

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the Inclusion, Diversity, Equity and Access Committee Meeting, November 15, 2023
Date: Wednesday, November 15, 2023 10:00:57 AM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the Inclusion, Diversity, Equity and Access Committee Meeting, November 15, 2023

Email: kent.ervin@nevadafacultyalliance.org

Name: KENT ERVIN

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: Inclusion, Diversity, Equity and Access Committee Meeting, November 15, 2023

Agenda Item: 4

In Favor / Opposed / Other: No Position stated – Concerned or Neutral

Comment:

Kent Ervin, E-R-V-I-N, past president and Director of Government Relations, Nevada Faculty Alliance.

Thank you for the presentation in agenda item 4 on equity in compensation. The faculty compensation system at NSHE has been broken ever since annual merit raises stopped being paid regularly after the Great Recession, now 13 years ago. The Gallagher Study in 2018 reported that fixing salary compression issues would require \$87 million at that time. That didn't happen. Gallagher also recommended annual updates to salary schedules, which were not implemented until this fall.

If Regents approve the full 11% COLA increase for faculty in FY2025 at your upcoming meeting, that will only bring average take-home pay in real dollars up to 2016 levels, and they remain more than 10% below 2009 levels. (See the NFA website at <https://nevadafacultyalliance.org/NewsArchive/13270662> for data sources.) But that's just to adjust for losses due to inflation. COLAs are important but do not address salary compression or inversion problems and do not provide rewards for meritorious performance.

Some of the NSHE institutions have conducted salary equity studies and some ad hoc salary adjustments have been made. But what we see in analyzing public salary data is that the largest salary increases over recent years have been granted Administrators who are already highly compensated, while rank-and-file faculty are left behind. (For the analyses, see the NFA website at <https://nevadafacultyalliance.org/NewsArchive/13266860>). That is further evidence of a broken compensation system.

I would suggest a compensation committee be convened with faculty representation and be empowered to recommend real solutions to these issues.

Thank you.

Agreed that all the information above is true and accurate: Yes

--

This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)