

**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..... **Written Report**
 - c. Compensation & Benefits..... **No Report**
 - d. Curriculum Review..... **No Report**
 - e. Instructional Technology..... **No Report**
 - f. Gen Ed Committee..... **No Report**
 - g. Personnel..... **Written Report**
 - h. Equipment Awards Advisory Group..... **Action Items**
 - i. [Equipment Advisory Awards Spreadsheet](#) – For Possible Action
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 our 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.

5. Standing Committee Reports:

a. Academic Standards & Assessment..... **Action Items**

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.

b. Bylaws..... **No Report**

c. Compensation & Benefits..... **Action Items/ Written 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.

d. Curriculum Review..... **Written Report**

e. Instructional Technology..... **No Report**

f. Gen Ed Committee..... **Verbal Report**

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.

g. Personnel..... **Verbal/ Written Report**
Arysta Sweat – Sabbatical deadline has been extended to November 30th.

h. Equipment Awards Advisory Group..... **Verbal Report**

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.

i. Faculty Evaluation Review, ad hoc **Written Report**

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.**
 - 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**

DEPARTMENT	ITEM	QTY	PRICE	AMOUNT	STRATEGIC PLAN REFERENCE	JUSTIFICATION	SUPPORTIVE DOCUMENT	AUTHOR	SUPERVISOR	
GBC Winnemucca Center	Create Spaces Classroom Tables	12	652.04	6,744.48	Themes One and Three		https://docs.google.com/document/d/1z07D04YpsuDSaIXWb6F0qY70Rz2jRQd8Y8tEw/edit?usp=sharing	Becky Coleman	Jake Rivera	
	Create Spaces Move Chairs	36	243.16	8,753.76	Themes One and Three		https://docs.google.com/document/d/1z07D04YpsuDSaIXWb6F0qY70Rz2jRQd8Y8tEw/edit?usp=sharing	Becky Coleman	Jake Rivera	
	Delivery and Installation	1	1,500.00	1,500.00	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/1z07D04YpsuDSaIXWb6F0qY70Rz2jRQd8Y8tEw/edit?usp=sharing	Becky Coleman	Jake Rivera	
GBC Ely Center	Create Spaces chairs (shortcut, multipurpose) TS1201A - Ely Room 108 - Computer lab			0.00	Theme One		https://docs.google.com/document/d/1u106-1ubbb3Q0MCmzGzVbWVqUqN3M2eY_vdS/Awed?tab=0	Shemayne Pitts	Jake Rivera	
	color: traffic	4	389.42	1,557.68		The chairs in our computer lab are in disrepair and should be replaced. You can no longer adjust the height, the wheels no longer roll, some of the cushions are ripped, and some tip to the side. Since this is our computer lab, we would like the chairs to be functional and comfortable for our students to study.				
	color: chrome	4	389.42	1,557.68						
	color: sediment	4	389.42	1,557.68						
GBC Ely Center	Create Spaces chairs (shortcut, multipurpose) TS1201A - Ely Room 112 - Nursing classroom			0.00	Theme One		https://docs.google.com/document/d/1u106-1ubbb3Q0MCmzGzVbWVqUqN3M2eY_vdS/Awed?tab=0	Shemayne Pitts	Jake Rivera	
	color: traffic	2	389.42	778.84		The chairs in the nursing classroom are in disrepair and should be replaced. You can no longer adjust the height, the wheels no longer roll, some of the cushions are ripped, and some tip to the side. Since this is a classroom, we would like the chairs to be functional and comfortable for our nursing students.				
	color: sediment	2	389.42	778.84						
	color: stainless	2	389.42	778.84						
Elko Diesel Program	Hydraulic trainer	1	58,092.00	58,092.00	Theme one	have enough trainers to allow contract training at remote sites as well as have trainers on campus for degree seeking students.	https://drive.google.com/file/d/180N4DvqK03%19dWVY7v3vedDMVNZ6/view?usp=sharing	Melissa Jacobo	David Stoddard	
Elko Diesel Program	Pico scope	4	2,433.34	9,733.36	Theme one, three	teach advanced diagnosis of electronic circuits.	https://drive.google.com/file/d/1-bYc-qpP7L2u18PuJFGvSN-NBQZ5-View?usp=sharing	Melissa Jacobo	David Stoddard	
Elko Diesel Program	Air brake training board	1	71,214.00	71,214.00	Theme one, three	Bring us up to date with abs that was required in trucks in 1997 and also match what Ely has in their program.	https://drive.google.com/file/d/1J09J7QeWqWeyam88DKJLQWb1Y1Np3/view?usp=sharing	Melissa Jacobo	David Stoddard	
