

Report of the
GREAT BASIN COLLEGE
FACULTY SENATE
COMPENSATION AND BENEFITS COMMITTEE
May, 2013

Between mid-March and April 29, 2013, the committee convened through IAV on a weekly basis and by e-mail and phone at other times. All members of the committee were present, plus additional advisors: Norm Whittaker; Vice President for Academic Affairs Michael J. McFarlane; and Vice President for Business Affairs Sonja Sibert.

In addition to the material presented to the senate at the April meeting, the committee conducted a detailed investigation into matters of salary compression and equity – in compliance with the direction from the Board of Regents. The committee created and examined several models, looking for:

- points where salaries were compressed as a result of the salary freeze, and of moving the bottom portion of the scale to the top several years ago
- salary inequities created by the hiring of new faculty in recent years coupled with the inability to advance existing faculty
- salary inequities related to demographic issues (gender, ethnicity).

The committee found no gender or ethnic bias in placement on the scale or in promotion. However, the committee found inequities of the other type and a great deal of compression at the lower end of the pay ranges.

We selected the following methodology:

We were determined to disperse (spread) points in each salary range according to a given percentage. The former salary scale was dispersed at 2.5%, but this proved to be unaffordable (see attached models). We examined models in which the dispersion was less than 2.5%, keeping in mind that the ultimate goal of this multi-year process is full restoration.

Since there was compression at the bottom of Range Five (faculty with doctorates) that would have forced salaries below the scale otherwise, it was necessary to make the following adjustment, which is based on the placement methodology that the VPAA has used since 2008:

- salaries of faculty hired before Fall, 2010, were adjusted upward three grades within the range;
- salaries of faculty hired during F10-S11 were adjusted upward two grades within the range;
- salaries of faculty hired during F11-S12 were adjusted upward one grade within the range;
- salaries of faculty hired during F12-S13 were not adjusted upward.

The above adjustment is in addition to the movement upward to the bottom of the pay range that was approved by the senate last month.

Furthermore, we determined that *no salaries would be adjusted downward* as a result of the process.

Treatment of the so-called “Tenure Bump” (or Salary Adjustment)

Promotion with tenure carries with it a 2.5% salary adjustment. This was the equivalent of one additional year on the old pay scale. During the years since 2008, that amount has been compressed considerably. It is currently not possible financially to reset the distinction between tenured and tenure-track salaries at every level to 2.5%. However, with input from the chancellor’s office the committee has maintained a “one-step” differential between tenured and tenure-track faculty with the same degree and experience. As this process continues in the coming years, the salary adjustment will return to the 2.5% level that faculty once enjoyed.

Reading the Model Descriptions

Each model shows five columns of information. These are:

Tenure Status as of Fall, 2013 – These are shown as “Y” for “Yes” and “N” for “No.” As indicated above, possession of tenure results in a higher salary of one grade within a range.

Base Salary is the instructor’s current salary (May, 2013) before any adjustments are made to the new range and grade.

TA G/R indicates the grade and range. The first digit is either 2, 3, 4, or 5 – indicating the faculty member’s degree. The other two digits indicate the number of pay grades (formerly rigid steps) above the bottom of the pay range.

Adjustment shows the annual amount necessary to adjust the faculty member’s salary to the new amount.

New Salary indicates the proposed salary after the adjustments are made.

Rows in which the first three columns are black indicate hire dates before F10;

rows in which the first three columns are blue indicate a hire date in F10-S11;

rows in which the first three columns are brown indicate a hire date in F11-S12;

rows in which the first three columns are red indicate a hire date in F12-S13.

This information is the same on each model.

At the end of each model is shown the annual costs of implementing the model ... in addition to what the college currently spends on faculty salaries. This is the amount of money that Great Basin College would need to set aside for equity and compression adjustments in order to implement the model.

ACTION ITEM: The committee recommends unanimously that we bring the “**2.0% model**” to the President’s Council for approval. Keep in mind that PC will be unable to make a decision regarding any model until after information about NSHE funding reaches us from the state legislature.

In the event that there are insufficient funds for the 2.0% model, we request that the senate approves the implementation of the 1.8% model. In the event that there are insufficient funds for the 1.8% model, we request that the senate approves the implementation of the 1.5% model. Otherwise, we would need to convene the senate during the summer session in order to make a recommendation.

