

BOARD OF REGENTS
BRIEFING PAPER

HANDBOOK REVISION: REVIEW OF SALARIES PAID TO PART-TIME INSTRUCTORS

BACKGROUND & POLICY CONTEXT OF ISSUE:

At the October 2007 meeting of the Board, the Regents reviewed and approved the 2008-09 salary schedules based on staff's recommendations following a formal review of peer data. Board policy currently requires that salary schedules for the universities, special units, state college, and the community colleges be reviewed every four years, in an odd numbered year, by joint efforts of the faculty, the Presidents and the Chancellor (*Title 2, Chapter 5, Section 5.5*). During the course of its discussion, the Board agreed that a review of part-time salaries should also be included in the required 4-year review of salaries – precipitating the proposed revision to Board policy.

The first hearing for this Code change occurred at the November 2007 Board meeting at which time the regents requested that the language be further revised to ensure that the 4-year review of salaries paid to part-time instructors included a review of other benefits paid.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend Board policy (*Title 2, Chapter 5, Section 5.5*) to provide that the required four-year review of salary schedules for the universities, special units, state college, and the community colleges must also include a review of salaries and benefits paid to part-time instructors.. (See attached Policy Proposal.)

IMPETUS (WHY NOW?):

The proposed revision to Board policy is brought forward at the request of the Regents during the October 2007 and November 2007 meetings of the Board.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

Amending the Board policy as requested by the Regents will ensure that salaries and benefits paid to part-time instructors are reviewed on a regular basis.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

National and regional data on part-time salaries are limited; therefore a different methodology for the review of part-time salaries will need to be developed.

ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

The revision to policy is requested by the Board and as such no alternative proposals have been brought forward.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
- Amends Current Board Policy: *Title 2, Chapter 5, Section 5.5*
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes _____ No _____
Explain: _____

POLICY PROPOSAL
TITLE 2, CHAPTER 5, SECTION 5.5
Salary Schedules

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

Section 5.5 Salaries

5.5.1 Development and Review of Salary Schedules. Salary schedules for the universities, special units, state college, and the community colleges shall be reviewed every four years, in an odd numbered year, by joint efforts of the faculty, the presidents and the chancellor. ***The salaries paid to part-time instructors shall be reviewed every four year, including a review of benefits paid.*** Any proposed revisions to the schedules shall not go into effect until approved by the Board of Regents.