

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

On December 13, 2010, the Vice President for Academic Affairs informed the committee of his intent to raise the rate of overload pay from \$700/credit to \$750/credit. In his words:

“This is to lessen the gap between the current overload rate and the adjunct rate of \$800/credit. \$800/credit (the adjunct rate) is the rate we should pay for overload as per our workload policy.

“In the last few years the full-time faculty graciously conceded that it was important to bring up the rate for adjunct faculty, even though we could not bring up the rate of overload as quickly. We have been incrementally increasing the overload rate as we could over the last few years, but it still lags behind the adjunct rate. This will further narrow the gap.

“This seems to be a good time to do this. It is mid-year, so the financial effect will not be as great as doing this at the beginning. Also, we continue to see salary savings as some positions have not yet been filled as soon as we had anticipated. By doing this now, we will be able to build it into future budgets. We anticipate we can do this in consideration of possible future events.

“Overall, we can afford to do this now, and should be able to carry it forward in the coming years. It seems like a good time to take this step.

“Please let me know of any comment you may have in this regard. It does not need official approval, but we would like your responses.”

On behalf of the committee, the chair responded in the affirmative, subject to the money being available for the increase. On January 13, 2011, the VPAA asked for a formal vote. The committee then convened via e-mail, with the following members present: Kara Coates; Frank Daniels; Kevin Marie Laxalt; and Connie Zeller. The following members were absent: Greg Molyneux and Jon Licht.

**ACTION:** We recommend to the Senate the approval of an increase in overload pay to \$750 per credit.

In addition, the committee met again on January 12, 2011. The following members were present: Kara Coates; Frank Daniels; Kevin Marie Laxalt; Jon Licht; and Connie Zeller. The following members were absent: Greg Molyneux. We were joined by President Carl Diekhans.

The President brought forward an item for discussion. He explained to the committee that several compensation issues prompted him to consider increases in salary for two GBC administrators. He provided for consideration following information:

- the salaries of positions with similar responsibilities at WNC, TMCC, and CSN
- the salaries of GBC employees who hold vice presidencies
- the salaries of GBC employees who hold deanships and other positions that are regarded as being on lower administrative tiers
- the locations of the individuals within the organizational structure
- information on the salaries of recently-hired employees.

Some members of the committee were convinced that the proposal was justifiable from a compensatory standpoint. Others were concerned about any political liability that might occur as a result of increasing the salaries. The committee as a whole thanked the president for his openness and willingness to provide information. The committee did not reach a consensus and planned to meet again for further discussion. The president later withdrew his proposal, and that later meeting was canceled.