Rank 0, Range 0 Positions

The committee also examined those positions that are currently defined as Rank 0 by the college and NSHE. At GBC, the vast majority of these are the so-called “hard to hire” positions. The salaries of hard-to-hire positions were not affected by the compression described above, although all faculty salaries have been subject to the statewide cuts. Since they were not subject to compression, and since the vast majority of these salaries are *higher* than their placement would have been on the old step schedule, the committee does not recommend adjusting any salaries in this group.

Administrative Salaries

The senate has already brought the salaries of all administrative faculty up to the new salary ranges. These were not subject to compression, since they were salary ranges rather than steps. Regarding equity, nearly all of these positions are very different from one another. In detailed discussions with the VPBA, we did not find any clear equity issues in administrative ranges 1 through 7.

However, in range 8 we did find that the movement up to the range did create equity issues for two of the members of that range. We propose separating the most-recently-hired member of this range from the next-highest salary by two (2.0%) salary grades. We propose separating the other two salaries, which are close together now, by one (2.0%) salary grade. We have recommended using the same percentage applied to academic faculty salaries, and if it is necessary for academic faculty to use one of the other (1.8%, 1.5%) models, then we recommend the same for range 8 of the administrative salaries.

ACTION ITEM: The committee recommends unanimously that we bring the “**2.0% model**” to the President’s Council for approval. As before, in the event that there are insufficient funds for the 2.0% model, we request that the senate approves the implementation of the 1.8% model. In the event that there are insufficient funds for the 1.8% model, we request that the senate approves the implementation of the 1.5% model.

WE REMIND YOU that the regents’ policy permits any professional employee to request a personal equity study – in the event that you believe you are treated inequitably.

2.5% Model

This model included a dispersion of 2.5% between salary points in the range.

Range Two (Below Masters)

Tenure?	Base Sal	TA G/R	Adjust.	New Salary
N	\$46,059.00	211	\$7,852	\$53,911
Y	\$52,111.00	218	\$13,574	\$65,685
Y	\$57,521.00	221	\$13,215	\$70,736

Range Three (Master's Degree)

Tenure?	Base Sal	TA G/R	Adjust.	New Salary
Y	\$41,910.20	304	\$9,628	\$51,538
Y	\$45,132.00	307	\$10,369	\$55,501
N	\$46,260.00	308	\$10,628	\$56,888
Y	\$48,602.00	310	\$11,166	\$59,768
Y	\$48,602.00	310	\$11,166	\$59,768
N	\$49,817.00	309	\$8,494	\$58,311
N	\$49,817.00	310	\$9,951	\$59,768
N	\$52,339.00	310	\$7,429	\$59,768
Y	\$57,773.00	317	\$13,273	\$71,046
Y	\$59,217.00	318	\$13,605	\$72,822
Y	\$59,217.00	318	\$13,605	\$72,822
Y	\$63,771.00	321	\$14,650	\$78,421
Y	\$66,999.00	323	\$15,392	\$82,391
Y	\$68,674.00	324	\$15,777	\$84,451
Y	\$70,391.00	325	\$16,172	\$86,563
Y	\$72,151.00	326	\$16,576	\$88,727
Y	\$73,954.00	327	\$16,991	\$90,945
Y	\$77,698.00	329	\$17,851	\$95,549
Y	\$79,641.00	330	\$18,297	\$97,938

Range Four (Master's Plus)

Tenure?	Base Sal	TA G/R	Adjust.	New Salary
N	\$48,112.00	403	\$8,203	\$56,315
Y	\$50,548.00	407	\$11,613	\$62,161
Y	\$54,435.00	410	\$12,506	\$66,941
Y	\$55,796.00	411	\$12,818	\$68,614
Y	\$61,588.00	415	\$14,149	\$75,737
Y	\$73,209.00	422	\$16,819	\$90,028
Y	\$82,829.00	427	\$19,029	\$101,858
Y	\$82,829.00	427	\$19,029	\$101,858

2.5% Model, Page 2

Range Five (Doctorate)

Tenure?	Base Sal	TA G/R	Adjustment	New Salary
N	\$49,065.00	500	\$6,965	\$56,030
N	\$50,292.00	501	\$7,139	\$57,431
N	\$50,292.00	501	\$7,139	\$57,431
N	\$51,549.00	502	\$7,318	\$58,867
Y	\$59,781.00	511	\$13,735	\$73,516
Y	\$59,781.00	511	\$13,735	\$73,516
Y	\$61,275.00	512	\$14,079	\$75,354
N	\$62,807.00	513	\$14,431	\$77,238
N	\$62,807.00	510	\$8,916	\$71,723
Y	\$64,378.00	514	\$14,791	\$79,169
Y	\$65,987.00	515	\$15,161	\$81,148
Y	\$71,061.00	518	\$16,327	\$87,388
Y	\$72,837.00	519	\$16,735	\$89,572
Y	\$72,837.00	519	\$16,735	\$89,572
Y	\$76,525.00	521	\$17,582	\$94,107
Y	\$80,399.00	523	\$18,472	\$98,871
Y	\$90,964.00	528	\$20,900	\$111,864
Y	\$93,238.00	529	\$21,422	\$114,660

