



West Virginia Higher Education Policy Commission
1018 Kanawha Boulevard East, Suite 700
Charleston, WV 25301
(304) 558-4016
www.hepc.wvnet.edu

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Brian Noland

DATE: January 8, 2010

RE: Classified Employees' Salary Schedule Progress Report

W. Va. Code §18B-9-3(b) requires the Commission to present a report on institutional progress toward funding of the 2001 classified employees' salary schedule. The information provided in the attached spreadsheet reflects the submission of personnel data from the institutions.

Full Funding of the Salary Schedule. Information reported by the institutions indicate that five (5) institutions have fully funded the salary schedule. Two (2) four-year institutions, three (3) community and technical colleges, and West Virginia Network for Educational Telecomputing (WVNET) are currently at full funding. There are nine (9) institutions that are at least at 99% of fully funding the classified employees' salary schedule.

Total Employees. The total number of employees across all sectors of public higher education is 11,574. Of this total, 4,865 (42%) are faculty, 5,136 (44.4%) are classified staff, and 1,573 (13.6%) are non-classified staff.

FY 2010
Faculty, Classified Staff, and Non-Classified Staff
Funding of Salary Schedule and Percentage toward Funding the Classified Employee Salary Schedule

Institution	Total Number of Employees	Percentage Of Total Employees	Salary Schedule Percentage of Full Funding
Four-Year Institutions			
Bluefield State College			
Faculty	79	39.3%	
Classified Staff	98	48.8%	96.0%
Non-Classified Staff	24	11.9%	
Total	201		
Concord University			
Faculty	118	46.1%	
Classified Staff	118	46.1%	100.0%
Non-Classified	20	7.8%	
Total	256		
Fairmont State University			
Faculty	171	39.1%	
Classified Staff	164	37.5%	99.3%
Non-Classified Staff	102	23.3%	
Total	437		
Glennville State College			
Faculty	63	32.0%	
Classified Staff	90	45.7%	93.9%
Non-Classified Staff	44	22.3%	
Total	197		
Marshall University			
Faculty	799	49.0%	
Classified Staff	629	38.6%	92.9%
Non-Classified Staff	201	12.3%	
Total	1,629		
Potomac State College of West Virginia University			
Faculty	41	27.2%	
Classified Staff	87	57.6%	99.3%
Non-Classified Staff	23	15.2%	
Total	151		
Shepherd University			
Faculty	197	41.6%	
Classified Staff	204	43.0%	99.3%
Non-Classified Staff	73	15.4%	
Total	474		
West Liberty University			
Faculty	117	42.5%	
Classified Staff	117	42.5%	99.4%
Non-Classified Staff	41	0	
Total	275		
West Virginia School of Osteopathic Medicine			
Faculty	50	24.8%	
Classified Staff	124	61.4%	100.0%
Non-Classified Staff	28	13.9%	
Total	202		
West Virginia State University			
Faculty	129	35.5%	
Classified Staff	190	52.3%	93.7%
Non-Classified Staff	44	12.1%	
Total	363		
West Virginia University			
Faculty	2,402	40.7%	
Classified Staff	2,743	46.5%	99.3%
Non-Classified Staff	752	12.8%	
Total	5,897		
West Virginia University Institute of Technology			
Faculty	104	43.5%	
Classified Staff	116	48.5%	93.6%
Non-Classified Staff	19	7.9%	
Total	239		
Four-Year Institution Totals			
Faculty	4,270	41.4%	
Classified Staff	4,680	45.3%	97.7%
Non-Classified Staff	1,371	13.3%	
Total	10,321		

FY 2010
Faculty, Classified Staff, and Non-Classified Staff
Funding of Salary Schedule and Percentage toward Funding the Classified Employee Salary Schedule

