

MINUTES of the  
GREAT BASIN COLLEGE  
FACULTY SENATE  
COMPENSATION & BENEFITS COMMITTEE

The C&B Committee has not met during the summer session.

**Travel Money Requests**

Since this committee handles requests for the funding of travel to professional development activities, we encourage faculty to get their requests in as soon as you are able. Information and forms are available on the committee's website.

**Update Regarding the Salary Schedule**

**How the Process Began**

The process for salary review is a periodic one. It arises in conformity with NSHE Code 5.5.1: "**Development and Review of Salary Schedules.** Salary schedules for the universities, special units, state college, and the community colleges shall be reviewed every four years, in an odd numbered year, by joint efforts of the faculty, the presidents and the chancellor."

In addition, portions of the Board of Regents' Handbook (title IV chapter 3) provide details about current policy and procedure governing the study and implementation of salary ranks, ranges, and schedules.

The *Code* required for this study process to take place last year; however, since the salary schedule has been suspended, and since we have received neither merit increases nor Cost-of-Living Adjustments (COLA), it would have been a fruitless task to conduct the study last year. When it is conducted, the process begins in April and ends in November, with recommendations being made to the regents for their meeting in December. This timetable **is flexible**.

Chancellor Klaich's role in the process has been minimal. Conforming to the provision of the *Code*, he authored a memorandum on March 9th of this year. In that memo, he pointed to the portions of the *Handbook* describing the process. For example,

"Compilation and Review of Comparative Salary Data: Data concerning salaries paid to executives in the peer institutions shall be collected every four years in odd-numbered years. Using these data, salary ranges shall be reviewed for each executive category. The peer institution group salaries occurring at the seventy-fifth percentile shall be used to establish the mid-point of each proposed NSHE salary range. The ranges shall be compared for internal consistency among institutions and System units and for proportional relationships between faculty and executive salaries, with adjustments proposed as necessary." (BoR *Handbook* IV, 3, 24)

## What Happened the Last Time

Chancellor Klaich provided a brief history of the 2007 salary schedule adjustment. That presentation from 2007 indicated that the process involved:

- an examination of the salary data provided by the AAUP
- an examination of the salary data provided by CUPA-HR
- recommendations for dealing with issues related to the lowest-level salaries in each column of the schedule

In part, this resulted in "No salary increase for faculty except for the few on the bottom 4 rows." (presentation, p. 7)

- recommendations for adjusting the median salary by \$200
- a recommendation to examine the possibility of moving to a rank/range system
- a recommendation to study the methodology used in putting together salary studies for the system, which process would "involve the Human Resources Directors and faculty in working with System Administration staff." (presentation, p. 21)

Chancellor Klaich convened a committee made up of faculty members, HR directors, and system staff – exactly as specified in 2007. *In previous years, the process was conducted mainly by administrators, although faculty did have some input.* Therefore, we faculty have a greater "say" in the process this year than probably in any prior year.

## Makeup of the Systemwide Committee

Some colleges have a single representative, while others have two.

Typically, the faculty member who chairs his/her senate's committee dealing with compensation and benefits issues participates in systemwide discussions of this nature, but that differs from college to college.

Five members of the committee are instructional faculty. There are two system representatives. The others are HR personnel.

With positive impact, CSN's senate officers have participated actively over the past several meetings.

The faculty senate chairs of each institution are kept apprised of the outcome of every meeting and are provided with handouts.

The salary schedule systemwide committee met several times during the summer, approximately once every three weeks. We examined the following data sets, as they relate to faculty salaries nationwide: the AAUP annual salary survey; the CUPA-HR annual report; and the Bureau of Labor Statistics report on faculty salaries nationwide. We observed the following:

- over the past ten years, the salaries of CC faculty in Nevada have gone down with respect to salaries at the universities
- the AAUP report is far more comprehensive than the CUPA data, although they appear to be relatively consistent with one another
- the universities key their salaries to the national set of Land Grant institutions

- while the Land Grant institutions themselves are a stable, representative group, their report to CUPA has been inconsistent – particularly in 2011-12
- the state college has salaries set at 83.3% (five sixths) of the university ranges
- community college administration have salaries set at 83.3% of university (admin) ranges
- currently, CC faculty salaries in Nevada average at about 72% of university faculty salaries
- there is no information available from WICHE
- few WICHE institutions report to AAUP or CUPA
- cost-of-living comparisons indicate that the comparisons we are making are relevant and appropriate
- salary distributional data from NSHE will help spot and fix problems in the salary model
- the peer-institution lists for Nevada CC's are almost mutually exclusive.

In addition...

- last year's aggregate inflation rate was over 2%
- between 2001 and the present, the Consumer Price Index (CPI-U) has exceeded the rate of change in CC faculty salaries every year except in 2002 and 2003
- the universities wound up using CUPA data to form their new salary proposal
- the national data would support keying the salaries of CC faculty to a figure between 75% and 80% of university faculty

The committee determined to connect the salaries of community-college faculty to those of Nevada's universities, which (in turn) are correlated with the 75<sup>th</sup> percentile of the salaries at the Land Grant universities.

So far, the committee has examined seven models for adjusting the pay scale and has established priorities for the process:

- (1) get base salaries to the competitive levels indicated by the national data;
- (2) establish a framework to make future work easier;
- (3) make up for lost ground.

This would include establishing guidelines for requesting fair COLA rates and allowing the colleges to make up for equity issues that have arisen largely as a consequence of the salary reductions and scale suspension. These equity issues involve both placement onto the schedule and advancement along it. At the moment, the committee is working from broadest goals toward specifics. The timeline for completion would circulate proposals to the CC's this fall; however, the committee may take longer if more time is required in order to achieve the goals of the process.

We will update you with more information as it arises.