Great Basin College FACULTY SENATE 2024-2025 Friday, January 24, 2024 9:00 am

Elko –GTA 130; Ely – GBC 118; Pahrump- PVC 122; Winnemucca – GBC 123/124.

AGENDA

1.	Roll Call:						
2.	Call to Order:						
3.	Approval of November 21, 2024 minutes - For Possible Action						
4.	Standing Committee Reports: a. Academic Standards & Assessment	No Report					
	b. Bylaws c. Compensation & Benefits d. Curriculum Review	No Report					
	e. Instructional Technology f. Gen Ed Committee g. Personnel h. Equipment Awards Advisory Group i. Equipment Advisory Awards Spreadsheet – For Possible Action	No Report Written Report Action Items					
5.	Senate Chair Report –						
6.	Special Guests:						
	President Dr. Amber Donnelli –						
	Chancellor Patty Charlton –						
7.	Unfinished Business:						
8.	New Business:						
9.	Information Items:						
10.	Announcements:						
11.	Good of the Order:						
12.	Adjournment:						

Great Basin College FACULTY SENATE 2024-2025 Friday, November 15, 2024 9:00 am

Elko –GTA 130; Ely – GBC 118; Pahrump- PVC 122; Winnemucca – GBC 123/124.

DRAFT MINUTES

1. Roll Call: Steven Hrdlicka, Dean Straight (Proxy for Tim Esh), Abigail Loya, Christopher Salute, Madison Arbillaga, Dorothy Callander, Jamie Carlson, Merrick Mildrum (Proxy for Tami Potter), Eleanor O'Donnell, Ping Wang, Kara Coates, Stephanie Davis, Jason Brick, Kristin Heath, Amer Ogle, Kimberly Noah, Roger Quijada

Absent Representatives: Tiffany Ross

Other Members Present: Dave Sexton (Chair), Oscar Sida (Vice Chair), Jonathan Foster, Xunming Du, Ethan Hawkley, John Rice, Laura Debenham, Amy Smith, Yvonne Naungayan, Erica Salazar, Sheree Beard, Sheila Staszak, David Antonini, Shemayne Pitts, Krishna Subedi, Jenny Ahlvers, Michelle Beecher, Becky Coleman, Rita Pujari, Leah Johnson, Gerardo Wence-Munoz, Daniel Murphree, Gail Rappa, Mardell Dorsa, Sarah Massie

Others present: Vice President Sarah Negrete, Dean Mary Doucette, Dean David Stoddard, Dean Karl Stevens, Elizabeth Stanley, Shay West, Sharon Butterfield, Kimberly Myers

2. Call to Order: 9:01AM

3. Approval of October 18, 2024 minutes - For Possible Action

A motion to approve the minutes for October 18, 2024 was by Dean Straight, seconded by Jamie Carlson. Motion approved unanimously.

4. Senate Chair Report: There will be no December Senate meeting, but there will be a January meeting. Executive will meet during in-service week, and then Faculty Senate will meet the Friday after. Chair Sexton gives the floor to Dean Mary Doucette to speak about accreditation.

Dean Mary Doucette – The date for the site visit for the accreditation is April 10th. There will be two evaluators and one recommendation. They finished the GBC mission fulfillment report, which ensures that we are meeting out mission and how all are meeting that mission. The report will be available for the Faculty Senate in January. One item in the strategic plan is the Continuous Improvement Committee. Thank you for everyone who served on this committee. Thank you VP Sarah Negrete. Another item in the strategic plan is a peer institution comparison. The report for that will also be available in January. They have five national colleges and five regional colleges that they are comparing with key identifiers. Once they have all of the data fine-tuned, it will be published on the website. The ad hoc report needs to be completed 6-8 weeks before the visit. December 15th is the deadline.

GBC purchased a watermark. Thank you to everyone involved. Training for implementing it has already begun.

The ad hoc committee will be visiting everyone for the upcoming site visit during the months of January and February. Any questions, please reach out.

Dean David Stoddard – Dean Stoddard has a new title: Dean of Industrial Technology and Workforce Development, formally known as CTE. The "Mining Center of Excellence" will also be renamed. The new vision is to go beyond the original concept of a centralized mining training center. Academic Affairs Council renamed it to the Workforce, Innovation, Solutions, and Education Center or W.I.S.E Center. There were three reasons for the change. One was that we wanted to teach and produce industry workforce ready individuals at any of our locations. The second reason is that our mining industry partners are moving away from the term "mining" and are shifting to the term "minerals" in an effort to be more environmentally sustainable and accountable. We want to match what they're doing and also shift away from that term, so we aren't tied to it either. The third reason is that we want to be open to all, not only mining. Any questions, reach out to Dean Stoddard.

Jamie Carlson for the Faculty Evaluation Review – The committee met Thursday and discussed how dated the forms were and how the questions don't pertain to everyone. They want to update the form with faculty feedback, so they will make a google survey for faculty to give their opinions. The committee have plans to create a new form with the watermark Mary mentioned, and it will be a working document that you can submit online virtually, where everyone who needs it receives it.

Stephanie Davis for the Tenure Policy Review – The committee are focused on the confusing parts of the packet. They are working through what the requirements are and maybe combine some of the items. They are formulating how to make it more clear for the people going through it as well as for the tenure committees. The committee is also wanting the policy to align with the Faculty Evaluations, so they are waiting to see what the review looks like before they solidify anything.

Chair Sexton – One of the committees Chair Sexton is on wants to bring to the Board of Regents a change on Chapter 6, which is the termination policy. The committee has met several times this week. They are trying to narrow the Chapter down to one thing at a time, because the entire Chapter 6 is a mess, but they are not going to do anything without faculty approval. They want all of the senates to vote on it. Termination for cause is the main focus, and they are wanting to change the process. The proposed change is that the appeal will go to the Chancellor and the Chair of the Regents in consultation. This will not be an action item. It's more of a sense of the senate. Chair Sexton will gather more information and will hopefully bring it to the Senate in January.

A member asks if it will only pertain to tenured faculty.

Chair Sexton did not know the answer and wrote down the question to look into it. He will have an answer in January.

Standing Committee Repor	ts:
--	-----

i. Course Assessment Form Template – For Possible Action
A motion to approve the Course Assessment Form Template was by Jamie Carlson, seconded by Kara Coates. Motion passed unanimously.

Report

i. Professional Development Awards – For Possible Action

The three that were not approved this semester can reapply next semester.

The deadline for Spiring is March 31st.

A motion to approve the Professional Development Awards was by Dean Straight, seconded by Steven Hrdlicka. Motion passed unanimously.

Chair Ethan Hawkley – Last year we changed the INTs to Mastery courses, and with that change, opened the possibility of a broader elective opportunity. If any program supervisors would like to discuss options of accepting more variety of the Mastery courses, instead of the strict one-or-the-other that the INTs provided, reach out to Chair Hawkley. Some of the supervisors have already changed their programs to accept any of the Mastery courses for that specific elective. It might be too late for the new catalog, but be sure to contact to Chair Hawkley if interested.

i. Equipment Advisory Spreadsheet

Merrick Milldrum – November 30th is the deadline. It is the standard 300,000. Not sure where the quotes need to be sent, but you can upload everything on the Live Spreadsheet, since it's where the applications will be on this year. If you did not get the email, reach out to Merrick.