Institution	Total Number of Employees	Percentage Of Total Employees	Salary Schedule Percentage of Full Funding
Two-Year Institutions			
Blue Ridge CTC			
Faculty	52	66.7%	
Classified Staff	13	16.7%	99.9%
Non-Classified Staff	13	16.7%	
Total	78		
Bridgemont CTC			
Faculty	34	56.7%	
Classified Staff	15	25.0%	96.0%
Non-Classified Staff	11	18.3%	
Total	60		
Eastern WV CTC			
Faculty	10	28.6%	
Classified Staff	19	54.3%	98.9%
Non-Classified Staff	6	17.1%	
Total	35		
Kanawha Valley CTC			
Faculty	47	67.1%	
Classified Staff	12	17.1%	100.0%
Non-Classified Staff	11	15.7%	
Total	70		
Marshall CTC			
Faculty	75	62.0%	
Classified Staff	30	24.8%	99.1%
Non-Classified Staff	16	13.2%	
Total	121		
New River CTC			
Faculty	41	40.2%	
Classified Staff	44	43.1%	99.9%
Non-Classified Staff	17	16.7%	
Total	102		
Pierpont CTC			
Faculty	62	72.1%	
Classified Staff	16	18.6%	100.0%
Non-Classified Staff	8	9.3%	
Total	86		
Southern WV CTC			
Faculty	92	42.2%	
Classified Staff	95	43.6%	91.1%
Non-Classified Staff	31	14.2%	
Total	218		
WV Northern CC			
Faculty	91	53.2%	
Classified Staff	62	36.3%	100.0%
Non-Classified Staff	18	10.5%	
Total	171		
WVU Parkersburg			
Faculty	91	45.0%	
Classified Staff	88	43.6%	96.6%
Non-Classified Staff	23	11.4%	
Total	202		
Two-Year Institution Totals			
Faculty	595	52.1%	
Classified Staff	394	34.5%	96.9%
Non-Classified Staff	154	13.5%	
Total	1,143		

FY 2010
Faculty, Classified Staff, and Non-Classified Staff
Funding of Salary Schedule and Percentage toward Funding the Classified Employee Salary Schedule

Institution	Total Number of Employees	Percentage Of Total Employees	Salary Schedule Percentage of Full Funding
Administrative Units			
CCTCE / HEPC			
Classified Staff	28	41.2%	99.9%
Non-Classified Staff	40	58.8%	
Total	68		
WVNET			
Classified Staff	34	81.0%	100.0%
Non-Classified Staff	8	19.0%	
Total	42		
GRAND TOTAL Of ALL ENTITIES			
Faculty	4,865	42.0%	
Classified Staff	5,136	44.4%	97.6%
Non-Classified Staff	1,573	13.6%	
Total	11,574		



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MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Richard Donovan, Chief Financial Officer

DATE: January 10, 2010

RE: Capital Projects

The Higher Education Policy Commission and the Council for Community and Technical College Education are charged by the West Virginia Code 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 21 and December 4, 2009, 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 probably would be in the range of 80 percent for Commission institutions and 20 percent for Council institutions.

As in past years, the process used to develop the list of capital projects in this request began in August as is summarized as follows:

- Institutions submitted their capital requests to the Commission and Council Office.
- These requests were submitted to the State Budget Office on September 1st as part of the Commission’s and Council’s FY 2011 appropriation requests.
- Staff also used this information to generate the list of prioritized capital projects in the following tables.

Table 1 identifies the proposed four-year institution E&G Health, Life Safety, ADA, Energy and Deferred Maintenance Projects recommended for funding which total approximately \$16

January 10, 2010

Page 2

million. These projects would be funded on a 50/50 basis if the Legislature appropriates the \$10 million in one-time funding requested by the Commission (\$8 million) and Council (\$2 million).

