

Equity Salary Adjustment Plan

The following is the Equity Salary Adjustment Plan for Great Basin College full-time instructional faculty. The Equity Committee that is formed will be tasked with the initial equity study as well as developing a set of equity policies and procedures. The following Equity Salary Adjustment Plan very closely follows the requirements of the NSHE Board of Regents Policy on Community Salary Schedule passed 2/28/13. The revision on this date changed Board of Regents Procedures and Guidelines Manual(PGM) in Chapter 3, Sections 1-3, and Board of Regents Handbook, Title 4, Chapter 3, Sections 35 and 36. The specific part of the PGM that this plan address is Chapter 3, Section 3, Part d (Movement on the Schedule, Salary equity Adjustments). This plan was produced by members of the GBC Faculty Senate Executive Committee.

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For the purpose of the equity review the Faculty Senate Compensation and Benefits Committee will work with at least one pick (*ex officio*) from the President. Examples of administrative faculty that should be *ex officio* members for the equity review are VP of Business Affairs and Director of Institutional Research. The administrative committee member(s) should have access to appropriate human resources data to carry out the study and understand institutional resources to fund equity adjustments.

The Faculty Senate Compensation and Benefits Committee with additional administrative members provides biennial reviews (after an initial review) of salaries of academic 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 and educational attainment. Data considered in the review should include gender and self-reported ethnicity.

The equity review will be performed without identifiers on the salary and experience data. Names will be removed by an administrative committee member before data is viewed. Data will be shared with the Faculty through Faculty Senate.

The Faculty Senate Compensation and Benefits Committee with additional administrative members will direct and perform the review without the assistance of an outside consultant.

The Faculty Senate Compensation and Benefits Committee with additional administrative members recommends appropriate adjustment of salaries and identifies institutional funding resources to fund these adjustments. The recommendations may be phased-in incrementally depending on funding resources.

A faculty member may request an equity review of his or her salary to this committee.

The President or designee is charged with reporting annually to the Board of Regents regarding the progress made in implementing salary equity adjustments identified in an equity study.

The Faculty Senate Compensation and Benefits Committee with additional administrative members is charged with developing and revising this plan, and policies and procedures that result from this plan.