Elko Welding Program	Line Borina equipment	1	7,041.76	7,041.76	Theme one, three	This equipment will allow us to have 4 complete linebore setups. With out this equipment the students will not have equal access or opportunities to complete the outcomes listed in the syllabus.	https://drive.google.com/file/d/1G0vaaaAM3v3mVb0Y24fMm0mZZ2/view?usp=sharing	Melissa Jacobo	David Stoddard	
	Line 10	2	93.00	186.00						
	Line 20	7	84.00	588.00	Theme one, three		https://drive.google.com/file/d/18_wXLL6Rst20R5qawebdvuMTZZV7RZ5v/view?usp=sharing			
Elko Welding Program	Line 30	2	69.00	138.00		The metal will be used to fabricate new tables for student use in the new Welding shop.				
Winnemucca Instrumentation	Achieve hydrostatic submersible level transmitter	9	298.00	2,682.00	Theme one, three	Winnemucca instrumentation is a year old and we are still in need of much equipment to build a better lab. A Level Transmitter is a critical instrument that aligns with industry standards in sectors like oil & gas, water treatment, mining and environmental monitoring. By integrating this technology into our new instrumentation program, we will provide students with hands-on experience programming and commissioning level transmitters.	https://drive.google.com/file/d/1qjz1XCvPvZNSp8qH130nD-EwC9W-3/view?usp=sharing	Melissa Jacobo	David Stoddard	
Winnemucca Instrumentation	314P Temperature transmitter	6	1,268.88	7,253.28	Theme one, three	We currently have 3 of these transmitters for a total of 16 students making it difficult for each student to do labs having an additional six will allow us to have a transmitter per each gain of flow, making lab and lecture much more use friendly.	https://drive.google.com/file/d/1JkM3K3K1I3aY16w0mQZuA4M8Zv2/view?usp=sharing	Melissa Jacobo	David Stoddard	
Winnemucca Instrumentation	Fluke 700PTP-1 Pneumatic Tester	4	862.50	3,430.00	Theme one, three	Not a top priority but two additional hand pumps would better spread out our students when calibrating gas transmitters.	https://drive.google.com/file/d/1UWwMq1u0Q8h0u1E4HJ-S5Sxpa80S/view?usp=sharing	Melissa Jacobo	David Stoddard	
Winnemucca Instrumentation	level switch capacitance probe	8	631.88	5,055.04	Theme one, three	We currently Do not have any Capacitance level probes, these are something that students will see in industry and having some would help grow our new program.	https://drive.google.com/file/d/1ACu4XvYofv0mNp7BDuRw7PEI4wvmsG16/view?usp=sharing	Melissa Jacobo	David Stoddard	
Winnemucca Instrumentation	Pico Mpa flow meter	4	572.00	2,288.00	Theme one, three	We do not have any mag flow meters, these flow meters are the most common for flow measurement in many situations. I would love to incorporate these pico mag on my DAC trainers. So that students may calibrate, commission, and better prepare students to work on them in the field.	https://drive.google.com/file/d/1S3u4g3edqD0hU0mz3n-4fB0zV80V0/view?usp=sharing	Melissa Jacobo	David Stoddard	
Winnemucca Instrumentation	Mis/ Stick Welder set up w/ Oxy acetylene torch	1	5,532.00	5,532.00	Theme one, three	We currently have 16 students that all have to share 1 welder and oxy acetylene torch set up for our welding labs making it very difficult for each student to spend time learning about fabricating brackets for instrumentation instrument this is a high priority for our lab development.	https://drive.google.com/file/d/1u8d0X0KQaM4uWQ03y3Y0YQubXC2/view?usp=sharing	Melissa Jacobo	David Stoddard	
Winnemucca/ Ely Electrical	Fluke Ely meters	24	473.81	11,371.44	Theme one, three	Replacing the worn out, and outdated set of classroom meters with the industry standard of multimeters. 36 Meters for Winnemucca & for Ely.	https://drive.google.com/file/d/1uYkYTABuW8F315wCF9F0Dy7yV0V0/view?usp=sharing	Melissa Jacobo	David Stoddard	
Winnemucca/ Ely Electrical	Large gauge crimper with cutter	2	3,342.80	6,685.60	Theme one, three	This new tool allows students to crimp large cables which they will do in the field on regular basis. Winnemucca currently does not have a proper tool to complete this training. This tool also includes a cutting blade to show how to cut large gauge cables.	https://drive.google.com/file/d/18vuuM3K3GEEa-dp0a7R0y7B0n3-3ew?usp=sharing	Melissa Jacobo	David Stoddard	