The cost of implementing the model is the sum of the values in the “adjustment” column, multiplied by 1.3 to account for the associated benefits package.

For this model, these costs are:

Salary Adjustment	\$651,416.86
Benefits	\$195,425.06
Cost of Model	\$846,841.91

2.0% Model

This model included a dispersion of 2.0% between salary points in the range.

Range Two (Below Masters)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
N	\$46,059.00	211	\$5,029	\$51,088
Y	\$52,111.00	218	\$7,746	\$59,857
Y	\$57,521.00	221	\$6,000	\$63,521

Range Three (Master's Degree)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
Y	\$41,910.20	304	\$8,630	\$50,540
Y	\$45,132.00	307	\$8,501	\$53,633
N	\$46,260.00	308	\$8,446	\$54,706
Y	\$48,602.00	310	\$8,314	\$56,916
Y	\$48,602.00	310	\$8,314	\$56,916
N	\$49,817.00	309	\$5,983	\$55,800
N	\$49,817.00	310	\$7,099	\$56,916
N	\$52,339.00	310	\$4,577	\$56,916
Y	\$57,773.00	317	\$7,606	\$65,379
Y	\$59,217.00	318	\$7,469	\$66,686
Y	\$59,217.00	318	\$7,469	\$66,686
Y	\$63,771.00	321	\$6,997	\$70,768
Y	\$66,999.00	323	\$6,628	\$73,627
Y	\$68,674.00	324	\$6,426	\$75,100
Y	\$70,391.00	325	\$6,211	\$76,602
Y	\$72,151.00	326	\$5,983	\$78,134
Y	\$73,954.00	327	\$5,742	\$79,696
Y	\$77,698.00	329	\$5,218	\$82,916
Y	\$79,641.00	330	\$4,933	\$84,574

Range Four (Master's Plus)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
N	\$48,112.00	403	\$7,383	\$55,495
Y	\$50,548.00	407	\$9,521	\$60,069
Y	\$54,435.00	410	\$9,311	\$63,746
Y	\$55,796.00	411	\$9,225	\$65,021
Y	\$61,588.00	415	\$8,793	\$70,381
Y	\$73,209.00	422	\$7,636	\$80,845
Y	\$82,829.00	427	\$6,431	\$89,260
Y	\$82,829.00	427	\$6,431	\$89,260

Range Five (doctorate)

Tenure?	Base Salary	TA G/R	Adjustment	New Salary
N	\$49,065.00	500	\$6,965	\$56,030
N	\$50,292.00	501	\$6,859	\$57,151
N	\$50,292.00	501	\$6,859	\$57,151
N	\$51,549.00	502	\$6,745	\$58,294
Y	\$59,781.00	511	\$9,885	\$69,666
Y	\$59,781.00	511	\$9,885	\$69,666
Y	\$61,275.00	512	\$9,785	\$71,060
N	\$62,807.00	513	\$9,674	\$72,481
N	\$62,807.00	510	\$5,493	\$68,300
Y	\$64,378.00	514	\$9,552	\$73,930
Y	\$65,987.00	515	\$9,422	\$75,409
Y	\$71,061.00	518	\$8,964	\$80,025
Y	\$72,837.00	519	\$8,788	\$81,625
Y	\$72,837.00	519	\$8,788	\$81,625
Y	\$76,525.00	521	\$8,398	\$84,923
Y	\$80,399.00	523	\$7,955	\$88,354
Y	\$90,964.00	528	\$6,586	\$97,550
Y	\$93,238.00	529	\$6,263	\$99,501

The cost of implementing the model is the sum of the values in the “adjustment” column, multiplied by 1.3 to account for the associated benefits package.

For this model, these costs are:

Salary Adjustment	\$360,916.22
Benefits	\$108,274.87
Cost of Model	\$469,191.09

1.8% Model

This model included a dispersion of 1.8% between salary points in the range.