6. Unfinished Business: None.

- 7. **New Business:** There are big changes happening at the Library. Watch for an email from the Library Advisory Committee for more information. They plan to send it out before the January meeting.
- **8. Information Items:** Save the Date for the campus forums for the VP of Finance Interviews Monday, November 18th. Please attend in GTA 130 and fill out the forms. The search committee wants GBC feedback, and all are anonymous. There will be a zoom and IAV for the centers.
- **9. Announcements:** BetterMynd is for students, but there is an opportunity for faculty and staff. It is called ComPsych. You can get three free counseling sessions per year. If you need more information, HR can help, but you can also reach out to Arysta Sweat.

Mandatory Training – Please participate! We are looking for 100%.

10. Good of the Order: None.

11. Adjournment: 9:55AM

Great Basin College

Bylaws Committee, 2025

Faculty Senate Report, December 2024

Members: Kevin Seipp (Chair), Oscar Sida (Faculty Senate Vice Chair), Becky Coleman, Thomas Bruns

The Bylaws Committee did not meet during the month of December. Our next regulary scheduled meeting is Wenesday, January 22, 2025 at 9:00am.

Personnel Committee

Meeting Report

Thursday, Nov. 21, 2024

11 a m GTA 124 and via Zoom

Members: George Kleeb, Jason Brick, Xunming Du, Mardell Dorsa, Tim Beasley, Mike McGhee, Amber Cannon, Christopher Salute, and Arysta Sweat

Items covered:

- Meeting start: 11:04 am.
- October minutes approved.
- Spring meeting dates.
 - o TBD
- Spring training
 - Online training is available to all Personnel Committee members through a WebCampus course.
- Update on Personnel web page.
 - Tenure policy has been updated and is listed.
 - Tenure policy on the administrative policy page still needs to be updated. Mardell will be updating it.
- Update on teaching evaluation forms—possible sub-committee.
 - Personnel does not feel that evaluation forms fall under their purview. The new Faculty Evaluation committee would likely be a more appropriate fit.
- Review Sabbatical Applications and make recommendations for approval.
 - Sabbatical application deadline was extended to the end of the month. Review was postponed until Dec. 1 in the event there were more than the allotted two that needed to be recommended.
- Meeting end: 11:37 am

