

BRIDGEVALLEY COMMUNITY & TECHNICAL COLLEGE

FACULTY ADVANCED DEGREE COMPLETION

Date approved by cabinet: April 26, 2023

Effective Date: June 13, 2023

Expiration date (5 years from effective date if not renewed): June 13, 2028

Section 1. Purpose

- 1.1. BridgeValley Community and Technical College encourages advanced degree completion by its faculty. Base pay of faculty will be increased during the next contract period after completion of discipline-relevant advanced degrees from an accredited institution if teaching performance has remained above the satisfactory level.

Section 2. Scope

- 2.1. This rule applies to full-time faculty at BridgeValley Community and Technical College.

Section 3. Procedure

- 3.1. Upon completion of an advanced degree (master's or doctorate) in the faculty member's subject of teaching, the faculty member will provide to the Office of the President and Human Resources department evidence of degree attainment in the form of an official transcript from an accredited institution. Official transcripts must bear the accredited institution's seal and the signature of the registrar.
- 3.2. The overall teaching performance, as evidenced in the annual summary of the faculty evaluation process in the May 31 letter, will be reviewed for the previous three (3) years. The following schedule will be applied:

Teaching Rating	Master's Increment Pay	Doctorate Increment Pay
Good or Excellent (2 or more years)	\$500	\$1,000
Good or Excellent (1 year)	\$250	\$ 500

- 3.3. The decision for approval will be based on an establishment of need. Factors that will be taken into consideration include but are not limited to:
- 3.3.1. Program enrollment
- 3.3.2. Class enrollment
- 3.3.3. Number of sections

3.3.4. Market need

- 3.4. Neither a faculty member's advancement in degree nor the increase in a faculty member's pay based on said degree guarantees an advancement in rank or title. Faculty members must separately qualify for an advancement in rank and title and abide by the processes outlined in the Faculty Evaluation Handbook before they can be evaluated for a promotion.
- 3.5. An individual with a compa-ratio that exceeds the maximum of the range is red circled and may not be granted an increase that would cause the base salary to exceed the maximum of the range for that position. A red circle rate is a pay rate that is above the maximum range assigned to the faculty member's current job grade. Employees who are red circled are not eligible for additional pay increases until the range maximums are increased above the individual pay rate or the employee transfers to a job with a higher pay range.