

NSHE Salary Study

November 2012

Recommendations:

- Changes to methodology
- Salary Schedules (effective 07/01/2013)



Salary Study Committee Members and Participants

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Background & History

- Current board policy requires review of salary schedules every four years
- Revisions to salary schedules must be Board approved
 - Schedules were last reviewed Fall 2007
- Board has established NSHE salary goal – median salaries on salary schedule should equal the 75th percentile of comparison groups



2012 Salary Study

Charge from Chancellor--Chancellor formed committee with faculty and administrative representatives appointed by Presidents from each institution

- To review the NSHE salary schedules as required under the Board of Regents, Code, Title 2, Chapter 5, Section 5.5.1 and Handbook, Title 4, Chapter 3, Section 25.
- To review the community college salary schedule methodology.
- Subcommittees: Universities/State College and Community Colleges.



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- University and State College salary schedules are presented for approval today.
- Community college proposal will be discussed as an information item at this meeting, with the goal of presenting the salary schedules for action at the Board's March meeting.
- School of Medicine schedules are a separate agenda item.



2012 Salary Study

Salary Schedules:

- General Academic
- Supplemental Academic
 - Business
 - Engineering
 - Law
 - Dentistry
- Executive & Administrative



2012 Salary Study

Administrative Faculty Methodology

- Salary survey data from College and University Professional Association for Human Resources (CUPA-HR)
- Administrative Faculty Schedule
 - Identify benchmark positions from various Ranges (1-7)
 - Set salary administrative faculty schedule for each Range based on benchmarks.



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Academic Faculty Methodology

- ❑ Schedule established for general faculty.
- ❑ Review data from CUPA-HR – only 26 land grants reporting.
- ❑ Review data from Oklahoma State University (OSU) - 49 land grants reporting.
- ❑ Recommendation for base schedule using OSU data.

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Recommendations for Change in Methodology for University and State College.

- Utilize OSU data for general academic schedule.
- Update the schedules more frequently but not more than often than annually (a separate proposed policy amendment will be presented)
 - Chancellor to develop and approve schedules, and provide report to Board



State College Salary Schedule

- ❑ State college schedule to remain at 83.3% of university schedule.
- ❑ State college schedule may be reviewed in conjunction with community college schedule at March 2013 Board meeting.
- ❑ State college proposes index of mid-point between university and community college.



Cost of Implementation.

- Salary schedules are used for determining appropriate salary for new hires.
- Current employee salaries are not changed when new salary schedules are adopted, except as follows:
 - Faculty below the minimum may be brought up to the minimum
 - Institutions may review salaries for equity adjustments

2012 Salary Study

NSHE EXECUTIVE SALARY SCHEDULE

Comparison group: Principle, Public Land Grant Institutions and Associate's Public

Source: CUPA-HR

	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
<u>GRADE 1</u> Chancellor University President DRI/NSC Presidents	\$387,700	\$421,790	\$34,090(+7%)
<u>GRADE 2</u> Community College President Vice Chancellor	225,340	206,533	18,807(-9%)
<u>GRADE 3</u> Associate Vice Chancellor	177,340	181,179	4,086(+2%)

2012 Salary Study

SYSTEM ADMINISTRATION SALARY SCHEDULE

Comparison group: CUPA-HR Principle Land Grant Group

Source: CUPA-HR

	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
<u>GRADE 4</u>	\$133,450	\$134,421	\$971
<u>GRADE 5</u>	\$105,496	106,854	1,358(+1%)
<u>GRADE 6</u>	\$82,621	\$80,015	2,606(-3%)
<u>GRADE 7</u>	\$59,486	\$59,052	434

2012 Salary Study

EXECUTIVE SALARY SCHEDULE-UNIVERSITIES/DRI-30 positions

Comparison group: Land Grant Institutions

Source: CUPA-HR Administrative compensation Survey

Below are examples of current and proposed medians with differences.

	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
Exec VP & Provost	\$290,198	\$322,300	\$32,102 (+11%)
VP, Development(Advancement)	249,522	220,000	29,522 (-12%)
VP, University Relations (External Affairs)	196,679	220,000	23,321 (+12%)
VP, Finance (Finance & Business)	215,414	251,300	35,886 (+17)
Director Athletics			
VP, Research & Grad Studies	340,957	425,900	85,243 (+25%)
VP, Technology	242,840	274,000	31,160 (+13%)
VP, Student Services (Student Affairs)	201,760	255,600	53,840 (+27%)
	194,870	226,500	31,630 (+16%)
New:	<u>Minimum</u>	<u>Median</u>	<u>Maximum</u>
VP, Health Sciences	444,900	684,400	923,900
VP, Diversity	116,900	179,800	242,700

2012 Salary Study

EXECUTIVE SALARY SCHEDULE-UNIVERSITIES/DRI(cont.)

Comparison group: Land Grant Institutions

Source: CUPA-HR Administrative Compensation Survey

Examples of Dean Positions: two lowest, two highest and others.

