	1%	0	0%	0	0%	0	0%	97
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	88	44%	94	47%	4	2%	11	6%	2	1%	1	1%	200
Four-Year	81	50%	74	46%	4	2%	1	1%	1	1%	1	1%	162
Two-Year	7	18%	20	53%	0	0%	10	26%	1	3%	0	0%	38
Glenville State College	12	24%	33	66%	0	0%	5	10%	0	0%	0	0%	50
Marshall University	352	72%	129	26%	4	1%	2	0%	2	0%	0	0%	489
Four-Year	348	76%	106	23%	3	1%	0	0%	0	0%	0	0%	457
Two-Year	4	13%	23	72%	1	3%	2	6%	2	6%	0	0%	32
Shepherd University	80	65%	42	34%	2	2%	0	0%	0	0%	0	0%	124
Four-Year	79	71%	30	27%	2	2%	0	0%	0	0%	0	0%	111
Two-Year	1	8%	12	92%	0	0%	0	0%	0	0%	0	0%	13
Southern WV Community & Technical College	7	11%	45	70%	2	3%	9	14%	1	2%	0	0%	64
West Liberty State College	48	45%	57	54%	0	0%	1	1%	0	0%	0	0%	106
WV Northern Community College	10	19%	30	56%	0	0%	11	20%	0	0%	3	6%	54
West Virginia State University	77	48%	82	51%	2	1%	0	0%	0	0%	0	0%	161
Four-Year	75	55%	61	45%	1	1%	0	0%	0	0%	0	0%	137
Two-Year	2	8%	21	88%	1	4%	0	0%	0	0%	0	0%	24
West Virginia University	592	82%	92	13%	34	5%	7	1%	0	0%	0	0%	725
Potomac State College of WVU	11	33%	20	61%	0	0%	2	6%	0	0%	0	0%	33
WVU Institute of Technology	54	51%	43	41%	0	0%	9	8%	0	0%	0	0%	106
Four-Year	52	61%	29	34%	0	0%	4	5%	0	0%	0	0%	85
Two-Year	2	10%	14	67%	0	0%	5	24%	0	0%	0	0%	21
WVU at Parkersburg	19	22%	64	73%	1	1%	4	5%	0	0%	0	0%	88
Four-Year	5	23%	16	73%	1	5%	0	0%	0	0%	0	0%	22
Two-Year	14	21%	48	73%	0	0%	4	6%	0	0%	0	0%	66
Total	1,442	60%	823	34%	53	2%	64	3%	5	0%	4	0%	2,391
Four-Year	1,380	68%	573	28%	47	2%	21	1%	1	0%	1	0%	2,023
Two-Year	62	17%	250	68%	6	2%	43	12%	4	1%	3	1%	368
Previous Year: 2002	1,441	60%	848	35%	62	3%	60	2%	4	0%	2	0%	2,417

Note: Individual percentages may not add to 100 due to rounding.

HIGHEST DEGREE HELD BY PART-TIME FACULTY

Fall 2003

(Excludes Medical Schools)

Institutions	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Degree Earned		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Bluefield State College	10	5%	105	57%	9	5%	57	31%	3	2%	0	0%	184
Four-Year	5	9%	31	58%	1	2%	15	28%	1	2%	0	0%	53
Two-Year	5	4%	74	56%	8	6%	42	32%	2	2%	0	0%	131
Concord University	6	7%	62	69%	4	4%	17	19%	0	0%	1	1%	90
Eastern WV Community & Technical College	1	3%	21	64%	1	3%	8	24%	2	6%	0	0%	33
Fairmont State	21	7%	136	48%	12	4%	111	39%	2	1%	3	1%	285
Four-Year	6	7%	50	56%	5	6%	28	31%	0	0%	0	0%	89
Two-Year	15	8%	86	44%	7	4%	83	42%	2	1%	3	2%	196
Glennville State College	2	6%	16	46%	3	9%	14	40%	0	0%	0	0%	35
Marshall University	36	8%	295	69%	0	0%	99	23%	0	0%	0	0%	430
Four-Year	31	9%	232	67%	0	0%	82	24%	0	0%	0	0%	345
Two-Year	5	6%	63	74%	0	0%	17	20%	0	0%	0	0%	85
Shepherd University	29	17%	91	54%	5	3%	31	18%	4	2%	10	6%	170
Four-Year	23	17%	75	56%	5	4%	23	17%	1	1%	8	6%	135
Two-Year	6	17%	16	46%	0	0%	8	23%	3	9%	2	6%	35
Southern WV Community & Technical College	2	2%	49	60%	4	5%	19	23%	3	4%	4	5%	81
West Liberty State College	5	10%	40	82%	2	4%	2	4%	0	0%	0	0%	49
WV Northern Community College	4	4%	53	56%	2	2%	25	26%	6	6%	5	5%	95
West Virginia State University	11	8%	87	67%	5	4%	23	18%	1	1%	3	2%	130
Four-Year	11	12%	58	65%	4	4%	14	16%	0	0%	2	2%	89
Two-Year	0	0%	29	71%	1	2%	9	22%	1	2%	1	2%	41
West Virginia University	83	12%	258	36%	20	3%	350	49%	0	0%	1	0%	712
Potomac State College of WVU	7	13%	32	60%	0	0%	13	25%	1	2%	0	0%	53
WVU Institute of Technology	5	11%	27	57%	0	0%	15	32%	0	0%	0	0%	47
Four-Year	4	12%	18	55%	0	0%	11	33%	0	0%	0	0%	33
Two-Year	1	7%	9	64%	0	0%	4	29%	0	0%	0	0%	14
WVU at Parkersburg	1	1%	64	56%	0	0%	35	31%	7	6%	7	6%	114
Four-Year	0	0%	3	60%	0	0%	2	40%	0	0%	0	0%	5
Two-Year	1	1%	61	56%	0	0%	33	30%	7	6%	7	6%	109
Total	223	9%	1,336	53%	67	3%	819	33%	29	1%	34	1%	2,508
Four-Year	176	11%	843	52%	44	3%	558	34%	2	0%	12	1%	1,635
Two-Year	47	5%	493	56%	23	3%	261	30%	27	3%	22	3%	873
Previous Year: 2002	202	8%	1,397	56%	61	2%	768	31%	33	1%	39	2%	2,500

Note: Individual percentages may not add to 100 due to rounding.