March Marc			_							
Mathematical 19 10 10 10 10 10 10 10	DEPARTMENT						JUSTIFICATION	SUPPORTIVE DOCUMENT		SUPERVISOR
Mathematical Math		Create Spaces Classroom Tables	12	562.04	6,744.48	Y Themes One and Three		https://docs.google.com/document/d/1pZfDO4YpisD9aJX0vbFtOgYT0Rtr2zI9QjdKBYfktEw/edit?usp=sharing	Becky Coleman	Jake Rivera
Mathematical Math		Create Spaces Move Chairs	36	243.16	8,753.76	y Themes One and Three		https://docs.google.com/document/d/1pZfDO4YpisD9aJX0vbFtOgYT0Rtr2zl9OidK8YfktEw/edit?usp=sharing	Becky Coleman	Jake Rivera
Company										
March Marc	GBC Winnemucca Center	-	1	1,500.00	1,500.00	y Themes One and Three	We need to convert the old computer lab into a classroom/training room for new programs.	https://docs.google.com/document/d/1pZfDO4YpisD9aJX0vbFtOgYT0Rtr2zI9QjdKBYfktEw/edit?usp=sharing	Becky Coleman	Jake Rivera
March Marc		Create Spaces chairs (shortcut, multipurpose) TS31201A -								
## 1985 1985		Ely Room 108 - Computer lab	4	389.42	1 557 68	v			Shemayne Pitts	Jake Rivera
March Marc			4	389.42	1.557.68	v	The chairs in our computer lab are in disrepair and should be replaced. You can no longer			
March Sept. March Sept. March Sept. Sept			4	389.42	1,557.68	v	adjust the height, the wheels no longer roll, some of the cushions are ripped, and some tip			
Company Comp	GBC Ely Center	color: scallion color: sprout	4	389.42	1.557.68	v	to the side. Since this is our computer iab, we would like the chairs to be functional and comfortable for our students to study.			
Martin 1964 1965		0 . 0					·			
March Marc		Ely Poom 112 - Nurring classroom			0.00	v Theme One	The chairs in the nursing classroom are in disrenair and should be replaced. You can no	https://docs.google.com/document/d/1t.l69e_hphha9QMCmv0a2YhkWYa0al_Nh3MZaY_v4rSiA/edit2tahat 0	Shemayne Pitts	Jake Rivera
		color: Truffle	2	389.42	778.84	v	longer adjust the height, the wheels no longer roll, some of the cushions are ripped, and			
And the control of th	000 51 0 11	color: sediment	2	389.42	778.84	v	some tip to the side. Since this is a classroom, we would like the chairs to be functional			
The Control of the Co	GBC Ely Center	coro. scalion	- 4	300.42	110.04	У				
Appendix Property	C1 0 10				FO 000 00	,	have enough trainers to allow contract training at remote sites as well as have trainers on			
Part	EIKO Diesei Program	Hydraulic trainer	-113	08,092.00	58,092.00	y Theme one	campus for degree seeking students	nttps://drive.google.com/ne/dr16KtkNOayKU3K1HstW1Y/5V0edOM1N2E/NeW/usp=snaring	Melissa Jacobo	David Stoddard
The control field and the control of	Elko Diesel Program	Pico scope	4	2.433.34	9.733.36	v Theme one, three	teach advanced diagnosis of electronic circuits	https://drive.google.com/file/d/1-cbXxc_dgP7LZuL8PuUFGeSNi_N9QZ5-\view?usp=sharing	Melissa Jacobo	David Stoddard
The control field and the control of										
Part	Elko Diesel Program	Air brake training board	1 :	71 214 00	71 214 00	y Theme one three	bas in there program	https://drive.google.com/file/d/1.09.ITQeWisyammRRDkKii.IIICWR1v1Nop/view?uspcsharing	Melissa Jacobo	David Stoddard
Application 1										
March 1966 1967							This equipment will allow us to have 4 complete linebore setups. With out this equipment			
Materia Mate	Elko Welding Program	Line Boring equipment	1	7.041.79	7.041.79	v Theme one, three	the students will not have equal access or oppertunities to complete the outcomes listed in the svilabus.	https://drive.google.com/file/d/1GVasaxdIAMOcaXmiVBsY9214Fm5mVZZI/view?usp=sharing	Melissa Jacobo	David Stoddard
West in the control of the control o		Line 10	2	84.00	168.00	v				
Note that the second process of the control of the second process of the control of the second process of the	C1 W 11 D	Line 20	7	84.00	588.00	Y Theme one, three		https://drive.google.com/file/d/1lLxOXL0Rdx20Rlqawbeb6nyMTZZVRZ5p/view?usp=sharing		
more analysis and the second of the second o	Elko Welding Program	Lile 30	- 2	68.00	130.00	V	The metal will be used to fabricate new tables for student use in the new Welding shoo			
more analysis and the second of the second o										
more analysis and the second of the second o							build a better lab. A Level Transmitter is a critical Intrument that aligns with industry			
Market has been been common and c							standards in sectors like oil & gas, water treatment, mining and environmental monitoring.			
The control for a 1 declaration for the second property of the control for a 1 declaration for the second property of the control for t				000.00	0.000.00		By integrating this technology into our new instrumentation program, we will provide			
Methodological processor of the company of the comp	winnemucca Instrumentation	Acnieve nydrostatic submersible level transmitter	9	298.00	2,682.00	y ineme one, three	students with nands-on experience programing and commissiong level transmitters.	nttps://drive.googie.com/merd/1pjeUXCvnPV2NSmpnNU30hiDuEwKP8I-m/view/tusp=sharing	melissa Jacobo	David Stoddard
Methodological processor of the company of the comp							We curently have 3 of these transmitters for a total of 16 students making it difficult for			
As a large control and an experimental control and a section of the control of th							each student to do labs having an aditional six will allow us to have a transmitter per each		1	1
Filtrements interested in the Section 1 And 2015 Mark	Winnemucca Instrumentation	3144P Temperature transmitter	6	1,208,88	7.253.28	v Theme one, three	group of two, making lab and lecture much more user freindly.	https://drive.google.com/file/d/1JjkMoA3yKEUtgaY16nom0gQrAeM52yZt/view?usp=sharing	Melissa Jacobo	David Stoddard
Filtrements interested in the Section 1 And 2015 Mark							Not a top priority but two aditional hand pumps would better spread out our students when			
The contraction of the contract of the contrac	Winnemucca Instrumentation	Fluke 700PTP-1 Pneumatic Tester	4	882.50	3.530.00	y Theme one, three	calibrating osi transmiters.	https://drive.google.com/file/d/1iUVgnMp1u0GRngIJEiHijI.SSfXia80S/view/usp=sharing	Melissa Jacobo	David Stoddard
The contraction of the contract of the contrac							wa curently Do not have any Canacitance level prober, there are comething that students			
Monomorphisms (and the property of the company of t	Winnemucca Instrumentation	level switch capacitance probe	8	631.58	5,052.64	y Theme one, three	will se in industry and having some would help grow our new program.	https://drive.google.com/file/d/1ACuHXsYofVmNpTBDuRw7PEH8xvntsG16/view?usp=sharing	Melissa Jacobo	David Stoddard
Monomorphisms (and the property of the company of t							We do not have any man flow meters these flow meters are the most common for flow			
The common in the dependence of the common in the common i							measurment in many idustries. I would love to incoprate these pico mags on my DAC			
Womenum to hyborous displacements of the complete form of the complete f							trainers. So that students may calibrate, commission, and better prepare students to work			
Westernace Interviewed by My float Wider and up of Day surprise dated and Day surprise deal and Day surprise dated	Winnemucca Instrumentation	Pico Mag flow meter	-4	572.00	2.288.00	y Theme one, three		https://drive.google.com/file/dr153v64q0pdp0OhluO5mz3h4fDB2kVbkO9/view/tusp=sharing	Melissa Jacobo	David Stoddard
Without State of the Cold Parking Indiana of the Cold Park							We curently have 16 students that all have to share 1 welder and oxy acetylene tourch set			
Without State of the Cold Parking Indiana of the Cold Park							fabricating brackets for Instrumentation instrument this is a bigh priority for our lab			
More more of the factors of Parket No. 1992. A process of the Cold Parket No. 1992 and the State No. 1992 and the	Winnemucca Instrumentation	Mig/ Stick Welder set up w/ Ocy acetylene tourch	1	5,532.00	5,532.00	y Theme one, three	development.	https://drive.google.com/file/d/1q-8oDCtXXKQaAAfqxQ03p3yYQQyjbXC2/view?usp=sharing	Melissa Jacobo	David Stoddard
More more of the factors of Parket No. 1992. A process of the Cold Parket No. 1992 and the State No. 1992 and the										
Homeword by Debtool The No Cale and Filtran	Winnemucca/ Fly Flectrical	Fluke 87v meters	24	473.81	11 371 44	y Theme one three	of multimeters 16 Meters for Winnemucca 8 for Fly	https://drive.google.com/file/d/1uKrYfARI.wifQSF316wCZF90IOv7vTVR0/view?uspzsharing	Melissa Jacobo	David Stoddard
Westermonard by Defected American Company and Conference Company Indicates an American Company of the Conference Company Indicates an American Company of the Conference Company Indicates Compa										
Nomemour 19 (Television Ages or compared in cade 1							regular basis. Winnemucca currently does not have a proper tool to complete this training.			
Elective mornal Picture of Pictur	Winnemucca/ Ely Electrical	Large gauge crimper with cutter	2	3,342.80	6,685.60	y Theme one, three	This tool also includes a cutting blade to show how to cut large gauge cables.	https://drive.google.com/file/d/13bjxosfAFkzQiEEa_ctnQe78VbYBchh_/view?usp=sharing	Melissa Jacobo	David Stoddard
Elective mornal Picture of Pictur							to an effect to assess during training industry has assessed interest in attached while to			
Text 00 Calls and Filtings ABAC ESS More Chin Males 4 80 50 1 80 50 0 1 80	Elko/Winnemuoca/Ely						terminate fittings using tech 90 pre-loaded liquid tight flexible metal conduit. The request			
ASIC CSS Many Chem Mater 3 4,000.00 1,000.00	Electrical	Tech 90 Cable and Fittings	3	3,629.67	10,889.01	y Theme one, three	is for cable and associated fittings.	https://drive.google.com/file/d/1HE1nmES6m3RuqVgJVpPLqJADFsSi_UFM/view?usp=sharing	Melissa Jacobo	David Stoddard
Part of a rate Suppr in required at a part onersy tree electrical department in required 2. December 2. 2 1,016.73 27 27 17.75 Towns one, three south report of an apparature of the electrical department in requesting 2. December 2. December 2. 2 1,016.73 27 27 17.75 Towns one, three south report of the electrical department in requesting 2. December 2.							Recommended by NGM. Used for troubleshooting 3 phase electric motors that have			
Biology Electrical Generate Calule Targere 2 1 MST 35 2 727 X 70 W Themse one, three and find or information of an improvement of electrical depathworsh required and processing a statistical and manufactured and processing and statistical and manufactured and processing and statistical and manufactured and mechanical assess for students and disclosured and mechanical assess for students and mechanical assessments and mechanical assessme	Electrical	AEMC 6255 Micro Ohm Meter	3	4,995.00	14,985.00	y Theme one, three	insulation damage which cannot be found with a standard insulation meter/megger.	https://drive.google.com/file/d/1Lp033OyS8EU-DhbmkQl9Xsbzoy-cnL/wew/usp=sharing	Melissa Jacobo	David Stoddard
the effort of understy throughout all composes, the electrical department is requesting 2 1 (10.17) 8, 12.77.10 Themse one, three Seat for CNA Ribs obspiring included 2 (2.98.00 5.170.00 Themse one, three Readings of the effort of understy and included sizes for toleres. Seat Sport Manufacture of the effort in structions and tradestruction states for the effort in structions and states testing of CNA states the effort in structions and states the effort in structions and states the effort in structions and structions and create a bands on direct and encountered for the effort in structions and encountered for the effort in struction							The use of a cable tugger is required at a great many new electrical installations. The			
Selection Concessed CANA Sends for COAA (Files shipping included 2 2,557 36 27,724.70 Themes one, three Resistance 20 + v did examinated mindred and mechanical senses for shiddent models and mechanical senses for shidents Selection COAA Sends for COAA (File shipping included 1 3,865 00 3,865							ability to introduce its use to the students is of great value to the electrical industry. With			
Health Scienced CNA Bed for CNA Elso shipping included 2 2,595.00 5,170.00 s. Therees one, three Recisions 20 v vid. encintenative many state testing of CNA state and state and state testing of CNA state and s	Elko/Ely Electrical	Greenlee Cable Turner	2	13 637 35	27 274 70	Theme one three	additional units one for Fly and one for Flko	https://drive.com/sia/d/157a/ViSFIBNeSulk/DenStARet/III/NVMG4/view/Zuerwehering	Meliera Jacobo	David Stoddard
Health Sciencesi CNA Manikin CMA Ely shipping included 1 3,849,00 3,849,00 V Therees one, three International Control of the Control of Manifer CMA Electron Control of Manifer CMA Electron CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 3 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 3 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 4 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 5 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 5 8,400.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 1 1,7,865.56 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 2 3,221.46 6,460.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included 3 4,000.00 V Therees one, three International CMA Reds for CMA Pahrump- shipping included Int		and the state of t	-		,_,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,		A TOTAL DESCRIPTION OF THE PROPERTY OF THE PRO		coodeld
Health Sciencesi CNA Mankin CMA Ely shipping included 1 3,849,00 3,849,00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 2 3,221.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 2 3,221.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 2 3,221.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 2 3,221.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 2 3,221.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 2 3,221.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 2 3,221.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included 3 3,241.66 6,400.00 V Therees one, three International CNA Reds for CNA Pahrump- shipping included International CN	Health Sciences/ CNA	Beds for CNA Elko shipping included	2	2,585.00	5,170.00	y Themes one, three	Replacing 20+ vr old equipment with outdated models and mechanical issues for students		Gina Johnson	Staci Warnert
All Sciences CNA Markin CNA By shipping included 1 3,849.00 3,849.00 Whereas one, three 1 5,849.00 Shipping included 2 5,321.60 6,462.50 Whereas one, three 2 5,321.60 6,462.50 Whereas one, three 2 5,321.60 6,462.50 Whereas one, three 3 5,849.00 Whereas one, three 3 5,849.00 Whereas one, three 3 5,849.00 Whereas one, three 4 5,349.00 Shipping included 4 5,349.00 Shipping included 5 5,840.00 Whereas one, three 5 5,840.0			T							
Health Scienced CNA Markin CMA Eye shipping included 1 3,849.00 19 homes one, three Including a requested for Ely to prevent CNA students from causing damage to the high fidelity Manakin by when months marking when practicing CNA base daily and property of the Septiment CNA Reds for CNA Pahrump- shapping included 2 3,221.46 6,402.90 Themes one, three Maga Code Kelly Advanced markin is a crucial High fidelity Manakin that will benefit our stranger or property of the complex desired from the capture of the capture o		1					all GBC lake to meet regulatory standards and create a hands on clinical emironment for			
health Scienced CNA Beds for CNA Pahrump-shipping included 2 3.231 40 6.462 50 v. Therees one, three Personal care which requires profiting the market by the morning markins such personal care which requires rolling a very heavy, or approximation of the market program and students for present care which requires rolling a very heavy. Margo Code Relly Advanced markins in a crucial High Fidelity Manakin that will benefit our parameters of the program and students by enhancing their Annihology of the program and students by enhancing their Annihology of the program and students by enhancing their Annihology of the program and students by enhancing their Annihology of their Anni	Health Sciences/ CNA	Manikin CNA Ely shipping included	1	3,849.00	3,849.00	y Themes one, three	teaching scenarios in the skills lab.		Gina Johnson	Staci Warnert
Health Scienced CNA Beds for CNA Pahrump-shipping included 2 3.291.46 6.462.50 V Themes one, three Vegetable Scienced CNA Beds for CNA Pahrump-shipping included 2 3.291.46 6.462.50 V Themes one, three Vegetable Scienced CNA Vegetable Scienced Scienced Science Sci							The basic manikin is requested for Ely to prevent CNA students from causing damage to		1	1
Health Scienced CNA Beds for CNA Pahramp-shipping included 2 3,221.46 6,462.92 W Themes one, three segments electronic manils are small light fielding. Manakin that will benefit our parameters of the period of the state of the							the high fidelity ADN manikins by when moving manikins when practicing CNA basic skills		1	1