The projects in Table 2 are the proposed two-year institution E&G Health, Life Safety, ADA, Energy and Deferred Maintenance Projects recommended for funding which total \$2 million. These projects would be funded on a 70/30 basis (70% from State funding and 30% from institution funding). The 70/30 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
Approved Code Compliance, Energy and Deferred Maintenance Projects
January 10, 2010

Inst.	HEPC Pri. #	Project	Total Project Cost	Funds Available FY11+	Funds Needed	Recommended Funding Sources			Total Funds Required	Running Total State Appropriation
						State Funds	Institution Funds			
						State General or Special Revenue FY11	E&G Capital Fees FY11+	Auxilliary Fees FY11		
E&G PROJECTS										
Code Compliance Projects (Life Safety & ADA) - Priority 1										
WVU	1	Fire Alarm Integration Upgrade (HSC)	100,000	0	100,000	50,000	50,000	0	100,000	50,000
WVU	2	Knapp Hall Fire Alarm System upgrade	500,000	0	500,000	250,000	250,000	0	500,000	300,000
WVU	3	Law Center Fire Alarm System Upgrade	500,000	0	500,000	250,000	250,000	0	500,000	550,000
MU	4	Fire Alarm System-Science, Henderson, Shewey, Football Stadium	225,000	0	225,000	75,000	75,000	75,000	225,000	625,000
WVSU	5	Upgrade Fire Hydrants to Code	50,000	0	50,000	25,000	25,000	0	50,000	650,000
WVU	6	Church McKee Arts Center Stage Fire Curtains (PSC)	250,000	0	250,000	125,000	125,000	0	250,000	775,000
WVU	7	Riding Arena - Fire Pump, Sprinkle, Fire Alarm System (PSC)	250,000	0	250,000	125,000	125,000	0	250,000	900,000
MU	8	Jenkins Hall ADA Renovations	400,000	0	400,000	200,000	200,000	0	400,000	1,100,000
FSU	9	Wallman Hall Elevator Replacement	100,000	0	100,000	50,000	50,000	0	100,000	1,150,000
FSU	10	Turley Center Elevator Replacement	100,000	0	100,000	50,000	50,000	0	100,000	1,200,000
MU	11	Marshall Community College Building - ADA Elevator	241,000	0	241,000	120,500	120,500	0	241,000	1,320,500
WVSU	12	Elevator Upgrade to ADA Code - Capitol Center	200,000	0	200,000	100,000	100,000	0	200,000	1,420,500
WVU	13	Science Hall Elevator Replacement (PSC)	300,000	0	300,000	150,000	150,000	0	300,000	1,570,500

TABLE 1
HIGHER EDUCATION POLICY COMMISSION
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January 10, 2010

Inst.	HEPC Pri. #	Project	Total Project Cost	Funds Available FY11+	Funds Needed	Recommended Funding Sources			Total Funds Required	Running Total State Appropriation
						State Funds	Institution Funds			
						State General or Special Revenue FY11	E&G Capital Fees FY11+	Auxilliary Fees FY11		
E&G PROJECTS										
GSC	14	Elevator Replacements - RFK Library & Louis Bennett	350,000	0	350,000	175,000	175,000	0	350,000	1,745,500
WVSU	15	Elevator - Hill Hall -Phase 2 - Cost Increase	200,000	0	200,000	100,000	100,000	0	200,000	1,845,500
WVSU	16	Upgrade Exit Lights Campus Wide to ADA Code	150,000	0	150,000	75,000	75,000	0	150,000	1,920,500
WVSU	17	Upgrade Restrooms to ADA Code	100,000	0	100,000	50,000	50,000	0	100,000	1,970,500
Deferred Maintenance - Building Envelopes (Roofs, Waterproofing, etc.) - Priority 2										
CU	18	Marsh Hall Roof Replacement	240,000	0	240,000	120,000	120,000	0	240,000	2,090,500
GSC	19	Roof Projects - PE, Clark Hall and Fine Arts	950,000	325,000	625,000	312,500	312,500	0	625,000	2,403,000
FSU	20	Jaynes Hall Roof Renewal	300,000	0	300,000	150,000	150,000	0	300,000	2,553,000
MU	21	Jenkins Hall - Roof System	300,000	0	300,000	150,000	150,000	0	300,000	2,703,000
WVSU	22	Wallace Hall - Roof Replacement	250,000	0	250,000	125,000	125,000	0	250,000	2,828,000
WVU	23	Law Center Roof Replacement	900,000	0	900,000	450,000	450,000	0	900,000	3,278,000
WVSU	24	Cole Complex Roof Replacement	250,000	0	250,000	125,000	125,000	0	250,000	3,403,000
WVU	25	Engineering Research Roof Replacement	300,000	0	300,000	150,000	150,000	0	300,000	3,553,000
WVU	26	COBE Drain Tile and Water Remediation (WVUIT)	300,000	0	300,000	150,000	150,000	0	300,000	3,703,000
WVU	27	Arts Wing of Church McKee Arts Center Roof Replacement (PSC)	210,000	0	210,000	105,000	105,000	0	210,000	3,808,000