AGE OF FULL-TIME INSTRUCTIONAL FACULTY
Fall 2003
(Excludes Medical Schools)

Institutions	Under 30		30-39		40-49		50-59		60-64		65 and Over		Total	Average Age
	#	%	#	%	#	%	#	%	#	%	#	%		
Bluefield State College	0	0%	11	12%	24	26%	39	41%	10	11%	10	11%	94	52
Four-Year	0	0%	9	13%	18	25%	29	41%	8	11%	7	10%	71	52
Two-Year	0	0%	2	9%	6	26%	10	43%	2	9%	3	13%	23	52
Concord University	5	5%	20	21%	29	30%	26	27%	13	13%	4	4%	97	48
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	4	2%	30	15%	60	30%	72	36%	26	13%	8	4%	200	50
Four-Year	3	2%	22	14%	51	31%	57	35%	21	13%	8	5%	162	50
Two-Year	1	3%	8	21%	9	24%	15	39%	5	13%	0	0%	38	49
Glennville State College	3	6%	7	14%	10	20%	20	40%	7	14%	3	6%	50	50
Marshall University	9	2%	80	16%	117	24%	168	34%	75	15%	40	8%	489	51
Four-Year	7	2%	75	16%	108	24%	154	34%	73	16%	40	9%	457	51
Two-Year	2	6%	5	16%	9	28%	14	44%	2	6%	0	0%	32	47
Shepherd University	1	1%	19	15%	31	25%	41	33%	20	16%	12	10%	124	52
Four-Year	1	1%	14	13%	30	27%	36	32%	18	16%	12	11%	111	52
Two-Year	0	0%	5	38%	1	8%	5	38%	2	15%	0	0%	13	48
Southern WV Community & Technical College	3	5%	13	20%	18	28%	20	31%	6	9%	4	6%	64	48
West Liberty State College	3	3%	11	10%	23	22%	38	36%	21	20%	10	9%	106	53
WV Northern Community College	1	2%	4	7%	14	26%	28	52%	5	9%	2	4%	54	51
West Virginia State University	3	2%	14	9%	39	24%	61	38%	27	17%	17	11%	161	53
Four-Year	2	1%	13	9%	36	26%	50	36%	21	15%	15	11%	137	52
Two-Year	1	4%	1	4%	3	13%	11	46%	6	25%	2	8%	24	55
West Virginia University	10	1%	114	16%	177	24%	251	35%	106	15%	67	9%	725	51
Potomac State College of WVU	1	3%	7	21%	6	18%	13	39%	5	15%	1	3%	33	49
WVU Institute of Technology	0	0%	15	14%	24	23%	39	37%	22	21%	6	6%	106	52
Four-Year	0	0%	11	13%	17	20%	34	40%	17	20%	6	7%	85	52
Two-Year	0	0%	4	19%	7	33%	5	24%	5	24%	0	0%	21	50
WVU at Parkersburg	3	3%	6	7%	20	23%	36	41%	13	15%	10	11%	88	53
Four-Year	1	5%	0	0%	10	45%	6	27%	4	18%	1	5%	22	51
Two-Year	2	3%	6	9%	10	15%	30	45%	9	14%	9	14%	66	54
Total	46	2%	351	15%	592	25%	852	36%	356	15%	194	8%	2,391	51
Four-Year	35	2%	296	15%	509	25%	701	35%	309	15%	173	9%	2,023	51
Two-Year	11	3%	55	15%	83	23%	151	41%	47	13%	21	6%	368	50
Previous Year: 2002	38	2%	359	15%	629	26%	864	36%	356	15%	171	7%	2,417	51

Note: Individual percentages may not add to 100 due to rounding.

AGE OF PART-TIME FACULTY
Fall 2003
(Excludes Medical Schools)

Institutions	Under 30		30-39		40-49		50-59		60-64		65 and Over		Total	Average Age
	#	%	#	%	#	%	#	%	#	%	#	%		
Bluefield State College	8	4%	43	23%	52	28%	55	30%	13	7%	13	7%	184	48
Four-Year	4	8%	13	25%	17	32%	13	25%	2	4%	4	8%	53	46
Two-Year	4	3%	30	23%	35	27%	42	32%	11	8%	9	7%	131	48
Concord University	6	7%	17	19%	20	22%	28	31%	6	7%	13	14%	90	49
Eastern WV Community & Technical College	2	6%	5	15%	6	18%	14	42%	2	6%	4	12%	33	49
Fairmont State	18	6%	49	17%	89	31%	90	32%	25	9%	14	5%	285	47
Four-Year	6	7%	24	27%	25	28%	19	21%	10	11%	5	6%	89	46
Two-Year	12	6%	25	13%	64	33%	71	36%	15	8%	9	5%	196	48
Glennville State College	7	20%	6	17%	5	14%	8	23%	5	14%	4	11%	35	46
Marshall University	92	21%	88	20%	98	23%	100	23%	28	7%	24	6%	430	43
Four-Year	80	23%	69	20%	76	22%	72	21%	25	7%	23	7%	345	43
Two-Year	12	14%	19	22%	22	26%	28	33%	3	4%	1	1%	85	43
Shepherd University	11	6%	45	26%	44	26%	47	28%	11	6%	12	7%	170	46
Four-Year	9	7%	33	24%	37	27%	38	28%	9	7%	9	7%	135	47
Two-Year	2	6%	12	34%	7	20%	9	26%	2	6%	3	9%	35	45
Southern WV Community & Technical College	4	5%	18	22%	18	22%	35	43%	4	5%	2	2%	81	47
West Liberty State College	4	8%	6	12%	9	18%	24	49%	2	4%	4	8%	49	49
WV Northern Community College	1	1%	17	18%	22	23%	41	43%	7	7%	7	7%	95	50
West Virginia State University	17	13%	27	21%	34	26%	42	32%	5	4%	5	4%	130	45
Four-Year	15	17%	14	16%	26	29%	26	29%	4	4%	4	4%	89	45
Two-Year	2	5%	13	32%	8	20%	16	39%	1	2%	1	2%	41	45
West Virginia University	311	44%	191	27%	111	16%	69	10%	15	2%	15	2%	712	35
Potomac State College of WVU	3	6%	16	30%	12	23%	18	34%	1	2%	3	6%	53	45
WVU Institute of Technology	7	15%	5	11%	11	23%	17	36%	4	9%	3	6%	47	47
Four-Year	5	15%	3	9%	8	24%	12	36%	4	12%	1	3%	33	47
Two-Year	2	14%	2	14%	3	21%	5	36%	0	0%	2	14%	14	47
WVU at Parkersburg	8	7%	26	23%	25	22%	44	39%	9	8%	2	2%	114	46
Four-Year	0	0%	1	20%	2	40%	2	40%	0	0%	0	0%	5	44
Two-Year	8	7%	25	23%	23	21%	42	39%	9	8%	2	2%	109	46
Total	499	20%	559	22%	556	22%	632	25%	137	5%	125	5%	2,508	43
Four-Year	447	27%	377	23%	336	21%	311	19%	82	5%	82	5%	1,635	41
Two-Year	52	6%	182	21%	220	25%	321	37%	55	6%	43	5%	873	47
Previous Year: 2002	443	18%	558	22%	560	22%	650	26%	142	6%	147	6%	2,500	44