Elko/Winnemucca/Ely Electrical	Tech 80 Cable and Fittings	3	3,629.67	10,889.01	Theme one, three	In an effort to expand wiring training, industry has expressed interest in students' ability to terminate fittings using best 90 pre-loaded rigid light flexible metal conduit. The request is for cable and associated fittings.	https://drive.google.com/file/d/1HE1mE8S8mR0uVgUqP1aJAF3d-UPM/view?usp=sharing	Melissa Jacobo	David Stoddard	
Elko/Winnemucca/Ely Electrical	AEMC 6255 Micro Ohm Meter	3	4,995.00	14,985.00	Theme one, three	Recommended by NCM. Used for troubleshooting 3 phase electric motors that have insulation damage which cannot be found with a standard insulation megger/megger.	https://drive.google.com/file/d/1Lp03SO-SREU-Dh1vKv080z0v-cv1/view?usp=sharing	Melissa Jacobo	David Stoddard	
Elko/Ely Electrical	Greenlee Cable Tugger	2	13,637.35	27,274.70	Theme one, three	The use of a cable tugger is required at a great many new electrical installations. The ability to introduce its use to the students is of great value to the electrical industry. With the effort of uniformity throughout all campuses, the electrical department is requesting 2 additional units, one for Ely and one for Elko.	https://drive.google.com/file/d/1SZyY5fJN8w8w8d6Hv8jU1MAM3d/view?usp=sharing	Melissa Jacobo	David Stoddard	
Health Sciences/ CNA	Beds for CNA Ely shipping included	2	2,585.00	5,170.00	Themes one, three	Replacing 20+ yr old equipment with outdated models and mechanical issues for students.		Gina Johnson	Staci Warner	
Health Sciences/ CNA	Mankin CNA Ely shipping included	1	3,849.00	3,849.00	Themes one, three	Beds in good mechanical order for effective instruction and state testing of CNA students in all GBC labs to meet regulatory standards and create a hands on clinical environment for technician scenarios in the skills lab.		Gina Johnson	Staci Warner	
Health Sciences/ CNA	Beds for CNA Pahrump- shipping included	2	3,231.46	6,462.92	Themes one, three	The basic manikin is requested for Ely to prevent CNA students from causing damage to the high fidelity ADN manikins by when moving manikins when practicing CNA basic skills that require repositioning the manikin for personal care which requires rolling a very heavy, expensive electronic manikin several times by multiple students.		Gina Johnson	Staci Warner	
HSHS	MegaCode Kelly Advanced Medium for EMS	1	17,896.58	17,896.58	Themes one, three	Mega Code Kelly Advanced manikin is a crucial High Fidelity Manikin that will benefit our paramedic program and students by enhancing their hands-on learning opportunities. This advanced, Sim Rad-capable manikin allows students to practice critical procedures, including airway management, cardiac care, trauma interventions, and patient assessment, in realistic scenarios that allow students to master these essential skills. Increasing our inventory of simulation equipment ensures equitable access for all students, enabling them to engage in high-quality training without compromising instructional time. With additional components to support repeated use, this manikin will serve both current and future cohorts, reinforcing our commitment to providing cutting-edge education that aligns with industry standards and equips students at GBC to deliver competent, confident care in the field.		Jamie Carlson	Staci Warner	
HSHS	Stryker Powerload 6500 MTS PWRPRO COT for EMS	1	27,919.73	27,919.73	Themes one, three	The Stryker Power-Load Stretcher is essential for enhancing the educational experience of paramedic students at Great Basin College by providing hands-on training with advanced equipment that is widely used EMS systems within our communities. This stretcher provides the students with realistic simulations of patient handling and transport, fostering critical thinking, teamwork, and decision-making in scenarios and ensuring 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 improving their competitiveness in the job market. Additionally, the Power-Load system emphasizes injury prevention by reducing manual lifting, reinforcing the importance of safety and sustainability in EMS careers. This equipment ultimately will prepare GBC students to transition seamlessly into the workforce and meet the evolving demands of emergency medical services, strengthening both our program's reputation and its commitment to producing highly skilled, workforce-ready graduates.		Jamie Carlson	Staci Warner	