Maga Code Yelly Advanced markin is a crucial High fidelity Manakis that will benefit our searmed program and statement by enhancing their hands on learning opportunities. This advanced, Family advanced markin by enhancing their hands on learning opportunities. This advanced, Family advanced marking their hands on learning opportunities. It is advanced, Family advanced marking and statements to marking their extension statements to marking the essential skills. Increasing our inventory of simulation equipment ensures essential skills. Increasing our inventory of simulation equipment ensures essential skills. Increasing our inventory of simulation equipment ensures essential skills. Increasing our inventory of simulation equipment ensures especially advanced instructional large with industry transfers to support repetation, but and the control of the state of the st	Health Sciences/ CNA	Beds for CNA Pahrump- shipping included	2	3,231.46	6,462.92	y Themes one, three	expensive electronic manikin several times by multiple students		Gina Johnson	Staci Warnert
sammetic program and students by enhancing their hands on learning apportunities. This advanced had peal peal realism later citized procedures, including alway management, critical core, transmit entervention, and patient assessment. In advanced control to the students to make the exercised side. ***Students** **Total Control Contr		and the state of t	7	,	-,					
samemic program and students by enhancing their hands on learning opportunities. This advances delicity and explain marks in students to practice tree intelligences, including alway management, critical core, trauma interventions, and patient sections. **Record of the program of the program of the section of the sectio							Mana Cada Kalla Adamand manifes in a social High Fidulis Manali		1	1
This advanced, Sim Pad-capable mankin allows students to practice critical procedures, including analyses, and patient assessment, in realistic scenarios that allow students to practice critical procedures, including a support of smalladore equation of that allow students in the students assessment, in realistic scenarios that allow students cannot and students assessment, in realistic scenarios that allow students are students and students are students assessment as a students, enabling them for eague in high quality training without compromising contain students, enabling them for eague in high quality training without compromising contain the students, enabling them for eague in high quality training without compromising containing them is the students and enabling them is eague; in high quality training without compromising containing them is the students and enabling them is eague; in high quality training without compromising containing them is eague; in high quality training without compromising containing them is eague; in high quality training and the students and equality training the educational experience of parameters students at Great Basin College by providing funds on training with advanced provider students at Great Basin College by providing funds on training with advanced provider students and creating expectations and ensuring statistic and advanced and provider safety values; between the students with realistic immittations of patient handling and transport, footing citation things, termonol, and decision making in scenarios and ensuring statistic and provider safety values of the students with realistic immittations of patient handling and transport. By training with up to date tools, students with early with the toleristic manufactory students while their competitiveness in the job market. Additionally, the Power-Load system emphasizes in approximation of the patients of the patients. The patients of the patie										
including always management, cardiac care, trauma interventions, and patient assessment, including always management, cardiac care for that is assessment, included to make the secretal skills. Increasing our inventory of simulation requipment ensure sequitable access for all skills. Increasing our inventory of simulation requipment ensure sequitable access for all skills. Increasing our inventory of simulation requipment ensure sequitable access for all skills. Increasing our inventory of simulation requipments to support repetition use, this manish will serve both current and future colority, resploring our commitment to providing custative depetitions of the second secon							This advanced. Sim Pad-capable manikin allows students to practice critical procedures		1	1
sessement, in realistic scenarios that allow subdents to master these essential skills. Increasing our inventment ensures equalities excess for all students, enabling then to excess for all students, excess for all students, enabling then to excess for all students, excess for all students and equips students at GEC to deliver competent, confident care in the field. The Stryker Power-Load Stretcher is essential for enhancing the educational experience of parameter, students at Genet Basic Cledge by providing handor on training with advanced providers and students at Genet Basic Cledge by providing handor on training with advanced providers and students and every students which excess for all students are clearly students and every students which excess for all students will provide a startly students which excess for all students will provide a startly students which excess for all students will provide a startly students which excess for all students are startly as a startly students which excess for all students are startly as a startly students which excess for all students are startly as a startly students which excess for all students are startly as a startly students which excess for all students are startly as a startly startly students and startly startly startly as the startly startly startly students and startly startly startly as the startly startly startly startly startly startly as the startly startly startly startly startly as the startly startly startly startly startly startl							including airway management, cardiac care, trauma interventions, and patient		1	1
students, making them to engage in high-quality training without compromising rucial instructional time. We high distilion compromises to support represents to support represen		1					assessment, in realistic scenarios that allow students to master these essential skills.			
Instructional time. With additional components to support regested use, this manifest will streve both carried and future clother, receipting our commitment for providing cutting-register devices to the street of		1							l	l
serve both current and future colorist, renforcing our commitment to prividing cutting- refer electrated set GET to deliver 1 17,806.50							students, enabling them to engage in high-quality training without compromising crucial		1	1
MegaCode Kelly Abanced Medium for EMS 1 17,896.50 17,896.50 Whereso one, three competence, not care the field care in th		1					instructional time. With additional components to support repeated use, this manikin will		1	1
MSISS MegaCode Kelly Advanced Medium for EMS 1 (7,866.56 V Times one, three competent, confident care in the field. The Styler Promer-Load Streether is colleged by providing hands on training with advanced equipment that is widely used fill Stylerons within our communities. This stretcher provides the such or glatesth handling and draspoort, floating critical finishing, bearworks and decision-making in scenarios and ensuring. If all plan validate limits that all give with the industry streether within the original finishing in scenarios and ensuring their competitive streether provides the such dark or planter handling and draspoort, floating critical finishing, bearwork, and decision-making in scenarios and ensuring their competitiveness in the job market. Additionally, the Power-Load system emphasizes injury prevention by reducing manual filling, reference of safety and sustainability in EMS current. The appropriate providing the providing their competitiveness in the job market. Additionally, the Power-Load system emphasizes injury preventions by reducing manual filling, reference of safety and sustainability in EMS current. The appropriate providing the providing their competitiveness in the job market register of safety and sustainability in EMS current. The appropriate providing their competitiveness to the purpose of the providing their competitiveness of the purpose of							serve both current and future cohorts, reinforcing our commitment to providing cutting-		1	1
The Sinyler Power class Stretcher is essential for enhancing the educational experience of passence condents and create Bank College by previoling just, or training with basenced passence condents and create Bank College by previoling just, or training with seasoned passence and provider stretcher and the provider stretcher and provider stretcher and provider stretcher such resolution conductors of passence handling and transport, footneing critical hinting, terramouth, and decision making in incernation and ensuring patient and provider safety of united transport. By training with up to other tools, students will give available that safety with the individual source passence and the provider safety during the safety and involved passence of the passence o	HSHS	MegaCode Kelly Advanced Medium for EMS	٠Į.	17 896 59	17 896 59	y Themes one three	congetent, confident care in the field		Jamie Carlson	Staci Warnert
parametic students at Great Basin College by providing hands on training with advanced equipment that when used they used this systems which our communities. This stretcher provides the students with realistic immutations of patient handling and transport, footnein grational handling, tearmout, and decision-making in scenario, and enrouring patient and provider safety of uniting, tearmout, and decision-making in scenario, and enrouring patient and provider safety of uniting transport. By training with up to-date tools, students will be sometiment of the safety students while all on improving their compensations are safety of the safety of the safety students while safety students are safety students. Additionally, the Power Load system emphasizes to compensation of the safety students are safety students. The suppose of the safety students are safety students to translation summers and the safety students are safety students to translation summers are safety students and the safety students of the safety students are safety students. In the safety students are safety students are safety students and safety students are safety students. In the safety students are safety students are safety students are safety students. In the safety students are safety students are safety students are safety students. In the safety students are safety students are safety students are safety students. The safety students are safety students are safety students are safety students are safety students. The safety students are safety students are safety students are safety students. The safety students are safety students are safety students are safety students. The safety students are safety students are safety students are safety students. The safety students are safety students are safety students are safety students are safety students. The safety students are safety students are safety		general residence manufacture Land	+	,000.00	,	y	processing and second delity. III Mile Helds.			- and exemples
paramedic students at Great Basin College by providing hands on training with a dvanced equipment that bely used 6th systems without our communities. This stretcher provides the students with realistic annualistic or displaints thanking and transport, flostering critical hinting, teamwork, and decision-making in scenario and ensuring patient and provider safety of using its provider. By training with up to-date tools, students will ge in sustaining, teamwork, and dentary stransport. By training with up to-date tools, students will ge in sustain that safety with the industry stransform with sell on improving their composition of the state and the state		1							1	1
equipment that is widely used BM Systems within our communities. This stretcher provides the study with realistic insulation of patient handling or flaresport, fortering and the study of the study of patient partial providing in scenarios and ensuring patient and providing study or		1							l	1
provides the students with realistic simulations of patient handling and transport, floatering critical hinking, tearmout, and describen and less considering patient and provider safety students; by training with up to-date tools, students will get an extend that safety with the industry standards while also improving their competitiveness in the job market. Additionally, the Power-load system emphasizes object provides to the student safety and the students safety		1							l	1
footening critical thinking, tearmound, and decision-making in scenarios and ensuring patient and provider safety duringir trapsocy. Parkinging with up to the tools, students will gain valuable skills that align with the industry standards while also improving their competitiveness in the job market. Additionally, the Power-Load system emphasizes injury provention by reducing manual lifting, reinforcing the importance of safety and statistical particular corrections are stated to the safety of the state of the safety and statistical particular corrections are stated to the safety of the safety of the safety of the transition seamlessly into the workforce and meet the evolving demands of emergency medical services, prescribening both our operative places in the safety of the safety of medical services.		1			I		equipment that is widely used EMS systems within our communities. This stretcher		1	1
patient and provider safety during transport. By training with up-to-date tools, students will gain valuable skills that align with the findstrust standards with the oil improving their competitiveness in the job market. Additionally, the Power-load system emphasizes injury prevention devoting mainstall first, engeliation gain and strained and standard standard standards and standard standards and standar		1					provides the students with realistic simulations of patient handling and transport,		l	l
will gain valuable skills that stign with the industry standards while also improving their competitiveness in the job market. Additionable, the Power-Load system emphasizes in juny restoration by reducing manual lifting, reinforcing the importance of safety and sustainability for some constructions by reducing manual lifting, reinforcing the importance of safety and sustainability for scores. This explores the importance of safety and sustainability for scores. This explores the importance of safety and sustainability for safety and safety safety for the safety		1			I		rostering critical trinking, teamwork, and decision-making in scenarios and ensuring		1	1
competitiveness in the job market. Additionally, the Power-load system emphasizes myrap revenue devoting manual lifers, prediction give insportance of safety and saturationally in IAMS careers. The equipment ultimately will prepare CIG: hunders to medical services, strangershering eithor any organis reposition and loss commitment to medical services, strangershering eithor any organis reposition and loss commitment to		1					patient and provider safety during transport. By training with up-to-date tools, students will gain valuable skills that align with the industry standards while also impossing their		1	1
injuny resention by reducing manual lifting, reinforcing the importance of safety and sustainability in lifting corners. This explores the limitated will present unlimitately will present to transition seamlessly into the workforce and meet the evolving demands of emergency medical severity probleming both our program's regulations and too commitment to		1					competitiveness in the job market. Additionally, the Power-Load system emphasizes		l	l
sustainability in EMS careers. This equipment ultimately will prepare GBC students to transition seamlessly into the workforce and meet the evolving demands of emergency medial servicespilening both our porgran's reputation and its commitment to		1					injury prevention by reducing manual lifting, reinforcing the importance of safety and		1	1
transition seamlessly into the workforce and meet the evolving demands of emergency medial severythering both our program's reputation and commitment to							sustainability in EMS careers. This equipment ultimately will prepare GBC students to		1	1
Styler Powerload 6006 MTS PVRPMO COT for EMS 1 27 519 37 by Themes one, three producing legislation, and this commitment to producing legislation and its commitment to produce the producing legislation and its commitment to produce the produce the producing legislation and its commitment to produce the producing legislation and its commitment to produce the pr							transition seamlessly into the workforce and meet the evolving demands of emergency		1	1
HSHS Stryker Powerland 6506 MTS PWRPRO COT for EMS 1 27,919.73 179 Themes one, three producing highly skilled, worlforce-ready graduates.	1	1					medical services, strengthening both our program's reputation and its commitment to			
	HSHS	Stryker Powerload 6506 MTS PWRPRO COT for EMS	1 :	27,919.73	27,919.73	y Themes one, three	producing highly skilled, workforce-ready graduates.		Jamie Carlson	Staci Warnert