Note: Individual percentages may not add to 100 due to rounding.

FULL-TIME INSTRUCTIONAL FACULTY BY GENDER

Fall 2003

(Excludes Medical Schools)

Institutions	Male		Female		Total
	#	%	#	%	
Bluefield State College	51	54%	43	46%	94
Four-Year	41	58%	30	42%	71
Two-Year	10	43%	13	57%	23
Concord University	57	59%	40	41%	97
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A
Fairmont State	117	59%	83	42%	200
Four-Year	103	64%	59	36%	162
Two-Year	14	37%	24	63%	38
Glennville State College	33	66%	17	34%	50
Marshall University	291	60%	198	40%	489
Four-Year	279	61%	178	39%	457
Two-Year	12	38%	20	63%	32
Shepherd University	74	60%	50	40%	124
Four-Year	70	63%	41	37%	111
Two-Year	4	31%	9	69%	13
Southern WV Community & Technical College	31	48%	33	52%	64
West Liberty State College	68	64%	38	36%	106
WV Northern Community College	20	37%	34	63%	54
West Virginia State University	85	53%	76	47%	161
Four-Year	74	54%	63	46%	137
Two-Year	11	46%	13	54%	24
West Virginia University	513	71%	212	29%	725
Potomac State College of WVU	20	61%	13	39%	33
WVU Institute of Technology	77	73%	29	27%	106
Four-Year	62	73%	23	27%	85
Two-Year	15	71%	6	29%	21
WVU at Parkersburg	46	52%	42	48%	88
Four-Year	12	55%	10	45%	22
Two-Year	34	52%	32	48%	66
Total	1,483	62%	908	38%	2,391
Four-Year	1,312	65%	711	35%	2,023
Two-Year	171	46%	197	54%	368
Previous Year: 2002	1,523	63%	894	37%	2,417

Note: Individual percentages may not add to 100 due to rounding.

FULL-TIME INSTRUCTIONAL FACULTY BY ETHNICITY

Fall 2003

(Excludes Medical Schools)

Institutions	White		Black		Hispanic		Asian Pacific Islander		American Indian/Alaskan Native		Non Resident Alien		Total	Percent Minority*
	#	%	#	%	#	%	#	%	#	%	#	%		
Bluefield State College	86	91.5%	5	5.3%	1	1.1%	2	2.1%	0	0.0%	0	0.0%	94	8.5%
Four-Year	64	90.1%	4	5.6%	1	1.4%	2	2.8%	0	0.0%	0	0.0%	71	9.9%
Two-Year	22	95.7%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	23	4.3%
Concord University	94	96.9%	1	1.0%	1	1.0%	1	1.0%	0	0.0%	0	0.0%	97	3.1%
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	189	94.5%	5	2.5%	0	0.0%	5	2.5%	0	0.0%	1	0.5%	200	5.0%
Four-Year	154	95.1%	3	1.9%	0	0.0%	4	2.5%	0	0.0%	1	0.6%	162	4.3%
Two-Year	35	92.1%	2	5.3%	0	0.0%	1	2.6%	0	0.0%	0	0.0%	38	7.9%
Glenville State College	49	98.0%	1	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	50	2.0%
Marshall University	432	88.3%	21	4.3%	7	1.4%	21	4.3%	3	0.6%	5	1.0%	489	10.6%
Four-Year	405	88.6%	17	3.7%	7	1.5%	20	4.4%	3	0.7%	5	1.1%	457	10.3%
Two-Year	27	84.4%	4	12.5%	0	0.0%	1	3.1%	0	0.0%	0	0.0%	32	15.6%
Shepherd University	109	87.9%	5	4.0%	3	2.4%	4	3.2%	0	0.0%	3	2.4%	124	9.7%
Four-Year	96	86.5%	5	4.5%	3	2.7%	4	3.6%	0	0.0%	3	2.7%	111	10.8%
Two-Year	13	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	0.0%
Southern WV Community & Technical College	59	92.2%	1	1.6%	0	0.0%	1	1.6%	0	0.0%	3	4.7%	64	3.1%
West Liberty State College	100	94.3%	2	1.9%	2	1.9%	2	1.9%	0	0.0%	0	0.0%	106	5.7%
WV Northern Community College	52	96.3%	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	54	3.7%
West Virginia State University	126	78.3%	19	11.8%	0	0.0%	2	1.2%	1	0.6%	13	8.1%	161	13.7%
Four-Year	105	76.6%	17	12.4%	0	0.0%	2	1.5%	1	0.7%	12	8.8%	137	14.6%
Two-Year	21	87.5%	2	8.3%	0	0.0%	0	0.0%	0	0.0%	1	4.2%	24	8.3%
West Virginia University	621	85.7%	18	2.5%	10	1.4%	48	6.6%	2	0.3%	26	3.6%	725	10.8%
Potomac State College of WVU	30	90.9%	0	0.0%	1	3.0%	1	3.0%	0	0.0%	1	3.0%	33	6.1%
WVU Institute of Technology	83	78.3%	1	0.9%	1	0.9%	12	11.3%	0	0.0%	9	8.5%	106	13.2%
Four-Year	66	77.6%	1	1.2%	1	1.2%	10	11.8%	0	0.0%	7	8.2%	85	14.1%
Two-Year	17	81.0%	0	0.0%	0	0.0%	2	9.5%	0	0.0%	2	9.5%	21	9.5%
WVU at Parkersburg	85	96.6%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	2	2.3%	88	1.1%
Four-Year	20	90.9%	1	4.5%	0	0.0%	0	0.0%	0	0.0%	1	4.5%	22	4.5%
Two-Year	65	98.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.5%	66	0.0%
Total	2,115	88.5%	80	3.3%	27	1.1%	100	4.2%	6	0.3%	63	2.6%	2,391	8.9%
Four-Year	1,774	87.7%	70	3.5%	25	1.2%	93	4.6%	6	0.3%	55	2.7%	2,023	9.6%
Two-Year	341	92.7%	10	2.7%	2	0.5%	7	1.9%	0	0.0%	8	2.2%	368	5.2%
Previous Year: 2002	2,165	89.6%	77	3.2%	25	1.0%	91	3.8%	7	0.3%	52	2.2%	2,417	8.3%