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 discipline ¹ , 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

- 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*.
- 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.

3. 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.

- Community College Professional Advancement Program. 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.

- b. Cost of Living Adjustments (COLA). 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. Merit Awards. 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. Salary Equity Adjustments. 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. Award of Tenure. 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 contracts 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.

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

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.

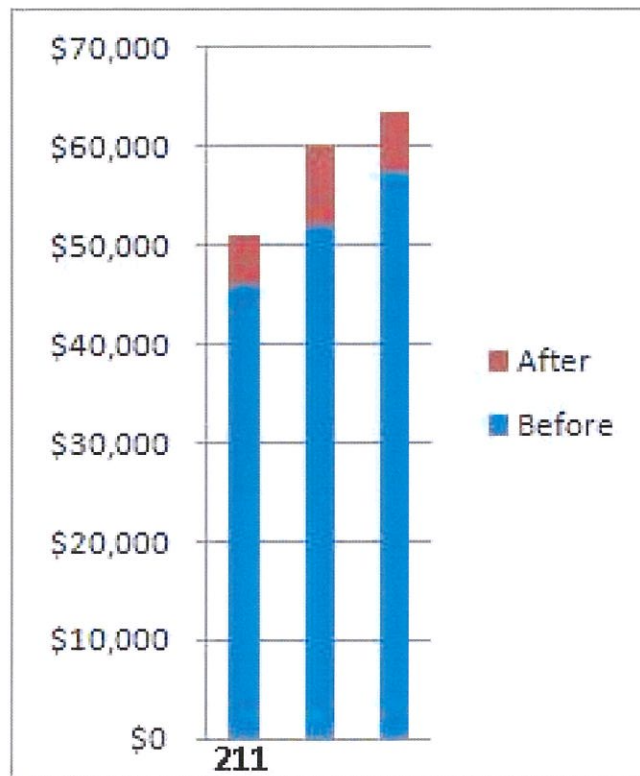
The Faculty Senate Compensation and Benefits Committee with additional administrative members recommends appropriate adjustment of salaries and identifies institutional funding resources to fund these adjustments. The recommendations may be phased-in incrementally depending on funding resources.

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

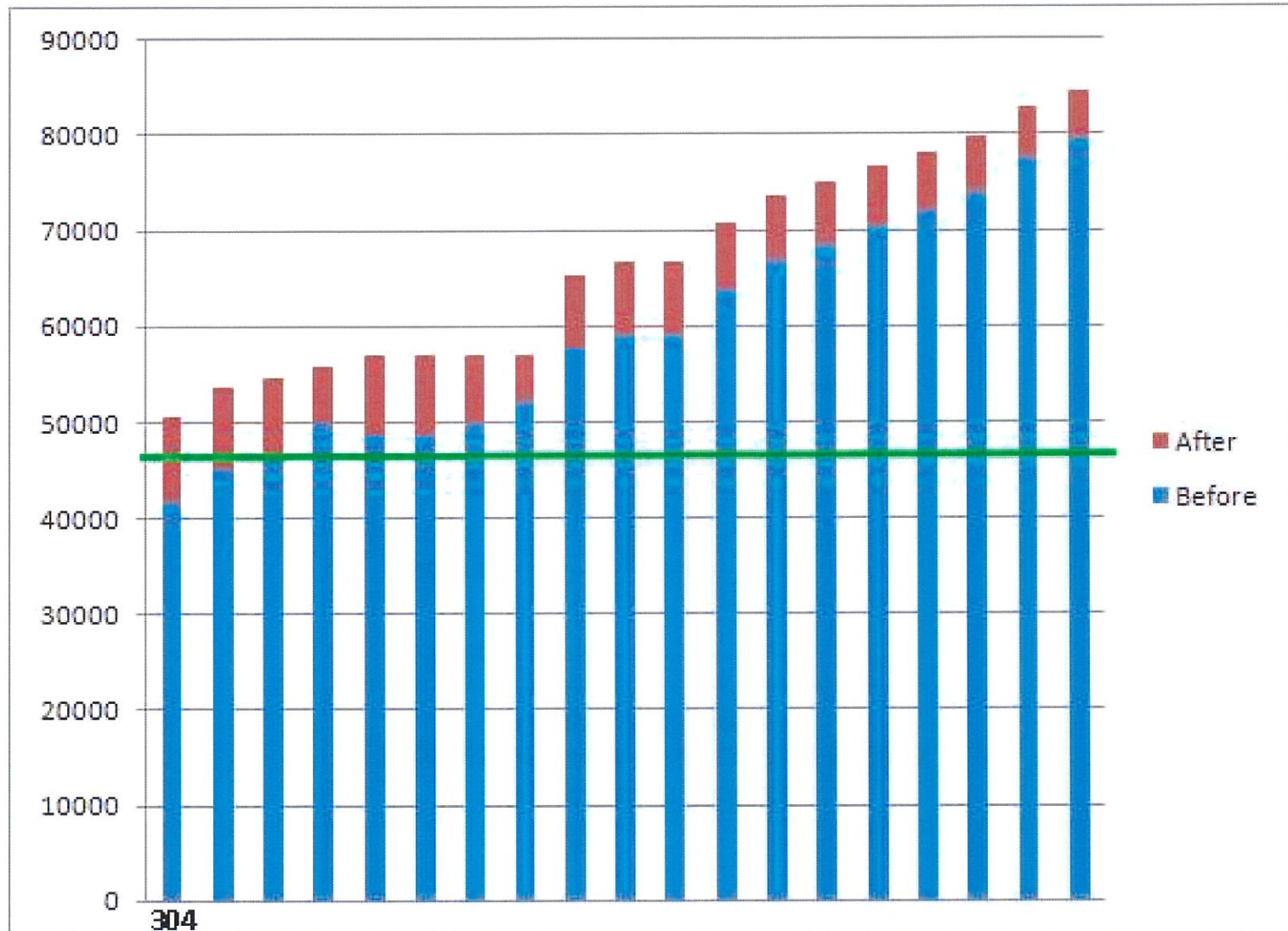
The President or designee is charged with reporting annually to the Board of Regents regarding the progress made in implementing salary equity adjustments identified in an equity study.