TABLE 1
HIGHER EDUCATION POLICY COMMISSION
Approved Code Compliance, Energy and Deferred Maintenance Projects
January 10, 2010

Inst.	HEPC Pri. #	Project	Total Project Cost	Funds Available FY11+	Funds Needed	Recommended Funding Sources			Total Funds Required	Running Total State Appropriation
						State Funds	Institution Funds			
						State General or Special Revenue FY11	E&G Capital Fees FY11+	Auxilliary Fees FY11		
E&G PROJECTS										
WVU	28	Conley Hall Roof Replacement (WVUIT)	200,000	0	200,000	100,000	100,000	0	200,000	3,908,000
WVU	29	Woodburn Hall Roof Replacement	750,000	0	750,000	375,000	375,000	0	750,000	4,283,000
WVU	30	Old Main Repairs Roof (WVUIT)	200,000	0	200,000	100,000	100,000	0	200,000	4,383,000
WVSU	31	Re-Point Brick - Fleming Hall	150,000	0	150,000	75,000	75,000	0	150,000	4,458,000
WVU	32	Coliseum Lower Roof Replacement	400,000	0	400,000	200,000	200,000	0	400,000	4,658,000
Deferred Maintenance - Energy Savings/HVAC/Building Systems - Priority 3										
CU	33	Science & Admin. Energy Savings	945,010	0	945,010	472,505	472,505	0	945,010	5,130,505
GSC	34	Upgrade Campus HVAC Systems & Install Controls - Heflin Admin., Fine Arts, PE & Louis Bennett	1,250,000	250,000	1,000,000	500,000	500,000	0	1,000,000	5,630,505
FSU	35	Hardway Hall Student Affairs HVAC	250,000	0	250,000	125,000	125,000	0	250,000	5,755,505
SU	36	HVAC Replacement Snyder Science Hall	900,000	0	900,000	450,000	450,000	0	900,000	6,205,505
FSU	37	Jaynes Hall HVAC	900,000	0	900,000	450,000	450,000	0	900,000	6,655,505
SU	38	Energy Savings Windows White Hall	350,000	0	350,000	175,000	175,000	0	350,000	6,830,505
MU	39	Emergency Generators	1,040,000	40,000	1,000,000	500,000	500,000	0	1,000,000	7,330,505
MU	40	Science Hall - Exhaust Fans/Units	500,000	0	500,000	250,000	250,000	0	500,000	7,580,505

TABLE 1
HIGHER EDUCATION POLICY COMMISSION
Approved Code Compliance, Energy and Deferred Maintenance Projects
January 10, 2010