Ely Center room 108, computer lab. The chairs are in disrepair and should be replaced. The height of some chairs do not adjust, the wheels do not roll, and some cushions are ripped or stained.



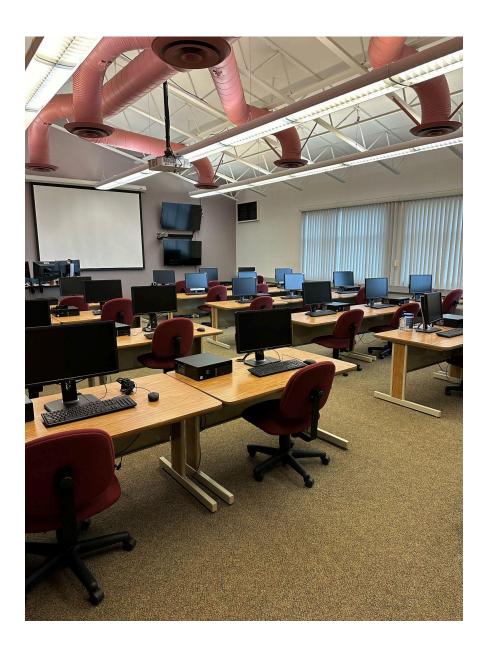
Ely Center room 112, nursing classroom. The chairs are in disrepair and should be replaced. The height cannot be adjusted, some are tipped, the wheels do not function properly, and some cushions are ripped or stained.