Note: Individual percentages may not add to 100 due to rounding.

TENURE OF FULL-TIME INSTRUCTIONAL FACULTY
Fall 2003
(Excludes Medical Schools)

Institutions	Professor			Associate Professor			Assistant Professor			Instructor			Lecturer & Other			Total		
	#	Tenured		#	Tenured		#	Tenured		#	Tenured		#	Tenured		#	Tenured	
		#	%		#	%		#	%		#	%		#	%		#	%
Bluefield State College	29	27	93%	28	22	79%	28	15	54%	9	0	0%	0	0	N/A	94	64	68%
Four-Year	27	25	93%	21	17	81%	21	11	52%	2	0	0%	0	0	N/A	71	53	75%
Two-Year	2	2	100%	7	5	71%	7	4	57%	7	0	0%	0	0	N/A	23	11	48%
Concord University	17	17	100%	25	15	60%	46	3	7%	8	0	0%	1	0	0%	97	35	36%
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	58	56	97%	41	32	78%	73	11	15%	26	0	0%	2	0	0%	200	99	50%
Four-Year	52	51	98%	33	27	82%	60	10	17%	16	0	0%	1	0	0%	162	88	54%
Two-Year	6	5	83%	8	5	63%	13	1	8%	10	0	0%	1	0	0%	38	11	29%
Glenville State College	12	11	92%	15	11	73%	10	4	40%	12	1	8%	1	0	0%	50	27	54%
Marshall University	202	195	97%	130	82	63%	116	7	6%	41	0	0%	0	0	N/A	489	284	58%
Four-Year	195	188	96%	124	77	62%	108	4	4%	30	0	0%	0	0	N/A	457	269	59%
Two-Year	7	7	100%	6	5	83%	8	3	38%	11	0	0%	0	0	N/A	32	15	47%
Shepherd University	34	34	100%	34	33	97%	34	7	21%	1	0	0%	21	0	0%	124	74	60%
Four-Year	34	34	100%	33	32	97%	33	6	18%	1	0	0%	10	0	0%	111	72	65%
Two-Year	0	0	N/A	1	1	100%	1	1	100%	0	0	N/A	11	0	0%	13	2	15%
Southern WV Community & Technical College	18	18	100%	14	13	93%	13	11	85%	19	0	0%	0	0	N/A	64	42	66%
West Liberty State College	24	24	100%	39	33	85%	23	2	9%	19	0	0%	1	0	0%	106	59	56%
WV Northern Community College	25	23	92%	11	5	45%	9	4	44%	9	0	0%	0	0	N/A	54	32	59%
West Virginia State University	29	24	83%	44	19	43%	61	9	15%	27	0	0%	0	0	N/A	161	52	32%
Four-Year	27	23	85%	40	17	43%	55	8	15%	15	0	0%	0	0	N/A	137	48	35%
Two-Year	2	1	50%	4	2	50%	6	1	17%	12	0	0%	0	0	N/A	24	4	17%
West Virginia University	286	280	98%	218	189	87%	201	14	7%	11	0	0%	9	0	0%	725	483	67%
Potomac State College of WVU	13	13	100%	7	6	86%	4	0	0%	9	0	0%	0	0	N/A	33	19	58%
WVU Institute of Technology	42	37	88%	33	23	70%	22	4	18%	8	0	0%	1	0	0%	106	64	60%
Four-Year	36	33	92%	27	19	70%	15	3	20%	6	0	0%	1	0	0%	85	55	65%
Two-Year	6	4	67%	6	4	67%	7	1	14%	2	0	0%	0	0	N/A	21	9	43%
WVU at Parkersburg	38	38	100%	12	11	92%	19	4	21%	9	0	0%	10	0	0%	88	53	60%
Four-Year	9	9	100%	4	4	100%	6	0	0%	3	0	0%	0	0	N/A	22	13	59%
Two-Year	29	29	100%	8	7	88%	13	4	31%	6	0	0%	10	0	0%	66	40	61%
Total	827	797	96%	651	494	76%	659	95	14%	208	1	0%	46	0	0%	2,391	1,387	58%
Four-Year	719	695	97%	579	441	76%	578	65	11%	123	1	1%	24	0	0%	2,023	1,202	59%
Two-Year	108	102	94%	72	53	74%	81	30	37%	85	0	0%	22	0	0%	368	185	50%
Previous Year: 2002	832	805	97%	674	532	79%	673	98	15%	191	2	1%	47	0	0%	2,417	1,437	59%

Note: Individual percentages may not add to 100 due to rounding.