Inst.	HEPC Pri. #	Project	Total Project Cost	Funds Available FY11+	Funds Needed	Recommended Funding Sources			Total Funds Required	Running Total State Appropriation
						State Funds	Institution Funds			
						State General or Special Revenue FY11	E&G Capital Fees FY11+	Auxilliary Fees FY11		
E&G PROJECTS										
WVSU	41	HVAC - Fleming Hall	400,000	0	400,000	200,000	200,000	0	400,000	7,780,505
WVSOM	42	Quad Space Renovation	500,000	0	500,000	219,495	280,505	0	500,000	8,000,000
Total			\$ 16,751,010	\$ 615,000	\$ 16,136,010	\$ 8,000,000	\$ 8,061,010	\$ 75,000	\$ 16,136,010	

Institution	Total Project Funds Needed	State Appropriation	Institution Match
Bluefield State College	0	0	0
Concord University	1,185,010	592,505	592,505
Fairmont State University	1,650,000	825,000	825,000
Glenville State College	1,975,000	987,500	987,500
Marshall University	2,666,000	1,295,500	1,370,500
Shepherd University	1,250,000	625,000	625,000
West Liberty University	0	0	0
WV School of Osteopathic Medicine	500,000	219,495	280,505
West Virginia State University	1,750,000	875,000	875,000
West Virginia University	5,160,000	2,580,000	2,580,000
Total	\$ 16,136,010	\$ 8,000,000	\$ 8,136,010

TABLE 2
COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION
Code Compliance, Energy and Deferred Maintenance Projects
January 10, 2010

Inst.	CCTCE Pri. #	Project	Total Project Cost	Funds Available FY11+	Funds Needed	Recommended Funding Sources			Total Funds Required	Running Total State General or Special Revenue
						State Funds	Institution Funds			
						State General or Special Revenue FY11+	E&G Capital Fees FY11+	Auxilliary Fees FY11+		
E&G PROJECTS										
Code Compliance (Life Safety & ADA) Priority 1										
PCTC	1	Robert C Byrd Aerospace Center Sprinkler System	900,000	0	900,000	630,000	270,000	0	900,000	630,000
WVUP	2	Safety Infrastructure (Sprinklers, Doors, Wiring, etc.)	870,000	0	870,000	609,000	261,000	0	870,000	1,239,000
SWVCTC	3	Williamson ADA Compliance Upgrades	175,000	0	175,000	122,500	52,500	0	175,000	1,361,500
WVUP	4	Elevator Replacement	400,000	0	400,000	280,000	120,000	0	400,000	1,641,500
SWVCTC	5	Williamson Elevator and Flooring Upgrades/Repairs.	175,000	0	175,000	122,500	52,500	0	175,000	1,764,000
SWVCTC	6	Emergency Alert System on Each Campus	200,000	0	200,000	140,000	60,000	0	200,000	1,904,000
Deferred Maintenance - Building Envelopes (Roofs, Waterproofing, etc.) - Priority 2										
NRCTC	8	Nicholas County Campus Reroofing Project	300,000	0	300,000	96,000	204,000	0	300,000	2,000,000
Total			\$ 3,020,000	\$ -	\$ 3,020,000	\$ 2,000,000	\$ 1,020,000	\$ -	\$ 3,020,000	

Institution	Total Project Funds Needed	State Appropriation	Institution Match
Pierpont Community and Technical College	900,000	630,000	270,000
New River Community and Technical College	300,000	96,000	204,000
Southern WV Community and Technical College	550,000	385,000	165,000
West Virginia University at Parkersburg	1,270,000	889,000	381,000
Total	\$3,020,000	\$2,000,000	\$1,020,000



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MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Dr. Bruce C. Flack

DATE: January 10, 2010

RE: **RBA Today**

RBA Today A West Virginia Bachelor's Degree Program for Adults (Program Update — December 2009)

Formation of Adult Learner Task Force

In January 2009, the West Virginia Higher Education Policy Commission announced the formation of the Adult Learner Task Force to be chaired by Dr. Suzanne Shipley, President of Shepherd University. The Task Force was charged to develop a program to promote and facilitate recruiting, retaining, and graduating non-traditional students at the state's public higher education institutions. Chancellor Brian Noland summarized the intent of the initiative:

Our aim is to integrate adult students into the fabric of campus culture to promote success in learning, not to set them apart from traditional students. As a long term goal, the work of the Task Force will ensure that each institution becomes a model "adult learner friendly" campus that actively and effectively welcomes and supports adult learners seeking to complete and/or further their educations. To that end, the Task Force will need to closely examine recruiting/marketing, student support services, academic program offerings, academic support, and responsiveness to special needs.