Winnemucca Room 110 – Conversion from Computer Lab to Classroom

The current layout and furniture in Room 110, as shown below, has been used only once in the past three years, specifically for a continuing education Excel class. A dedicated computer lab is no longer necessary, as we now have a computer testing lab in the new building and eight additional computers available in the Academic Success Center.

To better support our growing programs, contract training, and continuing education needs, Room 110 must be repurposed for general classroom use. The existing furniture, which accommodates only 22 people, is not suitable for this purpose. We require a configuration that can seat 36 students to meet the demand for flexible learning spaces.



Section 3. Community College Academic Salary Schedule

1. Grades

All community colleges use a single salary schedule. The grades on the salary schedule are "categories" that correspond to the faculty member's academic preparation as follows:

- Grade 1 Less than a bachelor's degree.
- Grade 2 Bachelor's degree or associate's plus approved contact hours of occupationally related discipline¹, or associate's plus 60 upper level credit hours in an approved instructional field(s).
- Grade 3 master's degree or a bachelor's degree plus approved contact hours of occupationally related discipline, or a Bachelor's degree plus 30 graduate credits in an approved instructional field(s).
- Grade 4 master's degree with a minimum of 30 graduate credits in an approved instructional field(s), or equivalency or a bachelor's degree plus approved contact hours of occupationally related discipline, or a bachelor's degree plus 60 graduate credits or equivalency in an approved instructional field(s).
- Grade 5 Earned doctorate. Equivalence can be approved by the president for a master's degree plus approved occupational contact hours or academic credits.

2. Initial Placement

- a. The initial placement of faculty on the salary schedule is in accordance with Title 4, Chapter 3, Sections 25 and 27 of the Board of Regents *Handbook*.
- b. Consideration will be given to authorizing a higher salary in order to attract an applicant with qualifications in areas pre-defined as difficult to recruit. Faculty senate and/or Human Resources shall submit recommendations to the president for designating difficult to recruit positions. The president shall review the recommendations, determine the positions that are to be designated difficult to recruit, and forward the same to the Chancellor. Designating difficult to recruit positions will be reviewed on a yearly basis by the System and approved by the Chancellor. The president will make the final determination on initial salary placement for those positions determined to be difficult to recruit.
- Movement on the Schedule. Salary increases, as set forth below, may occur as a result of the Community College Professional Advancement Program, cost of living adjustments, merit awards, salary equity adjustments, award of tenure, or promotional/rank/benchmark advancement.
 - a. <u>Community College Professional Advancement Program.</u> Advancement from grade to grade on the salary schedule is governed by the Community College Professional Advancement Program set forth in Section 3 below.

¹ Occupationally related discipline equivalency will be determined at each campus. The ratio of academic credit to contact hours will be 1:15.

Rev. 103 (07/24) Chapter 3, Page 12

- b. <u>Cost of Living Adjustments (COLA)</u>. COLA is a Cost of Living Adjustment which may be funded by the Legislature. During years in which a COLA appropriation is provided, all academic faculty receive the same percentage COLA increase which is added to base salary.
- c. <u>Merit Awards</u>. Each community college shall develop written policies and criteria by institution for the recommendation of merit awards. The written policies and criteria shall be drafted by the faculty senate and approved by the president, and shall be set forth in institutional bylaws. Until the adoption of institutional bylaws governing merit awards, faculty who has received a satisfactory evaluation, will be awarded an equal share of merit. Merit awards are added to base salary.
- d. <u>Salary Equity Adjustments</u>. Each institution shall adopt an Equity Salary Adjustment Plan agreed upon by the faculty senate and the president. The Plan must include but is not limited to the following:
 - 1. Providing for an initial and thereafter, biannual review of the 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.
 - 2. Identify institutional resources to fund equity adjustments.
 - 3. Providing for appropriate adjustment of salaries which may be phased-in incrementally depending on funding resources.
 - 4. The salary equity study may be performed by institution personnel or the institution may hire an outside consultant as agreed upon by the president and the faculty senate.
 - 5. The results of an equity study shall be provided to the faculty senate.
 - 6. A faculty member may request an equity review of his or her salary.
 - 7. Reporting annually to the Board of Regents regarding the progress made in implementing salary equity adjustments identified in an equity study.
- e. <u>Award of Tenure</u>. Upon the award of tenure, an academic faculty member shall receive a minimum 2.5 percent increase in salary, which is added to the base salary. An institution may provide for a higher salary increase upon award of tenure in accordance with a written policy drafted by the president in consultation with the faculty senate.
- f. Promotional, Rank or Benchmark Advancement. In the institutional bylaws, by agreement of the president and the faculty senate, an institution may adopt other policies setting forth criteria and procedures for additional advancement within a salary grade range. The policies may include, but are not necessarily limited to criteria and procedures for promotional or rank advancement, or salary benchmarks within the grade ranges.