AVERAGE NINE-MONTH SALARY OF FULL-TIME INSTRUCTIONAL FACULTY
By Highest Degree Held
Fall 2003
(Excludes Medical Schools)

Institutions	Doctoral		Master's/Advanced Certificate		First Professional		Bachelor's		Associate's		No Degree Earned/ No Degree Info		Total	
	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary
Bluefield State College	33	\$54,620	55	\$44,958	3	\$44,891	3	\$34,216	0	\$0	0	\$0	94	\$48,005
Four-Year	29	\$55,559	38	\$47,737	1	\$54,224	3	\$34,216	0	\$0	0	\$0	71	\$50,452
Two-Year	4	\$47,814	17	\$38,747	2	\$40,224	0	\$0	0	\$0	0	\$0	23	\$40,452
Concord University	59	\$48,670	37	\$40,012	1	\$49,526	0	\$0	0	\$0	0	\$0	97	\$45,376
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	88	\$51,780	94	\$44,923	4	\$51,584	11	\$38,106	2	\$39,752	1	\$40,090	200	\$47,623
Four-Year	81	\$51,787	74	\$44,983	4	\$51,584	1	\$33,507	1	\$38,583	1	\$40,090	162	\$48,407
Two-Year	7	\$51,692	20	\$44,704	0	\$0	10	\$38,565	1	\$40,920	0	\$0	38	\$44,276
Glenville State College	12	\$54,587	33	\$45,480	0	\$0	5	\$31,395	0	\$0	0	\$0	50	\$46,257
Marshall University	352	\$56,431	129	\$39,142	4	\$58,419	2	\$29,656	2	\$32,640	0	\$0	489	\$51,679
Four-Year	348	\$56,505	106	\$39,245	3	\$61,504	0	\$0	0	\$0	0	\$0	457	\$52,534
Two-Year	4	\$49,985	23	\$38,667	1	\$49,164	2	\$29,656	2	\$32,640	0	\$0	32	\$39,470
Shepherd University	80	\$51,133	42	\$41,681	2	\$30,622	0	\$0	0	\$0	0	\$0	124	\$47,601
Four-Year	79	\$51,310	30	\$43,673	2	\$30,622	0	\$0	0	\$0	0	\$0	111	\$48,874
Two-Year	1	\$37,100	12	\$36,701	0	\$0	0	\$0	0	\$0	0	\$0	13	\$36,732
Southern WV Community & Technical College	7	\$43,789	45	\$43,023	2	\$42,846	9	\$33,052	1	\$34,418	0	\$0	64	\$41,564
West Liberty State College	48	\$51,712	57	\$44,205	0	\$0	1	\$27,727	0	\$0	0	\$0	106	\$47,449
WV Northern Community College	10	\$43,682	30	\$41,549	0	\$0	11	\$34,927	0	\$0	3	\$30,510	54	\$39,982
West Virginia State University	77	\$49,958	82	\$41,923	2	\$46,644	0	\$0	0	\$0	0	\$0	161	\$45,824
Four-Year	75	\$49,692	61	\$42,322	1	\$53,283	0	\$0	0	\$0	0	\$0	137	\$46,437
Two-Year	2	\$59,918	21	\$40,763	1	\$40,005	0	\$0	0	\$0	0	\$0	24	\$42,328
West Virginia University	592	\$63,188	92	\$47,241	34	\$82,099	7	\$43,414	0	\$0	0	\$0	725	\$61,860
Potomac State College of WVU	11	\$41,562	20	\$39,690	0	\$0	2	\$34,000	0	\$0	0	\$0	33	\$39,969
WVU Institute of Technology	54	\$51,846	43	\$41,999	0	\$0	9	\$33,997	0	\$0	0	\$0	106	\$46,336
Four-Year	52	\$51,893	29	\$42,102	0	\$0	4	\$33,641	0	\$0	0	\$0	85	\$47,693
Two-Year	2	\$50,633	14	\$41,786	0	\$0	5	\$34,282	0	\$0	0	\$0	21	\$40,842
WVU at Parkersburg	19	\$45,906	64	\$40,880	1	\$53,103	4	\$32,237	0	\$0	0	\$0	88	\$41,711
Four-Year	5	\$51,409	16	\$41,687	1	\$53,103	0	\$0	0	\$0	0	\$0	22	\$44,415
Two-Year	14	\$43,940	48	\$40,611	0	\$0	4	\$32,237	0	\$0	0	\$0	66	\$40,810
Total	1,442	\$57,176	823	\$42,745	53	\$69,979	64	\$35,224	5	\$35,840	4	\$32,905	2,391	\$51,820
Four-Year	1,380	\$57,697	573	\$43,507	47	\$73,481	21	\$36,158	1	\$38,583	1	\$40,090	2,023	\$53,803
Two-Year	62	\$45,595	250	\$40,997	6	\$42,551	43	\$34,767	4	\$35,154	3	\$30,510	368	\$40,920
Previous Year: 2002	1,441	\$57,436	848	\$42,807	62	\$60,830	60	\$35,297	4	\$38,278	2	\$36,599	2,417	\$51,792

Note: Individual percentages may not add to 100 due to rounding.