The Task Force has met on several occasions and is developing a new baccalaureate degree program for adults, *RBA Today*, that is based on the successful Board of Regents degree and will be available by the 2010 fall semester. The Task Force, assisted by staff from the Southern Regional Education Board, has also studied adult learner programs in Louisiana, Oklahoma and Kentucky.

Why an Adult Learner Degree

For too many adults in West Virginia, a college degree remains a dream and not a reality. While more adults in West Virginia are returning to college each year, thousands more have too few options to a bachelor's degree. West Virginia has made some progress in reaching working-age adults. In 2007-08, nearly 19,000 adults enrolled in undergraduate classes at West Virginia's public colleges and universities, an increase of about 11 percent over the last five years. But it has not been enough. Only 17 percent of West Virginians have completed a bachelor's degree, the lowest attainment rate in the nation. We need to do better.

The problem is not unique to West Virginia. Nationally, only 37.2 percent of adults 25-64 have an associate's degree or higher. No state tops 50 percent (Massachusetts leads the nation with 49.2 percent. West Virginia trails the nation at 25 percent) and the United States ranking internationally has dropped to tenth. Data on those who started but did not complete degree programs for this age cohort are just as troublesome: nationally, 20.3 percent of adults have some college and no degree. The pattern in West Virginia is similar. Dropping out of college combined with a low college-going rate adds up to a critical fact — too few West Virginians have college degrees.

An Adult Learner Degree Pays!

Why should securing a college degree become a state imperative? Simply put, on any measure, education pays: for individuals, for employers, and for the state. The relationship between educational attainment and several key societal conditions is compelling. Degreed individuals earn more money, pay more taxes, own more homes, are healthier, are less likely to be unemployed, and are less likely to be incarcerated. All of these factors provide benefits to the state, to its employers, to its economic development and to its ability to attract more business and industry.

At the individual level, the reasons for returning to college vary, but whatever the reason, returning to college is a smart move. Some seek to develop workplace skills, others want professional growth, and some just want to complete a college degree and realize a dream that started 10, 20, 30 or even 40 years ago. They may have experienced a life-changing event, such as marriage, divorce, or relocation, dropped out of college for financial reasons, or departed for academic reasons. But they all realize that getting a college degree changes a person's life and can open the way to many new opportunities. In fact, college graduates will earn about \$1 million more than high school graduates during their lifetimes. And earning a college degree will bring other benefits, including:

- Boosting new job prospects
- Enhancing better opportunities for promotions
- Developing an expanded knowledge base and new perspective for work and life
- Opening doors to further advanced education following completion of a bachelor's degree
- Influencing college and career decisions of family, friends, and co-workers

Attainment of a bachelor's degree will give each returning student a competitive advantage in the market place and provide the necessary skills and knowledge valued by employers in business, government, and organizations.

Enhancing the Regents Bachelor of Arts

The challenge in launching a new adult learner initiative is not an easy one. Were existing campus-based options viable, more adults would be engaged and would have already re-enrolled. Fortunately, West Virginia has a degree option that is targeted to adult students - the Regents Bachelor of Arts (RBA). During the last 10 years, nearly 8,000 West Virginians have received the RBA degree - the most productive in terms of numbers of graduates in the state. And since the inception of the RBA program in 1975, nearly 20,000 adult students have received the degree. By combining the Adult Learner initiative with the Regents Bachelor of Arts, returning students will find a convenient and adult-friendly degree model for pursuing their education. To that end, West Virginia, through its public colleges and universities, is initiating a new, flexible and affordable baccalaureate degree completion program that will provide working-age adults wishing to return to college the opportunity to earn a bachelor's degree. The initiative, targeted to adults who have some college experience but have never completed a degree, will provide new pathways to a degree, will utilize alternative delivery methods, compressed learning periods and adult-focused services.

