

April 7, 2025

Ad Hoc Committee on Faculty Salary Equity Review Final Report and Recommendation

The ad hoc committee on Faculty Salary Equity Review was convened at the request of GBC President Amber Donnelly. 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 Studebaker (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 committee has been meeting as a whole and in subcommittee one to two times weekly since February 17, 2025.

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.

The committee has mined data from all academic and professional faculty. The academic faculty were divided into three areas:

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

Professional Faculty were examined as a whole.

All data 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 examination of academic and professional faculty data, the committee finds discrepancies in pay, but it does not find inequities. Discrepancies appear in all areas the committee 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, seniority, or other variables.²

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

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 makes the following finding and recommendations to President Donnelly:

- After thorough examination of academic and professional faculty salaries, the ad hoc committee finds no instances of inequity.
- The committee recommends President Donnelly engage the institution in a full-scale institutional salary study to address compensation issues comprehensively. The committee recommends this study take place at the earliest opportunity.
- The committee recommends the adoption of the following policy: GBC Equity Salary Adjustment Plan³.

Great Basin College Equity Salary Adjustment Plan (RECOMMENDATION)

It is the policy of Great Basin College to conduct a biannual equity review of the salaries of academic and administrative faculty to determine whether a faculty member's salary is appropriate as compared to the salaries of other faculty at the institution based upon years of experience, educational attainment, and other relevant factors.

Responsible Office(s): GBC Human Resources

Procedure: Provisions, definitions, and procedures may be found on the Human Resources website.

HR Provisions, Definitions, and Procedures

(Human Resources maintains provisions, definitions, and procedures of this plan)

A biannual review of the salaries of academic and administrative faculty will be conducted to determine whether a faculty member's salary is appropriate as compared to the salaries of other faculty at the institution based upon years of experience, educational attainment, and other relevant factors.

An accompanying biannual identification of institutional resources to fund equity adjustments shall be made.

The internal equity study may be performed by institution HR personnel, or the institution may hire an outside consultant as agreed upon by the president and the faculty senate.

The results of all internal equity studies shall be provided to the faculty senate.

Appropriate internal equity adjustments of salaries may be phased-in incrementally within the biennium they are awarded, depending on funding resources.

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.

³ This policy draft was provided for our consideration and use by TMCC.

A faculty member may request an equity review of his or her salary. The review shall be conducted by Human Resources and any equity adjustments made as a result shall be approved by the president and shared with the faculty senate.

The annual progress of the internal equity review (study) and related adjustments shall be reported annually to the Board of Regents regarding the progress, per P&G manual, Ch.3, Section 3.

Definitions:

- Equity studies or reviews analyze existing internal positions and associated responsibilities/duties to identify pay disparities and discrepancies for the same/similar*

The ad hoc committee includes dedicated members from every area of the college. As chair of this committee, I am deeply grateful for the careful and considerate work of our colleagues.

Respectfully Submitted,
John Rice, Chair