

## Resolution in Support of the Proposed Changes to the NSHE Community College Faculty Salary System

The GBC Faculty Senate supports the proposed NSHE community college salary schedule which includes the following elements:

- Indexing our median salary to 83.3% of the University Faculty Peer group consisting of 49 land grant institutions.
- The move to this index number would occur in stages such as indexing to 78% the first two years and to the final 83.3% in the subsequent two year period.
- The steps from the current community college salary schedule would be removed and replaced by ranges. The current proposal contains 5 ranges defined by the same educational credentials in the current schedule.
- The middle range, Range 3, would be equal to the average of the midpoints of the four rank ranges in the Basic University Faculty Salary schedule and the other ranges would be defined from Range 3 as follows: Range 5 median = 1.20 x Range 3 median, Range 4 median = 1.12 x Range 3 median, Range 2 median = 0.88 x Range 3 median, Range 1 median = 0.80 x Range 3 median.
- The spread in each range would be plus/minus 36.6% about the middle of the range. This is the same as the current schedule.
- Faculty salaries that have fallen off the bottom of their ranges will be moved up into range.
- Current faculty would be positioned where they are now.
- New faculty would be positioned as they are now, based on experience.
- Institutions would be allowed to make equity adjustments to faculty salaries. Institutions would be directed to undertake periodic equity studies to facilitate the equity adjustments. The general results of such equity studies would be reported to the faculty senate.
- COLA (cost of living adjustment) should be 1) funded by the legislature, 2) awarded to compensate faculty who have completed their duties in order to offset inflation, and 3) should be awarded equal to the CPI (consumer price index).
- Merit will be awarded according to an institutionally determined Institutional Merit Policy. Merit will be added to a faculty member's base salary and would be in addition to COLA.
- When appointment with tenure is awarded, a 2.5% increase in salary will move the faculty member within the same range on the salary schedule.