

AGREEMENT FOR RELEASED TIME-SHARED APPOINTMENT
BETWEEN
WEST VIRGINIA COLLEGE OF GRADUATE STUDIES AND CONCORD COLLEGE

The West Virginia College of Graduate Studies and Concord College hereby agree to share one (1) faculty position in the academic area of education for the 1984-85 academic year. The participating faculty member will be Dr. Arthur Benson. (Complete transcripts and vita will be kept on file by the West Virginia College of Graduate Studies.)

While this appointment may cover teaching, research, or public service, it is anticipated that graduate level teaching will be the major service rendered. During this joint appointment, Dr. Benson will be governed by the personnel policies, appointment status, tenure, and salary of Concord College, and his service to graduate teaching, research, or public service will be one-third of his professional obligation. Dr. Benson will teach one course each in the fall and spring semesters. While the average instructional load for a faculty member teaching full time at the graduate level for the above period of time is projected to be nine credit hours per semester, it is recognized that faculty who are teaching at both the undergraduate and graduate level during the same term may be carrying more of a teaching load because the measure of faculty productivity is normally evaluated on an institution-wide basis using a student-faculty ratio and may only incidentally be related to number of sections taught, preparation, and class sizes.

Instructional responsibilities may include locations other than the home campus, and Dr. Benson will be allowed travel reimbursements and meal allowances in accordance with state travel regulations for such assignment. These reimbursements will be at the expense of the institution sponsoring and approving the travel.


In addition to teaching, research, and public service activities, Dr. Benson may periodically participate in West Virginia College of Graduate Studies faculty meetings. He will be expected to participate in curriculum development and student advisement. A regular "office hours" schedule will be arranged to assist in appropriate faculty-student interaction. For this

contract period, the West Virginia College of Graduate Studies will reimburse Concord College \$11,706.00 to be paid in two installments on January 1, 1985 and May 1, 1985. These payments are to reimburse Concord College for one-third of the personal services costs for Dr. Benson.

This agreement is consistent with the West Virginia Board of Regents' "Plan of Progress," in the greater efficiency and productivity can occur through inter-institutional sharing. Further, to the extent that graduate level teaching opportunities are made available to talented qualified faculty without diminishing the instructional load at the home institution. The more productive can be the graduate program, and hopefully a closer relationship can be forged between under-graduate and graduate instruction.

Dr. Arthur Benson
Salary and Fringe Benefits
Academic Year 1984-85

Salary	\$11,043
Fringe Benefits (TIAA 6%)	<u>663</u>
Total Reimbursement	\$11,706



Meredith Freeman, President
Concord College

7-13-84
Date

James W. Rowley, President
W. Va. College of Graduate Studies

Date