

March 14, 2025

Ad Hoc Committee on Faculty Salary Equity Review Written Report

The ad hoc committee on Faculty Salary Equity Review was convened at the request of GBC President Amber Donelli. The committee was formed to perform a biannual salary equity review as required by NSHE.

The committee members are:

John Rice, Chair; Sheri Baker, Eleanor O'Donnell, Abigail Loya, Bryan May, Dorothy Callandar, George Kleeb, Jason Farnsworth, Katie Snow, Norm Whittaker, Nicole Scollard (TMCC HR), Kim Studebacker (TMCC HR), Dave Sexton (Ex Officio).

The Nevada System of Higher Education requires its institutions to adopt and follow a policy for bi-annual Equity Salary Adjustments. Great Basin College has been out of compliance with this directive since 2013, when its last salary equity study was conducted. The ad hoc committee was tasked with completing the work GBC's previous three presidents, Mark Curtis, Lynn Mahlberg, and Joyce Helens failed to complete.

The committee has been meeting as a whole and in subcommittee one to two times weekly since February 17, 2025. As of this writing, the committee has completed its preliminary work examining academic faculty salaries.

The committee defines its study as one focused on analyzing existing internal positions and their associated responsibilities and duties to identify pay disparities and discrepancies for the same or similar work relative to age, race, gender, job description and responsibilities, seniority, academic credential, previous work experience, whether the position was identified as "difficult to hire", and other variables.

As of this writing the committee has mined data from all academic faculty. The academic faculty were divided into three areas:

1. Zero/Non-Tenured Track
2. Tenure Track
3. Tenured

Each area was examined "by hand" to identify discrepancies in pay. As those discrepancies were discovered, a subcommittee of the whole, made up of members Baker, Kleeb and Rice drilled down into individual personnel salary data and examined age, race, gender, job description and responsibilities, seniority, academic credentials, previous work experience, and other variables.

In its preliminary examination of academic faculty data, the committee finds discrepancies in pay, but it does not find inequities. Discrepancies appear in all three areas the committee has examined. The committee found those discrepancies were caused by one or another faculty member having a higher academic credential, a higher number of previous years of experience¹,

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seniority, or other variables.²

The committee reminds the Faculty Senate that faculty members who feel they are not being compensated fairly for *any* reason may seek their own individual salary review process through human resources.

The committee understands through its conversations with President Donelli that there is institutional interest in conducting a full-scale institutional salary study which will address compensation issues comprehensively. A salary study is more far-reaching than an equity study. The committee will include support for this effort in its recommendation to the President.

The committee will complete its work examining professional faculty salaries by the end of March and will draft a recommendation for the president's consideration to be delivered in April. The committee's recommendation will be shared with faculty at that time.

The committee has also been asked to share its data more broadly as we conduct our work. Since the data being examined contains sensitive information, we are awaiting guidance from administration before we distribute our work material.

The committee also cautions those who use TransparentNevada.com as a place to compare peer salaries. Transparent Nevada only reports on dollars distributed to Nevada state employees. Those dollars include salary, benefits (vacation pay, health and other insurance, retirement benefits, and other compensation), travel reimbursements, stipends for overload pay, and many other variables. Transparent Nevada is an unreliable source of salary information, and we discourage anyone from drawing conclusions from the numbers appearing there.

The ad hoc committee includes dedicated members from every area of the college. If you have questions about the work, please speak with the representative from your area. We have been able to closely examine several specific cases because of good recommendations made by faculty to their representative. The committee encourages that participation.

Respectfully Submitted,
John Rice, Chair

¹ In "difficult to hire" Zero track negotiated contracts, an employee may be credited with up to 25 years of previous experience, including related job experience in "industry". Standard tenure track positions can be credited with up to 10 years of previous experience

² Simply put, as the subcommittee of the whole examined instances of salary discrepancies, it discovered in all instances it was comparing an apple to an orange. Those instances cannot be compared on the same scale.