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+)

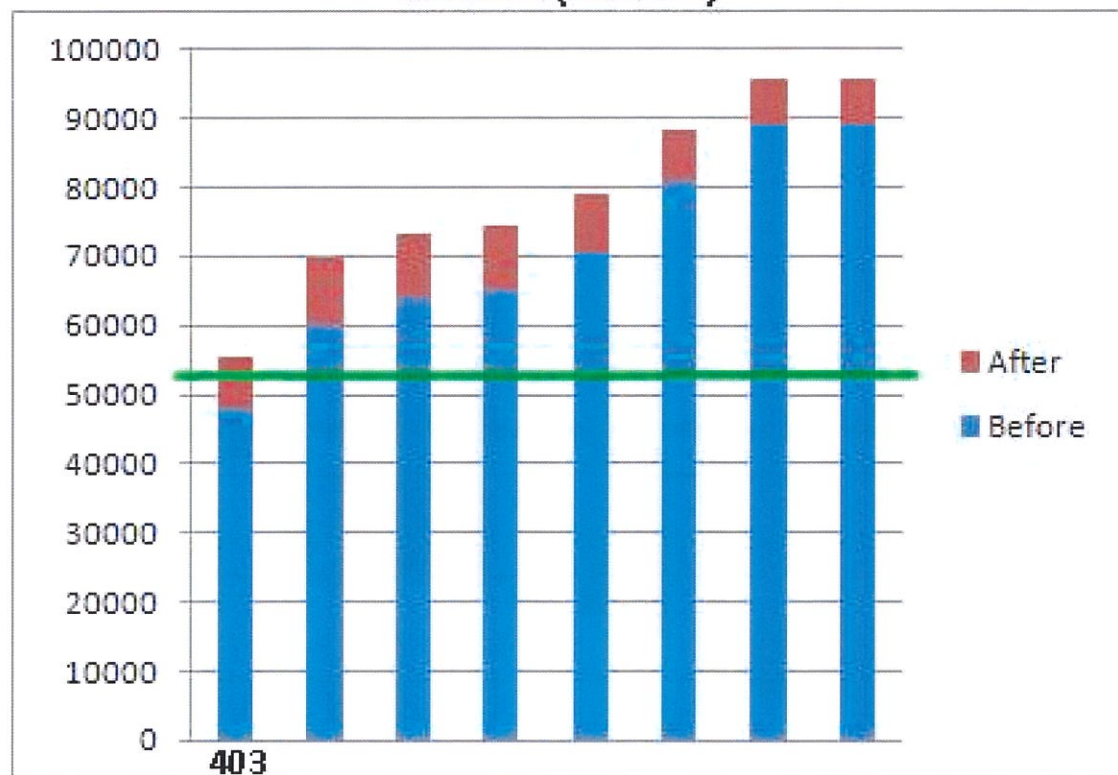


Great Basin College
Faculty Salary Adjustments, 2012 to 2013
Column 3 (Master)