4. Other Salary Considerations

- a. All individuals employed on administrative faculty contracts that are eligible to receive merit and who are not on the academic faculty salary schedule will be given consideration for merit increases and will receive cost-of-living increases.
- b. All individuals employed on non-tenure track, Range 0 contracts that are eligible to receive merit and who are not on the academic faculty salary schedule will be given consideration for merit increases and will receive cost-of-living increases.

- c. Academic faculty who are required to work under calendar year contacts versus academic year contracts will negotiate additional salaries in view of their respective responsibilities and number of working days compared to the working days under an academic year contract. The factor used can vary, but will not fall below 1.2. Contracts falling between a B contract and an A contract will be developed in a similar fashion.
- d. Consideration must be given to faculty who teach in non-traditional areas including trade and industry. Faculty must be able to move from grade to grade using occupationally related experience.

(B/R 3/02; Added 6/05; A. 11/05, 11/06, 3/08, 3/13, 12/19, 6/21)

Section 4. Community College Academic Faculty Professional Advancement Program

A. PROGRAM OUTLINE

- 1. Professional Advancement Approval Process for Credit Courses/Programs
 - a. Courses/programs, etc. may be used for professional advancement only with prior written administrative approval as stated in Title 4, Chapter 3.
 - b. The process for approval will be developed at each institution with faculty senate input. The final decision rests with the president.
 - c. Any movement on the salary schedule can only occur consistent with the fiscal year contract. Exceptions must be approved by the president.

2. Degree Programs

- a. The academic faculty member wishing to advance on the salary schedule by completing a bachelor's, master's or doctorate degree (grades 2, 3, 4 and 5) must submit a written formal request.
- b. Upon appropriate vice presidential/dean approval, a formal professional advancement agreement will be written. The program must identify the anticipated program and program completion date. The agreement is not valid unless the appropriate vice president/dean and the faculty member sign the agreement.
- c. Upon successful completion of the degree program, the faculty member must submit official verification to his/her official personnel file. In the event the degree program is not completed in the anticipated time frame, the faculty member will notify the appropriate body in writing prior to the anticipated date of completion. A review of completed work will be made by the appropriate body for consideration of movement on the schedule. Grade movement will not occur without the approval of the president.

Rev. 103 (07/24) Chapter 3, Page 14

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, 9 11
Y	\$52,111.00	218	\$13,574	\$65,685
Υ	\$57,521.00	221	\$13,215	\$70,736

Range Three (Master's Degree)

Tenure?	Base Sal	TA G/R	Adjust.	New Salary
Υ	\$41,910.20	304	\$9,628	\$51,538
Υ	\$45,132.00	307	\$10,369	\$55,501
N	\$46,260.00	308	\$10,628	\$56,888
Υ	\$48,602.00	310	\$11,166	\$59,768
Υ	\$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
Υ	\$57,773.00	317	\$13,273	\$71,046
Υ	\$59,217.00	318	\$13,605	\$72,822
Y	\$59,217.00	318	\$13,605	\$72,822
Υ	\$63,771.00	321	\$14,650	\$78,421
Υ	\$66,999.00	323	\$15,392	\$82,391
Y	\$68,674.00	324	\$15,777	\$84,451
Υ	\$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
Г	N	\$48,112.00	403	\$8,203	\$56,315
	Y	\$50,548.00	407	\$11,613	\$62,161
Γ	Υ	\$54,435.00	410	\$12,506	\$66,941
Γ	Y	\$55,796.00	411	\$12,818	\$68,614
	Y	\$61,588.00	415	\$14,149	\$75,737
Γ	Y	\$73,209.00	422	\$16,819	\$90,028
Γ	Υ	\$82,829.00	427	\$19,029	\$101,858
	Υ	\$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
Υ	\$59,781.00	511	\$13,735	\$73,516
Υ	\$59,781.00	511	\$13,735	\$73,516
Υ	\$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
Υ	\$64,378.00	514	\$14,791	\$79,169
Υ	\$65,987.00	515	\$15,161	\$81,148
Υ	\$71,061.00	518	\$16,327	\$87,388
Υ	\$72,837.00	519	\$16,735	\$89,572
Υ	\$72,837.00	519	\$16,735	\$89,572
Υ	\$76,525.00	521	\$17,582	\$94,107
Υ	\$80,399.00	523	\$18,472	\$98,871
Υ	\$90,964.00	528	\$20,900	\$111,864
Υ	\$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
Υ	\$52,111.00	218	\$7,746	\$59,857
Υ	\$57,521.00	221	\$6,000	\$63,521

Range Three (Master's Degree)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
Υ	\$41,910.20	304	\$8,630	\$50,540
Υ	\$45,132.00	307	\$8,501	\$53,633
N	\$46,260.00	308	\$8,446	\$54,706
Υ	\$48,602.00	310	\$8,314	\$56,916
Υ	\$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
Υ	\$57,773.00	317	\$7,606	\$65,379
Υ	\$59,217.00	318	\$7,469	\$66,686
Υ	\$59,217.00	318	\$7,469	\$66,686
Υ	\$63,771.00	321	\$6,997	\$70,768
Υ	\$66,999.00	323	\$6,628	\$73,627
Υ	\$68,674.00	324	\$6,426	\$75,100
Υ	\$70,391.00	325	\$6,211	\$76,602
Υ	\$72,151.00	326	\$5,983	\$78,134
Υ	\$73,954.00	327	\$5,742	\$79,696
Υ	\$77,698.00	329	\$5,218	\$82,916
Υ	\$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
Υ	\$50,548.00	407	\$9,521	\$60,069
Υ	\$54,435.00	410	\$9,311	\$63,746
Υ	\$55,796.00	411	\$9,225	\$65,021
Υ	\$61,588.00	415	\$8,793	\$70,381
Υ	\$73,209.00	422	\$7,636	\$80,845
Υ	\$82,829.00	427	\$6,431	\$89,260
Υ	\$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
Υ	\$59,781.00	511	\$9,885	\$69,666
Υ	\$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
Υ	\$64,378.00	514	\$9,552	\$73,930
Υ	\$65,987.00	515	\$9,422	\$75,409
Υ	\$71,061.00	518	\$8,964	\$80,025
Υ	\$72,837.00	519	\$8,788	\$81,625
Υ	\$72,837.00	519	\$8,788	\$81,625
Υ	\$76,525.00	521	\$8,398	\$84,923
Υ	\$80,399.00	523	\$7,955	\$88,354
Υ	\$90,964.00	528	\$6,586	\$97,550
Υ	\$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
Υ	\$57,521.00	221	\$3,316	\$60,837