Launching *RBA Today*

RBA Today, the new program for adult learners that has been developed by the West Virginia Higher Education Policy Commission, enhances the existing Regents Bachelor of Arts degree that has been successfully offered for adults who have a high school degree and who have been out of school for at least four years. *RBA Today*, by providing more subject areas of emphasis, a greater number of online courses, and courses offered in compressed time frames, will be an attractive opportunity for adult learners with previous college experience to complete a bachelor's degree.

All West Virginia's public four-year colleges and universities will have the opportunity to participate in *RBA Today*. Prospective students who meet the eligibility requirements may enroll in the institution of their choice. Through the bachelor's degree opportunities in *RBA Today*, West Virginia higher education can better address its imperative of making degree attainment for the state's residents a reality.

What is *RBA Today*?

RBA Today is an enhanced version of the Regents Bachelor of Arts degree that for many years has provided baccalaureate degree opportunities to working adults who want to improve their skills, advance in their careers, or reach the goal of achieving a degree without putting their lives on hold. The format of the *RBA Today* continues the underlying elements of the Regents Bachelor of Arts, but adds new curricular areas of emphasis and allows participants the flexibility of online learning and fast track courses. Emphasis will be given to accelerated (compressed time frame) courses that can be completed over a period of several weeks.

The *RBA Today* degree is an attractive program for students who are trying to finish a degree as quickly as possible, or for those who have been out of high school for awhile and want to get started. The program offers a variety of ways to put a schedule together and transfer credits from any other accredited university. Students can finish sooner if they take advantage of the accelerated curriculum (courses of 4 to 8 weeks duration) and many online offerings. Students can also use CLEP tests and challenge exams from a department to receive credit for a course. In addition, students may participate in the Prior Learning Assessment process that allows submission of a portfolio that explains college level learning that students have gained from work or life experiences and contains documentation to support it to earn college credit.

Students in the *RBA Today* program complete the same classes that any student takes to earn a similar degree. Students must complete 128 semester hours comprised of 36 general education hours (communications, humanities, natural sciences, social sciences, mathematics or computer applications), 40 upper division hours, and 52 elective hours. Another option allows for an area of emphasis in institutionally sanctioned program areas of study with the completion of a minimum of 15 hours of upper division, graded coursework, with a minimum grade of "C" in each class.

Degree Options

Among the degree options available at West Virginia's public four-year colleges and universities through *RBA Today* are areas of emphasis such as organizational leadership, business, English, natural science, economics, history, foreign language, international relations, political science, sociology, and psychology. The number of program areas of emphasis will likely be expanded at participating institutions as the program matures.

Further, the *RBA Today* coordinator at each campus will advise students of other possible degree opportunities for adults such as the Bachelor of Applied Science degree or traditional degrees, if appropriate.

Participating Institutions

Institutions eligible to participate in *RBA Today* are:

Bluefield State College
Concord University
Fairmont State University
Glennville State College
Marshall University
Shepherd University
West Liberty University
West Virginia State University
West Virginia University
West Virginia University Institute of Technology
West Virginia University - Parkersburg

When *RBA Today* Begins

Students may enroll in the *RBA Today* program at any participating institution beginning in August 2010. Fast track accelerated courses and online courses which will allow for timely completion of the *RBA Today* degree are currently being developed and will be more widely available by August 2010.