AVERAGE NINE-MONTH SALARY OF FULL-TIME INSTRUCTIONAL FACULTY

By Academic Rank

Fall 2003

(Excludes Medical Schools)

Institutions	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total	
	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary
Bluefield State College	29	\$60,585	28	\$47,253	28	\$40,716	9	\$32,484	0	\$0	0	\$0	94	\$48,005
Four-Year	27	\$60,990	21	\$47,728	21	\$41,256	2	\$33,324	0	\$0	0	\$0	71	\$50,452
Two-Year	2	\$55,117	7	\$45,826	7	\$39,097	7	\$32,243	0	\$0	0	\$0	23	\$40,452
Concord University	17	\$57,262	25	\$49,255	46	\$41,213	8	\$33,273	0	\$0	1	\$34,693	97	\$45,376
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	58	\$57,762	41	\$49,850	73	\$41,980	26	\$37,742	0	\$0	2	\$42,302	200	\$47,623
Four-Year	52	\$57,662	33	\$49,882	60	\$42,148	16	\$39,040	0	\$0	1	\$44,004	162	\$48,407
Two-Year	6	\$58,630	8	\$49,720	13	\$41,208	10	\$35,665	0	\$0	1	\$40,600	38	\$44,276
Glennville State College	12	\$61,404	15	\$50,560	10	\$41,629	12	\$31,329	0	\$0	1	\$25,358	50	\$46,257
Marshall University	202	\$63,213	130	\$50,159	116	\$41,075	41	\$29,681	0	\$0	0	\$0	489	\$51,679
Four-Year	195	\$63,664	124	\$50,507	108	\$41,025	30	\$30,000	0	\$0	0	\$0	457	\$52,534
Two-Year	7	\$50,632	6	\$42,957	8	\$41,741	11	\$28,812	0	\$0	0	\$0	32	\$39,470
Shepherd University	34	\$59,756	34	\$50,502	34	\$40,949	1	\$40,719	21	\$34,320	0	\$0	124	\$47,601
Four-Year	34	\$59,756	33	\$50,604	33	\$40,862	1	\$40,719	10	\$33,417	0	\$0	111	\$48,874
Two-Year	0	\$0	1	\$47,122	1	\$43,843	0	\$0	11	\$35,141	0	\$0	13	\$36,732
Southern WV Community & Technical College	18	\$53,046	14	\$45,021	13	\$39,032	19	\$29,873	0	\$0	0	\$0	64	\$41,564
West Liberty State College	24	\$60,231	39	\$50,453	23	\$40,530	19	\$34,552	1	\$27,727	0	\$0	106	\$47,449
WV Northern Community College	25	\$46,826	11	\$38,924	9	\$33,574	9	\$28,670	0	\$0	0	\$0	54	\$39,982
West Virginia State University	29	\$58,220	44	\$49,562	61	\$42,411	27	\$34,129	0	\$0	0	\$0	161	\$45,824
Four-Year	27	\$58,094	40	\$49,529	55	\$42,143	15	\$32,950	0	\$0	0	\$0	137	\$46,437
Two-Year	2	\$59,918	4	\$49,894	6	\$44,871	12	\$35,602	0	\$0	0	\$0	24	\$42,328
West Virginia University	286	\$75,846	218	\$59,099	201	\$47,903	11	\$31,813	9	\$32,739	0	\$0	725	\$61,860
Potomac State College of WVU	13	\$49,487	7	\$41,177	4	\$34,208	9	\$27,841	0	\$0	0	\$0	33	\$39,969
WVU Institute of Technology	42	\$55,720	33	\$46,165	22	\$34,993	8	\$30,700	1	\$32,500	0	\$0	106	\$46,336
Four-Year	36	\$56,394	27	\$47,386	15	\$34,601	6	\$32,135	1	\$32,500	0	\$0	85	\$47,693
Two-Year	6	\$51,674	6	\$40,669	7	\$35,834	2	\$26,394	0	\$0	0	\$0	21	\$40,842
WVU at Parkersburg	38	\$48,065	12	\$40,737	19	\$38,105	9	\$33,665	10	\$32,830	0	\$0	88	\$41,711
Four-Year	9	\$51,028	4	\$40,102	6	\$41,648	3	\$35,862	0	\$0	0	\$0	22	\$44,415
Two-Year	29	\$47,145	8	\$41,055	13	\$36,469	6	\$32,566	10	\$32,830	0	\$0	66	\$40,810
Total	827	\$64,546	651	\$52,205	659	\$42,886	208	\$32,337	42	\$33,426	4	\$36,164	2,391	\$51,820
Four-Year	719	\$66,756	579	\$53,270	578	\$43,484	123	\$33,132	21	\$32,812	3	\$34,685	2,023	\$53,803
Two-Year	108	\$49,836	72	\$43,641	81	\$38,614	85	\$31,187	21	\$34,041	1	\$40,600	368	\$40,920
Previous Year: 2002	1,441	\$57,436	848	\$42,807	62	\$60,830	60	\$35,297	4	\$38,278	2	\$36,599	2,417	\$51,792

Note: Individual percentages may not add to 100 due to rounding.

FULL-TIME CLASSIFIED AND NON-CLASSIFIED STAFF*

By Gender

Fall 2003

(Includes Medical Schools)

