

## BOARD OF REGENTS BRIEFING PAPER

Agenda Item Title: Proposed Amendments Code, Title 2, Chapter 5 and Title 4, Chapter 3 to Allow More Frequent Salary Schedule Reviews and to Delegate Authority to Approve Salary Schedules to Chancellor

### 1. BACKGROUND & POLICY CONTEXT OF ISSUE:

Board of Regents Code, Title 2, Chapter 5, Section 5.5.1 Title 4, Ch. 3, Sections 25, 26, 34, 38-40 require salary schedules be reviewed every four years and Board approval.

### 2. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Approval of Handbook amendments to allow more frequent salary schedule reviews and to delegate authority to approve salary schedules to Chancellor.

### 3. IMPETUS (WHY NOW?):

The 2012 salary schedule updates are based upon ~~CRP~~ Oklahoma State University and other data which is collected annually. The salary data is available electronically. The salary schedules can be easily updated using this data on a regular basis more frequently than every four years.

### 4. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- x Annual electronic salary data is available to allow regular salary schedule updates.
- x Salary schedules should be updated more frequently than every four years to keep the schedules current for purposes of recruitment and retention.
- x The proposal does not require more frequent salary schedule updates, but would allow updates to occur with the approval of the Chancellor.
- x Salaries are not increased when the salary schedules are updated. Faculty who are below the minimum are usually brought up to the minimum.
- x



POLICY PROPOSAL – ***HANDBOOK - CODE***  
TITLE 2, CHAPTER 5, SECTION 5.5.1  
Salaries

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Section 5.5 Salaries

- 5.5.1 Development and Review of Salary Schedules. ~~The salary~~ ***Salary*** schedules for the universities, ~~Desert Research Institute~~, special units, state college, and the community colleges shall be reviewed ***and updated at least*** every four years ***by the Chancellor, with the assistance of the presidents and faculty*** [~~in an odd-numbered year, by joint efforts of the faculty, the president and the chancellor~~]. The salaries paid to part-

## POLICY PROPOSAL - *HANDBOOK*

### TITLE 4, CHAPTER 3, SECTION 25 Executive Salary Schedule

Additions appear in *boldface italic*, deletions are ~~stricken~~ and bracketed]

#### Section 25. Executive Salary Schedule

1. Development and Review of Salary Schedules. Executive salary models for all executive positions shall be reviewed *and updated at least* every four years ~~in an odd-numbered year~~. The Chancellor, in consultation with the presidents, is charged with ~~regional~~ *updating* the schedules and presenting them to the Board for approval. *Any proposed revisions to the schedules shall not go into effect until approved by the Chancellor. The Chancellor shall provide a report to the Board of Regents regarding any approved salary schedule changes. Salary schedule reviews and updates will not occur more frequently than annually.* Executive salary schedules are to be reviewed in accordance with the following principles.
  - a. Use of Peer Group Comparisons: Peer institution groups shall be developed and adopted for executive salaries for the Chancellor's Office, DRI, universities, state college, and community colleges, with the peer groups based primarily on similarity of mission and on other characteristics such as size, administrative complexity, and budget where appropriate. Where appropriate, the same group of peer institutions may also be used for faculty and middle management compensation comparisons, ensuring a link between faculty and executive compensation.
  - b. Compilation and Review of Comparative Salary Data: Data concerning salaries paid to executives in the peer institutions shall be collected *at least* every four years ~~in odd-numbered years~~. Using these data, salary ranges shall be reviewed for each executive category. The peer institution group salaries occurring at the seventyfifth percentile shall be used to establish the ~~point~~ of each proposed NSHE salary range. The ranges shall be compared for internal consistency among institutions and System ~~its~~ and for proportional relationships between faculty and executive salaries, with adjustments proposed as necessary.
2. Chancellor: The initial salary for the Chancellor shall be set by the Board of Regents.
3. System Executive Staff: The initial salary for the Vice Chancellors and the Director of the University of Nevada Press shall be recommended by the Chancellor and approved by the Board of Regents.
4. Board Officer: The initial salary for the Secretary ~~the~~ Board shall be set by the Board.

POLICY PROPOSAL - *HANDBOOK*  
TITLE 4, CHAPTER 3, SECTION 26  
Initial Placement on the Salary Schedule

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Section 26 Initial Placement on the Salary Schedule

1. The provisions of this section are applicable to all employment positions, including executive, administrative and academic faculty positions.
2. Initial placement for positions will be made within the range for that position as reflected in the ~~Board~~ approved salary schedule. Poveenion-17(y7( S)4(c)9p Tc 0 Tw 12 aCc 0 Tw 6>BD

POLICY PROPOSAL - *HANDBOOK*  
TITLE 4, CHAPTER 3, SECTION 34  
Salary Schedules

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Section 34 Salary Schedules

*The Chancellor, with the assistance of the presidents and faculty, shall review and update the*  
[E]xecutive, academic, and administrative salary schedules for the universities, state college,  
and community colleges *at least every four years* [shall be developed by the Chancellor's office  
and approved by the Board of Regents every four years in odd-numbered years]. *Any proposed*

POLICY PROPOSAL - ***HANDBOOK***  
TITLE 4, CHAPTER 3, SECTION 38  
Summer Term Salary Schedules

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POLICY PROPOSAL - *HANDBOOK*  
TITLE 4, CHAPTER 3, SECTION 39  
PartTime SalarySchedules

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POLICY PROPOSAL - *HANDBOOK*  
TITLE 4, CHAPTER 3, SECTION 40  
Enhanced 12Month Contracts for Academic Nursing Faculty  
(UNLV, NSC and CSN only).

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Section 40. Enhanced 12Month Contracts for Academic Nursing Faculty (UNLV, NSC and CSN only)

The following provisions are applicable to the University of Nevada, Las Vegas, Nevada State College, and the College of Southern Nevada only:

1. If the institution adopts a three semester model for its nursing program, the institution may employ fulltime academic nursing faculty under a B3 contract.
2. Nursing faculty employed by the institution under a B3 contract must adhere to the faculty workload requirements defined in Title 4, Chapter 3 for each of the three semesters. The institution will report annually to the ~~Chair~~'s office the number of academic nursing faculty employed under B3 contracts and the total number of credit hours taught during each semester of contract.
3. Compensation for academic nursing faculty under a B3 contract shall be determined based on the *approved* 9 month academic salary schedules approved by the *Chancellor* [Board] times 1.5.

(B/R 10/07)