Range Three (Master's Degree)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
Υ	\$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
Υ	\$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
Υ	\$57,773.00	317	\$5,460	\$63,233
Y	\$59,217.00	318	\$5,154	\$64,371
Υ	\$59,217.00	318	\$5,154	\$64,371
Υ	\$63,771.00	321	\$4,139	\$67,910
Υ	\$66,999.00	323	\$3,378	\$70,377
Υ	\$68,674.00	324	\$2,970	\$71,644
Υ	\$70,391.00	325	\$2,543	\$72,934
Υ	\$72,151.00	326	\$2,095	\$74,246
Υ	\$73,954.00	327	\$1,629	\$75,583
Υ	\$77,698.00	329	\$630	\$78,328
Υ	\$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
Υ	\$54,435.00	410	\$8,072	\$62,507
Υ	\$55,796.00	411	\$7,836	\$63,632
Y	\$61,588.00	415	\$6,751	\$68,339
Υ	\$73,209.00	422	\$4,220	\$77,429
Y	\$82,829.00	427	\$1,824	\$84,653
Υ	\$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
Υ	\$59,781.00	511	\$8,397	\$68,178
Υ	\$59,781.00	511	\$8,397	\$68,178
Υ	\$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
Υ	\$64,378.00	514	\$7,549	\$71,927
Υ	\$65,987.00	515	\$7,234	\$73,221
Υ	\$71,061.00	518	\$6,186	\$77,247
Υ	\$72,837.00	519	\$5,800	\$78,637
Υ	\$72,837.00	519	\$5,800	\$78,637
Υ	\$76,525.00	521	\$4,969	\$81,494
Υ	\$80,399.00	523	\$4,055	\$84,454
Υ	\$90,964.00	528	\$1,369	\$92,333
Υ	\$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
Υ	\$52,111.00	218	\$2,411	\$54,522
Υ	\$57,521.00	221	\$0	\$57,521

Range Three (Master's Degree)

Tenure?	Base Salary	TA G/R	Adjust.	New Salary
Υ	\$41,910.20	304	\$7,646	\$49,556
Υ	\$45,132.00	307	\$6,688	\$51,820
N	\$46,260.00	308	\$6,337	\$52,597
Υ	\$48,602.00	310	\$5,585	\$54,187
Υ	\$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
Υ	\$57,773.00	317	\$2,366	\$60,139
Υ	\$59,217.00	318	\$1,824	\$61,041
Υ	\$59,217.00	318	\$1,824	\$61,041
Υ	\$63,771.00	321	\$58	\$63,829
Υ	\$66,999.00	323	\$0	\$66,999
Υ	\$68,674.00	324	\$0	\$68,674
Υ	\$70,391.00	325	\$0	\$70,391
Υ	\$72,151.00	326	\$0	\$72,151
Υ	\$73,954.00	327	\$0	\$73,954
Υ	\$77,698.00	329	\$0	\$77,698
Υ	\$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
Υ	\$50,548.00	407	\$7,490	\$58,038
Υ	\$54,435.00	410	\$6,254	\$60,689
Υ	\$55,796.00	411	\$5,804	\$61,600
Υ	\$61,588.00	415	\$3,792	\$65,380
Υ	\$73,209.00	422	\$0	\$73,209
Υ	\$82,829.00	427	\$0	\$82,829
Υ	\$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
Υ	\$59,781.00	511	\$6,219	\$66,000
Υ	\$59,781.00	511	\$6,219	\$66,000
Υ	\$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
Υ	\$64,378.00	514	\$4,637	\$69,015
Υ	\$65,987.00	515	\$4,064	\$70,051
Υ	\$71,061.00	518	\$2,189	\$73,250
Υ	\$72,837.00	519	\$1,512	\$74,349
Υ	\$72,837.00	519	\$1,512	\$74,349
Υ	\$76,525.00	521	\$71	\$76,596
Υ	\$80,399.00	523	\$0	\$80,399
Υ	\$90,964.00	528	\$0	\$90,964
Υ	\$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

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.

Equity Salary Adjustment Plan

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.

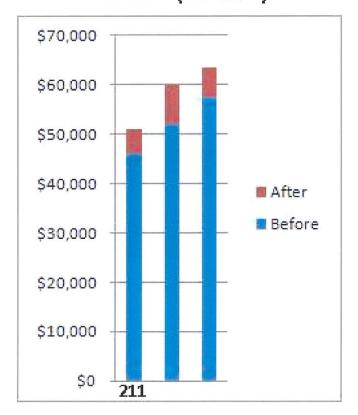
The Faculty Senate Compensation and Benefits Committee with additional administrative members recommends appropriate adjustment of salaries and identifies institutional funding resources to fund these adjustments. The recommendations may be phased-in incrementally depending on funding resources.

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

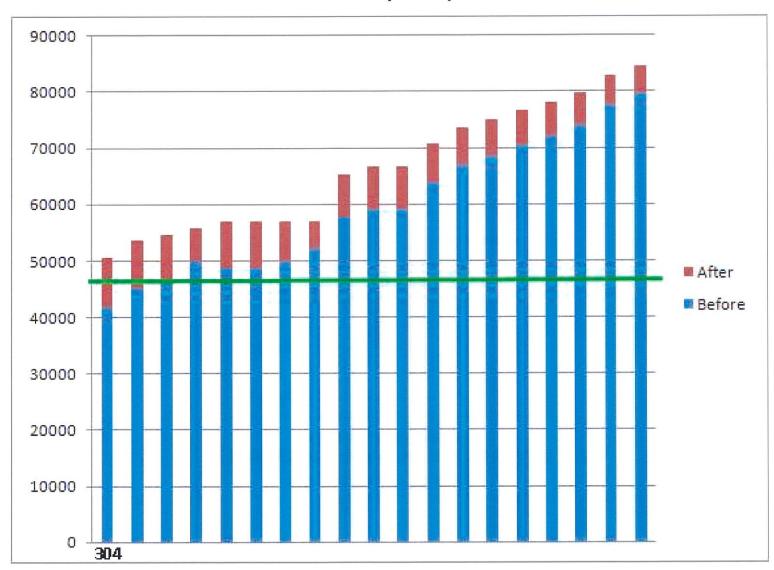
The President or designee is charged with reporting annually to the Board of Regents regarding the progress made in implementing salary equity adjustments identified in an equity study.

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.

Great Basin College Faculty Salary Adjustments, 2012 to 2013 Column 2 (Bachelor+)

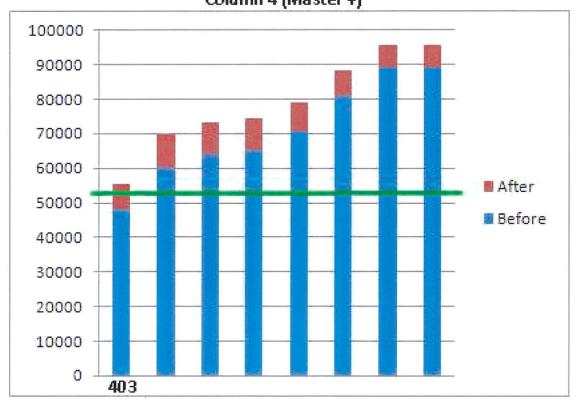


Great Basin College Faculty Salary Adjustments, 2012 to 2013 Column 3 (Master)



Green line indicates newsalary minimum for category (\$46,691).

Great Basin College Faculty Salary Adjustments, 2012 to 2013 Column 4 (Master +)



Green line indicates newsalary minimum for category (\$52,294).

Great Basin College Faculty Salary Adjustments, 2012 to 2013 Column 5 (PhD)