Grants for Course and Program Development

The West Virginia Higher Education Policy Commission has awarded grants for the development of accelerated or compressed time-frame courses for offering as part of the new *RBA Today* degree program that will increase educational opportunities for adults across West Virginia:

1. Inter-institutional grant (three to five institutions) for development of a 15-hour Organizational Leadership area of emphasis within the *RBA Today* Degree - \$50,000
2. Thirteen \$5,000 grants for development of twenty upper division accelerated *RBA Today* courses for the general curriculum

The grants, which were awarded in November 2009, will enable West Virginia public colleges and universities to create and utilize collections of upper-level undergraduate courses that lead to degree completion in a flexible and accelerated format. The grant program included two major areas - 1) an institutional grant for an Organizational Leadership area of emphasis and 2) grant awards for thirteen accelerated courses. All courses are to be developed by May 2010 and may be offered by all Higher Education Policy Commission institutions.

The grant awards are as follows:

Inter-Institutional Course Awards:

Institution	Approved Course
Bluefield	Ethical Leadership (HUMN 450)
Concord	Theories of Leadership (EDUC 400a)
West Liberty	The Philosophy of Organizational Leadership: A Historical Approach (POLS 303)
	Introduction to Leadership (POLS 301)
WVU-P	Industrial/Organizational Psychology (PSYC 323)
	Human Communication & Rational Decisions (SPCH 304)
Fairmont	Self Leadership & Personal Growth

Accelerated Upper Level Course Awards:

Institution	Approved Course
Concord	Criminology (SOC 303)
	Management Concepts for Service Organizations (RTM 315)
Fairmont	The Short Story
	The Bible as Literature
Marshall	Critical Thinking Skills (ITL 350)
Shepherd	Perceptions of Beauty
	Music Psychology
West Liberty	Fundamentals of Nutrition (BIO 330)
	Legal Environment of Business I (GBUS 344)
	Psychology of Adulthood & Old Age (PSYC 320)
	Building Character: An Exploration of Leadership through Literature (ENG 378)
	Practical Applications of Geographic Information Systems (GEO 303)
WVU	Adulthood & Aging (PSYC 345)

Future Development - Student Services and Marketing

As of December 2009 the curriculum and processes for development of additional compressed time-frame courses are largely in place. The remaining major tasks are those relating to essential student services and marketing. Certain services such as web-site development, admissions, registration, and financial aid must be effectively provided. Efforts are currently underway to cooperate with a state agency to obtain addresses of former West Virginia college students who left college without attaining a degree. While all adult students are eligible to enroll in a Regents Bachelor of Arts program, the primary focus in *RBA Today* will be on identifying and encouraging re-enrollment of students who have completed at least 60 semester credits.

The total target market in West Virginia (i.e. adults with some college but no degree who have been out of school for at least three years) is 85,000. Of those, more than 25,000 adults have 60 or more credits earned.

Adult Students Who Have Stopped Out and Their Hours Earned (1995-2005*)						
	0	001-29	30-59	60-89	90+	Total
Bluefield State College	504	2,303	1,181	969	896	5,853
Concord University	392	1,804	926	559	499	4,180
Fairmont State University	1,145	4,174	1,929	1,619	1,441	10,308
Glenville State College	475	1,949	899	768	849	4,940
Marshall University	1,154	6,231	3,550	2,717	2,647	16,299
Potomac State College of WVU	453	1,697	694	617	62	3,523
Shepherd University	596	2,419	1,323	1,018	793	6,149
West Liberty State College	250	1,114	779	619	815	3,577
West Virginia State University	990	3,765	1,787	1,254	957	8,753
West Virginia University	1,061	6,776	4,781	2,778	2,204	17,600
WVU Institute of Technology	442	1,586	716	678	704	4,126
Total	7,462	33,818	18,565	13,596	11,867	85,308

*Note: 2006 data not yet available.

[Source: West Virginia Higher Education Policy Commission, Division of Policy and Planning]

The Adult Learner Task Force over the next six months will work with the institutions in implementing enhancements to the existing RBA degree programs and in launching ***RBA Today*** by the 2010 fall semester.