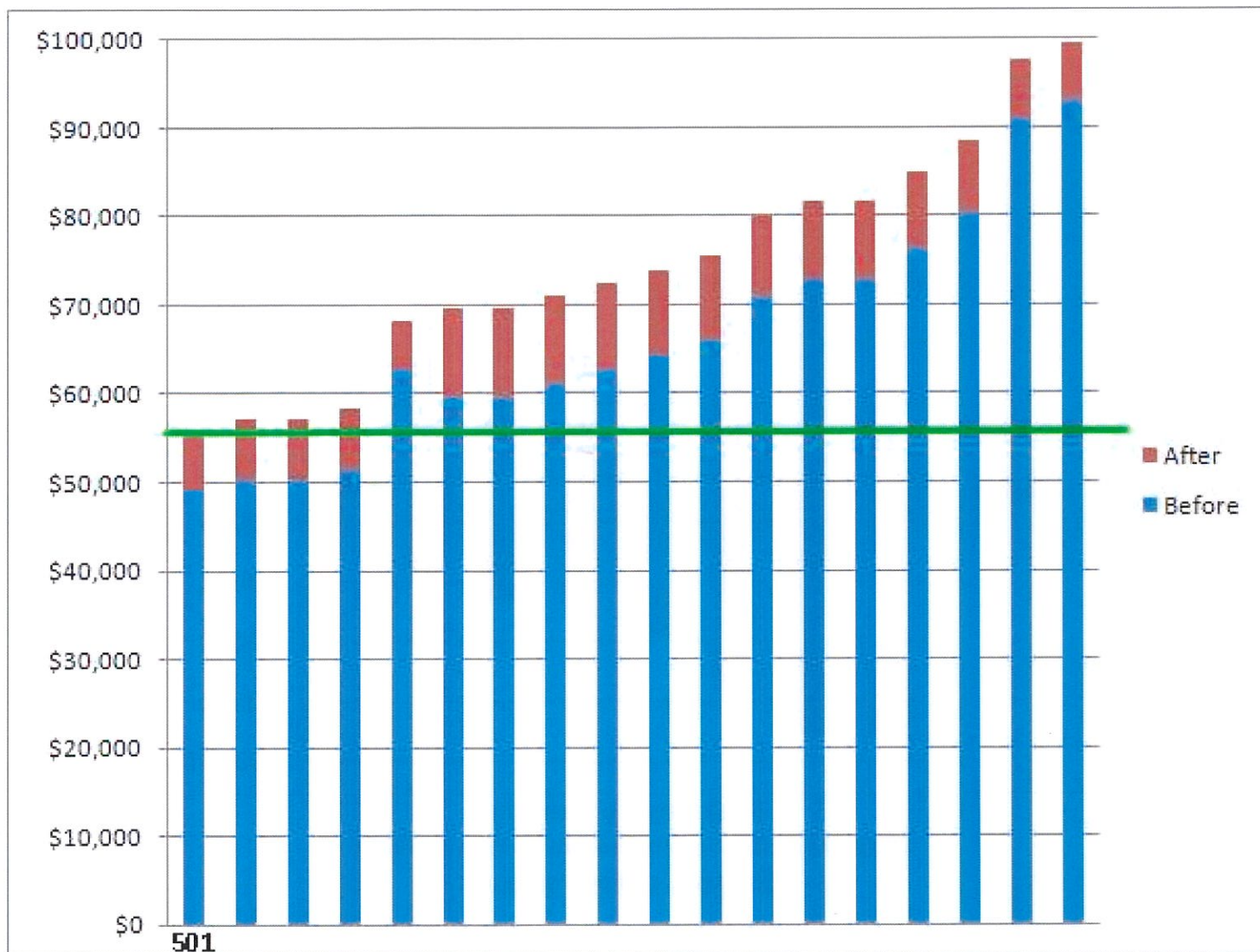
Green line indicates new salary minimum for category (\$46,691).

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



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

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



Green line indicates new salary minimum for category (\$56,030).