

Proposed Salary Schedule
 by Degree Category

The universities have proposed adjusting their salary schedule in a manner that would set the average of the “median” column to \$87,780. Recognizing that the salaries of community college administrators are set at 83.3% of those at the universities, and that the same figure also establishes salaries for faculty at the state college, the salary committee recommends tying the ranges for community college salaries to the university average at a rate of **83.3%**. [Currently in Nevada, CC faculty salaries average under 71% of university salaries, although they were once as high as 82.3%.] This rate would set the middle of our table (center of rank 3) at **\$73,121**.

Doing so would yield a salary schedule as follows:

Range	Min	1Q	Median	3Q	Max
5	\$59,837	\$72,905	\$87,745	\$105,589	\$128,650
4	\$55,848	\$68,045	\$81,895	\$98,550	\$120,073
3	\$49,864	\$60,755	\$73,121	\$87,991	\$107,208
2	\$43,880	\$53,464	\$64,346	\$77,432	\$94,343
1	\$39,891	\$48,604	\$58,497	\$70,393	\$85,766

Cost of Implementation

Establishing this salary schedule would incur costs at each community college, with most of the costs being borne by the college having the greatest number of faculty members. The cost of moving faculty members below the scale up to the new scale would be approximately **\$72,740** at Great Basin College. The community colleges are prepared to incur these costs in order to implement a scale that is equitable.

Positioning of Current Faculty

All faculty members would be positioned exactly where they are now, with respect to range and salary, being awarded COLA as determined by the legislature.

Positioning of New Faculty

New Faculty would be positioned according to experience, as they are now, relative to the bottom of the range that is proper for their education.

Equity Adjustments

The proposal would allow each institution to make equity adjustments for faculty members who have suffered due to the compression of the former scale and would direct the institutions to make periodic equity studies. The general results of the equity study would be reported to

the faculty senate. As the committee envisions it, the equity adjustments would be funded out of the money assigned for new positions. For example, during a given year when GBC is able to hire 5 new faculty members, the department chairs could choose to allocate one of the positions toward equity adjustment.

Movement from One Range to Another

Policies governing movement from one range to another would not be changed. For example, a faculty member who attains a higher degree would move up to the range appropriate for persons holding that degree:

Range 5 = doctorate

Range 4 = master's plus

Range 3 = master's

Range 2 = bachelor's plus

Range 1 = bachelor or lower.

COLA

What we have labeled in the past as "merit" – an adjustment of the same percentage made to each faculty member's salary – would now be called more properly a Cost-of-Living Adjustment (COLA). COLA is money awarded for the completion of one's duties, to compensate for the loss of buying power that occurs with inflation. Every faculty member would receive the COLA approved by the legislature, which would shift each member "to the right" within their range. The committee proposes that the system request COLA equal to the Consumer Price Index (CPI-U).

Merit

"Merit" is not money awarded for the satisfactory fulfillment of one's duties but is money awarded for the completion of a special project or projects that benefit the institution or system. Examples may include: designing a program; adapting a major for delivery through a new medium; organizing a recruiting effort.

The merit pool, when funded by the legislature, would be used to advance faculty salaries subject to a System Merit Policy, which would place the distribution of Merit within the purview of the faculty.

The faculty and administration at each college **would write a policy together** that governs the distribution of merit money and promotes its fair distribution. That policy should be part of the institutional bylaws. We currently envision a process similar to the awarding of tenure. For example: faculty would apply for merit, and a faculty committee would make recommendations for the awards to the administration. (As with tenure), the award of merit would be subject to presidential approval. The faculty would build into the policy a process for dealing with disagreements between faculty and administration over the award of merit.

Any award of merit that a faculty member receives would add into the base salary and would be *in addition to COLA money*.

Tenure and Rank Advancement

When a faculty member is awarded appointment with tenure, (s)he would receive a 2.5% increase in annual salary – moving him/her to the right within the same range on the salary schedule.

The committee is discussing whether it might make sense for the community colleges to create an additional rank – similar to the progression at the universities: Assistant Professor → Associate Professor → Professor. A salary adjustment similar to the one above would apply in that instance, although at the moment this is merely a point for discussion.

Next Steps

A formal proposal will be distributed to the faculty senates relatively soon – we anticipate within a month's time. The discussion with the faculty will take as much time as it may consume. The committee will seek suggestions for policy wording, being particularly concerned with those that assure fairness. "What do the faculty need to see in the policy in order to support the schedule?"

Policy Matters

The committee is scheduled to consider next the changes in the Board of Regents' *Handbook* that would be necessary to implement the policy. These changes will be studied carefully, with the committee taking as much time as necessary to word them properly.

The committee has acknowledged that changes to the Funding Formula should be considered as independent of the need to modernize and adjust the salary schedule.

Statement of Support from the CSN Faculty Senate

Dr. Charles Milne and Darin Dockstader, Chair and Chair-Elect of the CSN Faculty Senate, issued a statement of strong support for the process. In particular, they support:

- Tying the community college salary scale to the university scale (instead of peer groups)
- Using 83.3% as the factor of correlation between the two scales. "Please think of [faculty] value, education, experience, and impact."
- "We strongly support the adoption of pay ranges and the elimination of the rigid, inflexible and demoralizing step schedule. ... It produces compression. ... Long-time faculty at CSN agree that they would have been better off financially if the salary schedule had never been adopted. Also, steps prevent equity adjustments and perpetuate compression." Dr. Milne observed that if he were to quit and be rehired, he "would get a raise of more than \$3000."

- “We believe that the raises to faculty should be separated into COLA and merit raises, and the COLA should be given to every community college faculty member.” Let the faculty decide how merit should be distributed.

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