

Excerpt from Minutes of March 2004 Board of Regents Meeting detailing the amendments to the original proposal

Title 4, Chapter 3

Approved-Handbook Revision, Salary Schedule Revision – As required by the Board of Regents Handbook, salary schedules are reviewed every four years. The Board approved Chancellor Jane Nichols' recommendation for revisions to the salary schedules under *(Title IV, Chapter 3, Section 27) (Ref. Q on file in the Board office)*.

Chancellor Nichols reported that the salary schedule was last updated in 2000. She commended Mrs. Carla Henson and Mr. Tyler Trevor for their work in updating the schedule. The salary schedule is part of the formula for state funding. The midpoint of the faculty salary schedule becomes a driving factor of the formula.

Regent Bandera left the meeting.

Chancellor Nichols said that each institution participated on the salary committees. Peers and benchmarks were developed. DRI was included with the university salary schedule. It is difficult to establish a peer group for DRI. Chancellor Nichols reported that no one would receive a salary increase as a result of Board action that day except for community college faculty. She explained that community college faculty adhere to an actual salary schedule. When adjustments are made to the salary schedule it immediately affects community college faculty. Eighty percent of the medians were adjusted upward, while 20% were adjusted downward.

Regent Bandera entered the meeting.

Chancellor Nichols recommended a \$200 increase to the base (.8% increase) for all full-time professional community college faculty. The new schedule includes steps with automatic increases for evaluations of satisfactory or above. Community college faculty receive an automatic 2.5% step increase every year. Changing the base affects all faculty on the salary schedule. Peer data indicate that UCCSN community college faculty are below the median of the WICHE region and that it is difficult to recruit new faculty at that low entry point. Chancellor Nichols then reviewed the salary schedules.

Regent Alden asked whether terminal degrees (MFA's) had been addressed. Chancellor Nichols replied that a recommendation had not been provided because they were unable to reach agreement with the faculty senates. She said the faculty senates were working on the issue to reach agreement. Regent Alden said he would oppose the motion in protest that the MFA's had not been addressed, though it had been requested for the past 7 years.

Regent Rosenberg commended the increases to the lower end of the pay scale. He was disturbed that part-time employees were not addressed. Chancellor Nichols replied that the Board approved a policy whereby the part-time faculty salary goal is driven by the lowest point on the instructor salary schedule. Increases to the instructor schedule will increase part-time faculty salaries as well.

Regent Bandera requested an explanation for the community college having to fund the revisions. Chancellor Nichols replied that the change would become effective next fiscal year. The community college presidents will need to identify the money within their budgets to fund the salary increases. They have all agreed that they will or can do so. If the money is not identified and the changes become effective with the next biennium, the request would equate to a budget enhancement. It is preferred to fund increases in the second year of the biennium because the

state will fund those salaries in the following biennium. Regent Bandera asked about the two universities. Chancellor Nichols replied there were no salary increases for university faculty unless they fell below the lowest point on the schedule. She did not believe that any university faculty were affected. Regent Bandera asked whether the Board could help the community colleges with this matter, adding that it did not seem fair to ask them to pay for these increases. She asked the Chancellor to consider the request and to report back to the Board. Chancellor Nichols agreed to do so.

Regent Kirkpatrick asked about the 2004-05 salary schedule for the Chancellor and university presidents (Ref. Q, Page 2 of 6). Chancellor Nichols replied that the proposal constituted a recommendation to change the midpoint on the salary schedule from \$222,810 to \$265,000. Regent Kirkpatrick observed that the proposal included a recommendation for lowering the Grade 2/community college presidents and vice Chancellors (\$171,866 to \$151,041). Chancellor Nichols replied that the recommendation was based upon the comparison data collected. She explained that they had used the CUPA-HR (College and University Professional Association for Human Resources) data, which did not include perquisites (i.e., automobile allowances, housing allowances). It is unknown what perquisites other institutions afford those employees. Regent Kirkpatrick asked how bound the Chancellor was to the salary schedules (when hiring). Chancellor Nichols replied that the Board could offer any salary they wish. She observed the proposal was for a midpoint on the schedule. The maximum salary would be in the \$200,000 range.

Regent Hill entered the meeting.

Regent Kirkpatrick moved approval of the Handbook revision concerning salary schedule revisions with the exception of the decrease to Grade 2 hires, which would remain at its current level. Regent Hill seconded.

Regent Rosenberg established that the Board was approving the median salaries and that no one's salary would be cut as a result of Board action.

Regent Derby discussed part time faculty and her pleasure that salaries at the lower end of the scale had been increased. She said that no progress had been realized in spite of setting that goal for part-time faculty. She asked the Chancellor to discuss how much had been used to increase part-time faculty salaries. Chancellor Nichols replied that as a result of the formula funding received in the past session the presidents had been able to increase part-time salaries, though they had still not met the goal. Regent Derby asked what gains had been made. Chancellor Nichols reported the following increases:

- CCSN increased their pay from \$681/credit hour (Fall 2002) to \$700/credit hour (Fall 2003) and \$735/credit hour (Spring 2004) as compared to the Task Force recommendation for \$776/credit hour.
- GBC increased their pay from \$420/credit hour (Range II, Step 1 Fall 2003) to \$445/credit hour (Range II, Step 1 Spring 2004) and from \$470/credit hour (Range III, Step 1 Fall 2003) to \$495/credit hour (Range III, Step 1 Spring 2004) as compared to the Task Force recommendation for \$776/credit hour.
- NSC increased their pay from \$692/credit hour (Fall 2002) to \$725/credit hour (Fall 2003) and \$755/credit hour (Fall 2004) as compared to the Task Force recommendation for \$819/credit hour.

Regent Derby said she was pleased to see some movement because there had been none for such a long period of time. She felt they constituted modest gains and that part-time faculty were still grossly underpaid. She said that UCCSN should do better and she did not want the Board to lose that focus.

Regent Whipple was curious how the proposed decrease to community college presidents' salaries would impact the ongoing presidential search. Chancellor Nichols said that it would certainly have an impact on the base salary for a new president, adding that she was comfortable with maintaining the current level (\$171,866) rather than decreasing the salary. She said that would maintain a higher base salary that could be offered to the community college president in the current search. Regent Whipple suggested that it would be appropriate to hire the incoming president at a level consistent with the other community college presidents. He asked for clarification of the motion.

The motion was clarified: Regent Kirkpatrick moved approval of the Handbook revision concerning salary schedule revisions with the exception of the decrease to Grade 2 hires, which would remain at its current level. Regent Hill seconded.

Regent Whipple clarified that the motion was to approve the proposed salary schedule without the recommended reduction to Grade 2 hires and indicated his support for the motion.

Regent Bandera said that she wanted a very careful review of current community college presidents' salaries to ensure an equitable grouping.

Motion carried. Regent Alden voted no.