Range Two (Below Masters)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
N	\$46,059.00	211	\$3,938	\$49,997
Y	\$52,111.00	218	\$5,555	\$57,666
Y	\$57,521.00	221	\$3,316	\$60,837

Range Three (Master's Degree)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
Y	\$41,910.20	304	\$8,234	\$50,145
Y	\$45,132.00	307	\$7,769	\$52,901
N	\$46,260.00	308	\$7,594	\$53,854
Y	\$48,602.00	310	\$7,208	\$55,810
Y	\$48,602.00	310	\$7,208	\$55,810
N	\$49,817.00	309	\$5,006	\$54,823
N	\$49,817.00	310	\$5,993	\$55,810
N	\$52,339.00	310	\$3,471	\$55,810
Y	\$57,773.00	317	\$5,460	\$63,233
Y	\$59,217.00	318	\$5,154	\$64,371
Y	\$59,217.00	318	\$5,154	\$64,371
Y	\$63,771.00	321	\$4,139	\$67,910
Y	\$66,999.00	323	\$3,378	\$70,377
Y	\$68,674.00	324	\$2,970	\$71,644
Y	\$70,391.00	325	\$2,543	\$72,934
Y	\$72,151.00	326	\$2,095	\$74,246
Y	\$73,954.00	327	\$1,629	\$75,583
Y	\$77,698.00	329	\$630	\$78,328
Y	\$79,641.00	330	\$97	\$79,738

Range Four (Master's Plus)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
N	\$48,112.00	403	\$7,057	\$55,169
Y	\$50,548.00	407	\$8,702	\$59,250
Y	\$54,435.00	410	\$8,072	\$62,507
Y	\$55,796.00	411	\$7,836	\$63,632
Y	\$61,588.00	415	\$6,751	\$68,339
Y	\$73,209.00	422	\$4,220	\$77,429
Y	\$82,829.00	427	\$1,824	\$84,653
Y	\$82,829.00	427	\$1,824	\$84,653

Range Five (doctorate)

Tenure?	Base Salary	TA G/R	Adjustment	New Salary
N	\$49,065.00	500	\$6,965	\$56,030
N	\$50,292.00	501	\$6,747	\$57,039
N	\$50,292.00	501	\$6,747	\$57,039
N	\$51,549.00	502	\$6,516	\$58,065
Y	\$59,781.00	511	\$8,397	\$68,178
Y	\$59,781.00	511	\$8,397	\$68,178
Y	\$61,275.00	512	\$8,131	\$69,406
N	\$62,807.00	513	\$7,848	\$70,655
N	\$62,807.00	510	\$4,166	\$66,973
Y	\$64,378.00	514	\$7,549	\$71,927
Y	\$65,987.00	515	\$7,234	\$73,221
Y	\$71,061.00	518	\$6,186	\$77,247
Y	\$72,837.00	519	\$5,800	\$78,637
Y	\$72,837.00	519	\$5,800	\$78,637
Y	\$76,525.00	521	\$4,969	\$81,494
Y	\$80,399.00	523	\$4,055	\$84,454
Y	\$90,964.00	528	\$1,369	\$92,333
Y	\$93,238.00	529	\$757	\$93,995

The cost of implementing the model is the sum of the values in the “adjustment” column, multiplied by 1.3 to account for the associated benefits package.

For this model, these costs are:

Salary Adjustment	\$252,461.18
Benefits	\$75,738.35
Cost of Model	\$328,199.53

1.5% Model

This model included a dispersion of 1.5% between salary points in the range.

Range Two (Below Masters)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
N	\$46,059.00	211	\$2,341	\$48,400
Y	\$52,111.00	218	\$2,411	\$54,522
Y	\$57,521.00	221	\$0	\$57,521

Range Three (Master's Degree)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
Y	\$41,910.20	304	\$7,646	\$49,556
Y	\$45,132.00	307	\$6,688	\$51,820
N	\$46,260.00	308	\$6,337	\$52,597
Y	\$48,602.00	310	\$5,585	\$54,187
Y	\$48,602.00	310	\$5,585	\$54,187
N	\$49,817.00	309	\$3,569	\$53,386
N	\$49,817.00	310	\$4,370	\$54,187
N	\$52,339.00	310	\$1,848	\$54,187
Y	\$57,773.00	317	\$2,366	\$60,139
Y	\$59,217.00	318	\$1,824	\$61,041
Y	\$59,217.00	318	\$1,824	\$61,041
Y	\$63,771.00	321	\$58	\$63,829
Y	\$66,999.00	323	\$0	\$66,999
Y	\$68,674.00	324	\$0	\$68,674
Y	\$70,391.00	325	\$0	\$70,391
Y	\$72,151.00	326	\$0	\$72,151
Y	\$73,954.00	327	\$0	\$73,954
Y	\$77,698.00	329	\$0	\$77,698
Y	\$79,641.00	330	\$0	\$79,641