	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
Business	\$275,586	\$334,600	\$59,014(+21%)
Education	199,999	236,300	36,301(+18)
Honors College	146,431	158,000	11,569(+8%)
Libraries	188,185	174,400	13,785(-7%)
Medicine	415,180	532,300	117,120(+28)
Sciences	221,561	271,300	49,739(+22%)
Urban Affairs	203,842	225,600	21,758(+11%)

2012 Salary Study

ADMINISTRATIVE SALARY SCHEDULE-UNIVERSITIES

Comparison group: Land Grant Institutions using 91 benchmark positions.

Source: CUPA-HR Administrative and Mid-Level Compensation Surveys.

FY 2012-13	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
<u>GRADE</u>			
7	\$158,413	\$161,300	\$2,887(+2%)
6	135,011	135,200	189
5	114,170	113,600	570
4	88,394	91,300	2,906(+3%)
3	72,546	75,300	2,754(+4%)
2	59,699	60,100	401
1	47,174	47,400	226

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ADMINISTRATIVE SALARY SCHEDULE-STATE COLLEGE

Source: 83.3% of University Administrative Salary Schedule

	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
<u>GRADE</u>			
7	\$131,898	\$134,363	\$2,465(+2%)
6	112,412	112,622	210
5	95,060	94,629	431
4	73,598	76,053	2,455(+3%)
3	60,403	62,725	2,322(+4%)
2	49,707	50,063	356
1	39,279	39,484	205

2012 Salary Study

ACADEMIC SALARY SCHEDULE-UNIVERSITIES

Comparison group:49 Land Grant Institutions

Source: OSU Faculty Salary Survey 2011-2012

Category/Discipline: All Discipline Average

		CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
		<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS
<u>RANK</u>	<u>TITLE</u>			
IV	PROFESSOR	\$121,064	\$130,700	\$9,636(+8%)
		145,278	156,900	11,622(+8%)
III	ASSOCIATE PROFESSOR	85,854	88,600	2,746(+3%)
		103,024	106,300	3,276(+3%)
II	ASSISTANT PROFESSOR	72,734	77,000	4,266(+6%)
		87,281	92,400	5,119(+6%)
I	INSTRUCTOR	55,655	54,800	855(-1.5%)
		66,786	65,800	986(-1.5%)

2012 Salary Study

ACADEMIC SALARY SCHEDULE-STATE COLLEGE

Comparison group: 83.3% of University Academic Salary Schedule

		CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
		<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS
<u>RANK</u>	<u>TITLE</u>			
IV	PROFESSOR	\$100,801 120,961	\$108,873 130,698	\$8,072(+8%) 9,737(+8%)
III	ASSOCIATE PROFESSOR	71,484 85,781	73,804 88,548	2,320(+3%) 2,767(+3%)
II	ASSISTANT PROFESSOR	60,560 72,672	64,141 76,969	3,581(+6%) 4,297(+6%)
I	INSTRUCTOR	46,338 55,606	45,648 54,811	690(-1.5%) 795(-1.4%)

2012 Salary Study

NSHE DISCIPLINE SPECIFIC FACULTY SALARY SCHEDULES FY 2013-14 & FY 2014-15

Comparison group: ASCB 2011-2012

9 Month	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
<u>Accounting-Finance</u>			
Professor	\$133,900	\$138,200	\$4,300(+3%)
Associates	109,200	126,600	17,400(+16%)
Assistants	114,200	126,600	12,400(+11%)
Instructors	60,400	65,500	5,100(+8%)
<u>Mkg-Mgt-Prod.Opns-HR- Intl-MIS</u>			
Professor	117,800	131,600	13,800(+12%)
Associates	101,700	109,600	7,900(+8%)
Assistants	99,300	102,500	3,200(+3%)
Instructors	59,100	61,800	2,700(+5%)

2012 Salary Study

NSHE DISCIPLINE SPECIFIC FACULTY SALARY SCHEDULES FY 2013-14 & FY 2014-15

Comparison group: **Economics-AACSB 2011-2012**
 Engineering-OSU

9 Month	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
<u>Economics</u>			
Professor	\$116,500	\$133,700	\$17,200(+15%)
Associates	86,600	109,600	23,000(+27%)
Assistants	76,100	102,500	26,400(+35%)
Instructors	54,200	61,800	7,600(+14%)
<u>Engineering</u>			
Professor	126,500	132,974	6,474(+5%)
Associates	94,200	94,066	134
Assistants	81,400	80,465	935(-1%)
Instructors	69,700	57,444	12,256(-18%)

2012 Salary Study

NSHE DISCIPLINE SPECIFIC FACULTY SALARY SCHEDULES FY 2013-14 & FY 2014-15

Comparison group/source:

Law-CUPA HR: NFSS Very High Research Public-22 Institutions (14 Law participating)

Dental Medicine-ADEA 2010 Survey

	CURRENT MEDIAN	PROPOSED MEDIAN	DIFFERENCES
<u>Law-9 Month</u>			
Professor	\$163,200	\$167,500	\$4,300(+3%)
Associates	108,300	117,700	9,400(+9%)
Assistants	102,300	102,600	300
Instructors	N/A	N/A	N/A
<u>Dental Medicine 12 Month only</u>			
Professor	134,000	181,900	\$47,900(+36%)
Associates	108,100	140,600	32,500(+30%)
Assistants	99,200	121,700	22,500(+23%)
Instructors	N/A	N/A	N/A