Institutions	Classified Staff					Non-Classified Staff				
	Male		Female		Total Classified Staff	Male		Female		Total Nonclassified Staff
	#	%	#	%		#	%	#	%	
Bluefield State College	47	37%	80	63%	127	17	68%	8	32%	25
Four-Year	39	39%	62	61%	101	11	65%	6	35%	17
Two-Year	8	31%	18	69%	26	6	75%	2	25%	8
Concord University	50	45%	62	55%	112	15	65%	8	35%	23
Eastern WV Community & Technical College	4	27%	11	73%	15	2	33%	4	67%	6
Fairmont State	45	30%	105	70%	150	38	48%	41	52%	79
Four-Year	44	31%	96	69%	140	34	47%	38	53%	72
Two-Year	1	10%	9	90%	10	4	57%	3	43%	7
Glennville State College	22	37%	37	63%	59	14	56%	11	44%	25
Marshall University	246	38%	398	62%	644	95	63%	56	37%	151
Four-Year	244	38%	392	62%	636	94	64%	53	36%	147
Two-Year	2	25%	6	75%	8	1	25%	3	75%	4
Shepherd University	49	36%	89	64%	138	29	58%	21	42%	50
Four-Year	48	36%	85	64%	133	28	60%	19	40%	47
Two-Year	1	20%	4	80%	5	1	33%	2	67%	3
Southern WV Community & Technical College	34	27%	90	73%	124	12	52%	11	48%	23
West Liberty State College	36	45%	44	55%	80	22	63%	13	37%	35
WV Northern Community College	18	35%	33	65%	51	8	73%	3	27%	11
WV School of Osteopathic Medicine	29	33%	59	67%	88	11	73%	4	27%	15
West Virginia State University	92	44%	117	56%	209	27	73%	10	27%	37
Four-Year	90	44%	116	56%	206	23	72%	9	28%	32
Two-Year	2	67%	1	33%	3	4	80%	1	20%	5
West Virginia University	1,116	43%	1,455	57%	2,571	234	57%	174	43%	408
Potomac State College of WVU	28	52%	26	48%	54	7	47%	8	53%	15
WVU Institute of Technology	55	53%	48	47%	103	2	33%	4	67%	6
Four-Year	53	53%	47	47%	100	2	40%	3	60%	5
Two-Year	2	67%	1	33%	3	0	0%	1	100%	1
WVU at Parkersburg	32	37%	54	63%	86	9	69%	4	31%	13
Four-Year	0	0%	3	100%	3	0	N/A	0	N/A	0
Two-Year	32	39%	51	61%	83	9	69%	4	31%	13
WV Network for Educational Telecomputing	21	57%	16	43%	37	7	78%	2	22%	9
Higher Education Policy Commission	2	8%	23	92%	25	16	55%	13	45%	29
System Total	1,926	41%	2,747	59%	4,673	565	59%	395	41%	960
Four-Year	1,771	42%	2,458	58%	4,229	488	59%	338	41%	826
Two-Year	132	35%	250	65%	382	54	56%	42	44%	96
Previous Year: 2002	1,995	41%	2,855	59%	4,850	562	59%	385	41%	947

Note: Individual percentages may not add to 100 due to rounding.

*Includes only those staff employed for a full 1,950 hours per year (1.0 FTE).

FULL-TIME FACULTY BY TYPE

Fall 2003

(Includes Medical Schools)

Institutions	Instructional Faculty		Research Faculty		Public Service Faculty		Other Faculty		Clinical Track Faculty		Librarian Track Faculty		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Bluefield State College	94	100%	0	0%	0	0%	0	0%	0	0%	0	0%	94
Four-Year	71	100%	0	0%	0	0%	0	0%	0	0%	0	0%	71
Two-Year	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%	23
Concord University	97	99%	0	0%	0	0%	1	1%	0	0%	0	0%	98
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State	200	100%	0	0%	0	0%	0	0%	0	0%	0	0%	200
Four-Year	162	100%	0	0%	0	0%	0	0%	0	0%	0	0%	162
Two-Year	38	100%	0	0%	0	0%	0	0%	0	0%	0	0%	38
Glenville State College	50	94%	0	0%	0	0%	3	6%	0	0%	0	0%	53
Marshall University	597	82%	15	2%	5	1%	45	6%	49	7%	20	3%	731
Four-Year	565	81%	15	2%	5	1%	45	6%	45	6%	20	3%	695
Two-Year	32	89%	0	0%	0	0%	0	0%	4	11%	0	0%	36
Shepherd University	124	87%	1	1%	0	0%	18	13%	0	0%	0	0%	143
Four-Year	111	87%	1	1%	0	0%	15	12%	0	0%	0	0%	127
Two-Year	13	81%	0	0%	0	0%	3	19%	0	0%	0	0%	16
Southern WV Community & Technical College	64	100%	0	0%	0	0%	0	0%	0	0%	0	0%	64
West Liberty State College	106	100%	0	0%	0	0%	0	0%	0	0%	0	0%	106
WV Northern Community College	54	100%	0	0%	0	0%	0	0%	0	0%	0	0%	54
WV School of Osteopathic Medicine	19	49%	0	0%	0	0%	4	10%	16	41%	0	0%	39
West Virginia State University	161	99%	0	0%	0	0%	2	1%	0	0%	0	0%	163
Four-Year	137	99%	0	0%	0	0%	2	1%	0	0%	0	0%	139
Two-Year	24	100%	0	0%	0	0%	0	0%	0	0%	0	0%	24
West Virginia University	933	51%	42	2%	98	5%	356	20%	356	20%	32	2%	1,817
Potomac State College of WVU	33	100%	0	0%	0	0%	0	0%	0	0%	0	0%	33
WVU Institute of Technology	106	91%	2	2%	0	0%	8	7%	0	0%	0	0%	116
Four-Year	85	89%	2	2%	0	0%	8	8%	0	0%	0	0%	95
Two-Year	21	100%	0	0%	0	0%	0	0%	0	0%	0	0%	21
WVU at Parkersburg	88	100%	0	0%	0	0%	0	0%	0	0%	0	0%	88
Four-Year	22	100%	0	0%	0	0%	0	0%	0	0%	0	0%	22
Two-Year	66	100%	0	0%	0	0%	0	0%	0	0%	0	0%	66
Total	2,726	72%	60	2%	103	3%	437	12%	421	11%	52	1%	3,799
Four-Year	2,358	69%	60	2%	103	3%	434	13%	417	12%	52	2%	3,424
Two-Year	368	98%	0	0%	0	0%	3	1%	4	1%	0	0%	375
Previous Year: 2002	2,787	72%	64	2%	101	3%	458	12%	385	10%	51	1%	3,846

Note: Individual percentages may not add to 100 due to rounding.