Range Four (Master's Plus)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
N	\$48,112.00	403	\$6,571	\$54,683
Y	\$50,548.00	407	\$7,490	\$58,038
Y	\$54,435.00	410	\$6,254	\$60,689
Y	\$55,796.00	411	\$5,804	\$61,600
Y	\$61,588.00	415	\$3,792	\$65,380
Y	\$73,209.00	422	\$0	\$73,209
Y	\$82,829.00	427	\$0	\$82,829
Y	\$82,829.00	427	\$0	\$82,829

Range Five (doctorate)

Tenure?	Base Salary	TA G/R	Adjustment	New Salary
N	\$49,065.00	500	\$6,965	\$56,030
N	\$50,292.00	501	\$6,578	\$56,870
N	\$50,292.00	501	\$6,578	\$56,870
N	\$51,549.00	502	\$6,175	\$57,724
Y	\$59,781.00	511	\$6,219	\$66,000
Y	\$59,781.00	511	\$6,219	\$66,000
Y	\$61,275.00	512	\$5,715	\$66,990
N	\$62,807.00	513	\$5,188	\$67,995
N	\$62,807.00	510	\$2,218	\$65,025
Y	\$64,378.00	514	\$4,637	\$69,015
Y	\$65,987.00	515	\$4,064	\$70,051
Y	\$71,061.00	518	\$2,189	\$73,250
Y	\$72,837.00	519	\$1,512	\$74,349
Y	\$72,837.00	519	\$1,512	\$74,349
Y	\$76,525.00	521	\$71	\$76,596
Y	\$80,399.00	523	\$0	\$80,399
Y	\$90,964.00	528	\$0	\$90,964
Y	\$93,238.00	529	\$0	\$93,238

The cost of implementing the model is the sum of the values in the “adjustment” column, multiplied by 1.3 to account for the associated benefits package.

For this model, these costs are:

Salary Adjustment	\$148,203.96
Benefits	\$44,461.19
Cost of Model	\$192,665.14

Administrative Salaries – Range 8 – 2.0% Model

This model included a dispersion of 2.0% between salary points in the range.

Base Salary	Years at GBC	Title	Adjust.	New Salary
\$134,000.00	4	VICE PRESIDENT	\$6,613.00	\$140,613.00
\$139,614.00	30	VICE PRESIDENT	\$6,679.77	\$146,293.77
\$143,395.00	22	VICE PRESIDENT	\$5,824.64	\$149,219.64

The cost of implementing the model is the sum of the values in the “adjustment” column, multiplied by 1.3 to account for the associated benefits package.

For this model, these costs are:

Salary Adjustment	\$19,117.41
Benefits	\$5,735.22
Cost of Model	\$24,852.63

Administrative Salaries – Range 8 – 1.8% Model

Base Salary	Years at GBC	Title	Adjust.	New Salary
\$134,000.00	4	VICE PRESIDENT	\$6,613.00	\$140,613.00
\$139,614.00	30	VICE PRESIDENT	\$6,106.63	\$145,720.63
\$143,395.00	22	VICE PRESIDENT	\$4,948.60	\$148,343.60

The cost of implementing the model is the sum of the values in the “adjustment” column, multiplied by 1.3 to account for the associated benefits package.

For this model, these costs are:

Salary Adjustment	\$17,668.22
Benefits	\$5,300.47
Cost of Model	\$22,968.69

Administrative Salaries – Range 8 – 1.5% Model

Base Salary	Years at GBC	Title	Adjust.	New Salary
\$134,000.00	4	VICE PRESIDENT	\$6,613.00	\$140,613.00
\$139,614.00	30	VICE PRESIDENT	\$5,249.03	\$144,863.03
\$143,395.00	22	VICE PRESIDENT	\$3,640.97	\$147,035.97

The cost of implementing the model is the sum of the values in the “adjustment” column, multiplied by 1.3 to account for the associated benefits package.

For this model, these costs are:

Salary Adjustment	\$15,503.00
Benefits	\$4,650.90
Cost of Model	\$20,153.90