EMPLOYEES BY CATEGORY AND FULL-TIME/PART-TIME
Fall 2003
(Includes Medical Schools)

Institutions	Faculty					Classified Staff					Non-Classified Staff					Grand Total
	Full-Time		Part-Time		Total	Full-Time		Part-Time		Total	Full-Time		Part-Time		Total	
	#	%	#	%		#	%	#	%		#	%	#	%		
Bluefield State College	94	34%	184	66%	278	127	93%	10	7%	137	25	93%	2	7%	27	442
Four-Year	71	57%	53	43%	124	101	92%	9	8%	110	17	89%	2	11%	19	253
Two-Year	23	15%	131	85%	154	26	96%	1	4%	27	8	100%	0	0%	8	189
Concord University	98	52%	90	48%	188	112	95%	6	5%	118	23	96%	1	4%	24	330
Eastern WV Community & Technical College	0	0%	33	100%	33	15	88%	2	12%	17	6	100%	0	0%	6	56
Fairmont State	200	41%	285	59%	485	150	86%	25	14%	175	79	94%	5	6%	84	744
Four-Year	162	65%	89	35%	251	140	86%	22	14%	162	72	94%	5	6%	77	490
Two-Year	38	16%	196	84%	234	10	77%	3	23%	13	7	100%	0	0%	7	254
Glenville State College	53	60%	35	40%	88	59	80%	15	20%	74	25	93%	2	7%	27	189
Marshall University	731	62%	452	38%	1,183	644	96%	28	4%	672	151	97%	4	3%	155	2,010
Four-Year	695	65%	367	35%	1,062	636	96%	27	4%	663	147	97%	4	3%	151	1,876
Two-Year	36	30%	85	70%	121	8	89%	1	11%	9	4	100%	0	0%	4	134
Shepherd University	143	46%	170	54%	313	138	75%	45	25%	183	50	94%	3	6%	53	549
Four-Year	127	48%	135	52%	262	133	76%	43	24%	176	47	94%	3	6%	50	488
Two-Year	16	31%	35	69%	51	5	71%	2	29%	7	3	100%	0	0%	3	61
Southern WV Community & Technical College	64	44%	81	56%	145	124	90%	14	10%	138	23	100%	0	0%	23	306
West Liberty State College	106	68%	49	32%	155	80	79%	21	21%	101	35	90%	4	10%	39	295
WV Northern Community College	54	36%	95	64%	149	51	98%	1	2%	52	11	100%	0	0%	11	212
WV School of Osteopathic Medicine	39	100%	0	0%	39	88	95%	5	5%	93	15	94%	1	6%	16	148
West Virginia State University	163	56%	130	44%	293	209	100%	0	0%	209	37	93%	3	8%	40	542
Four-Year	139	61%	89	39%	228	206	100%	0	0%	206	32	91%	3	9%	35	469
Two-Year	24	37%	41	63%	65	3	100%	0	0%	3	5	100%	0	0%	5	73
West Virginia University	1,817	70%	783	30%	2,600	2,571	92%	211	8%	2,782	408	95%	21	5%	429	5,811
Potomac State College of WVU	33	38%	53	62%	86	54	73%	20	27%	74	15	58%	11	42%	26	186
WVU Institute of Technology	116	71%	47	29%	163	103	80%	25	20%	128	6	100%	0	0%	6	297
Four-Year	95	74%	33	26%	128	100	86%	16	14%	116	5	100%	0	0%	5	249
Two-Year	21	60%	14	40%	35	3	25%	9	75%	12	1	100%	0	0%	1	48
WVU at Parkersburg	88	44%	114	56%	202	86	89%	11	11%	97	13	100%	0	0%	13	312
Four-Year	22	81%	5	19%	27	3	100%	0	0%	3	0	N/A	0	N/A	0	30
Two-Year	66	38%	109	62%	175	83	88%	11	12%	94	13	100%	0	0%	13	282
WV Network for Educational Telecomputing	0	N/A	0	N/A	0	37	100%	0	0%	37	9	100%	0	0%	9	46
Higher Education Policy Commission	0	N/A	0	N/A	0	25	83%	5	17%	30	29	97%	1	3%	30	60
System Total	3,799	59%	2,601	41%	6,400	4,673	91%	444	9%	5,117	960	94%	58	6%	1,018	12,535
Four-Year	3,424	66%	1,728	34%	5,152	4,229	92%	375	8%	4,604	826	95%	46	5%	872	10,628
Two-Year	375	30%	873	70%	1,248	828	86%	64	14%	446	96	90%	11	10%	107	1,801
Previous Year: 2002	3,846	60%	2,594	40%	6,440	4,850	91%	479	9%	5,329	947	95%	50	5%	997	12,766

Note: Individual percentages may not add to 100 due to rounding.

Faculty and Staff Characteristics, Fall 2003

DEFINITIONS

- **Community and Technical College Employee:** If 50% or more of an employee's time was spent on community and technical college (ctc) duties, then he/she was considered to be an employee of the ctc.
- **Full-Time Classified and Non-Classified Staff:** All employees, other than faculty, who are employed by the institution in a full-time capacity.
- **Full-Time Instructional Faculty Member:** A person employed by the institution in a full-time capacity, either in teaching and/or research with perhaps additional administrative or other duties. The full-time instructional faculty member's primary function is to teach. Graduate assistants, teaching fellows, lecturers, and laboratory assistants are included only if they meet the preceding criteria.
- **Full-Time Other Faculty Member:** A person employed full-time in an academic capacity and granted faculty rank, but whose primary assignment is not instructional. These assignments may include extension, research, public service, etc.
- **Highest Degree Held by Faculty:** The number/percentage of faculty possessing a terminal degree (doctoral or professional) is one indicator of an institution's academic quality. The proportion of faculty with a doctorate also influences the expenditures for faculty salaries.
- **Nine-Month Salary:** A typical academic year contract, which may be for nine or ten months of service to the institution. Whether the contract salary is paid in nine or twelve monthly increments is not relevant. The amounts shown under nine-month salary data do not include summer school salaries, which are not a part of the regular academic year. Salaries of faculty who are paid on a 12-month basis are multiplied by .818 to arrive at a nine-month salary.
- **Part-Time Faculty Member:** A person employed in a part-time capacity, usually employed on a per-course basis. Part-time faculty do not usually receive fringe benefits; and since remuneration is based solely on teaching load rather than on advising and administrative duties, pay may be at a substantially lower rate than that of full-time faculty.