

Compensation for Nevada System of Higher Education Faculty

Presented to AB 202 Legislative Committee
May 8, 2018

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Where Faculty Consult Internationally (Sample from 2017-2018)

Austria	Finland	Germany	France	Netherlands
China	Ireland	Greece	Norway	United Kingdom
Croatia	Canada	Belgium	Turkey	Nicaragua
Japan	Brazil	Fiji	Australia	Czech Republic
Spain	Italy	Austria		

The Voices Behind the Numbers

2008

Salary Studies

- **2017-2018 NFA data shows NSHE Faculty are underpaid**
- **Gallagher Study data shows NSHE Faculty salaries are competitive**
 - **Given methodological concerns inherent in any study, including both of these and even splitting the difference, shows NSHE Faculty salaries are an issue**

What Kinds of Issues Are There?

- Recruiting
 - Retention/Turnover
- Failed Faculty Searches
 - Compression
 - Inversion
 - Morale
- Quality of Life/Cost of Living
 - Aspirations to R1

Issues Related to Recruitment

- **Administrative Faculty:** We had 3 failed searches in which salary was a part of the issue; cannot count out salary.
- **Associate Professor:** We lost a wonderful candidate this year to a lesser institution due to our lack of a comprehensive compensation package.
- **Lecturer:** My college is having difficulty attracting and retaining new employees.
- **Professor:** We have had to move down on our search list to find people who would accept our offer.
- **Assistant Professor:** The disproportionate compensation has led to retention issues. We lost 2 faculty last year to compensation. This year, we lost another. It is difficult to keep up with day-to-day operations.
- **Administrative Faculty:** We have lost “countless” faculty members.

Retention and Turnover

- **Hired 2015:** We have experienced extreme faculty turnover.
- **Assistant Professor:** Lack of performance-based pay fails to motivate and leads to retention issues. It will lead to our best and brightest professors leaving.
- **Hired 2004:** We had mass departures at budget cut time and have not recovered due to salary stagnation. Searches are time consuming. Five faculty have left since I was hired.
- **Division of Health Sciences:** Faculty leave and take grants with them. Some leave for “greener pastures.”

Sample of Attrition at Great Basin College 2009 - 2017

	2009	2010	2011	2012	2013	2014	2015	2016	2017
Resignation-Relocation.	0	3	1	1	0	0	0	2	1
Resignation-Other Emp.	0	0	3	1	2	1	0	2	1
Resignation-Other	1	3	1	2	2	2	3	2	2
TOTALS	1	6	5	4	4	3	3	6	4

Sample of Attrition at UNR (2016-17) (only those leaving for Higher Education)

Higher education institutions where faculty accepted positions:

Florida Atlantic	Humboldt State	University of Florida
Florida International	Western Kentucky	Northern Colorado
Dalhousie University	Boise State WSU	CSU-Bakersfield
Utah	Northern Kentucky	Kansas State
Florida International Tech	Mercer	Central Florida
Texas A & M	Khalifa University	Michigan Tech
UC Santa Barbara	Ohio University	Memphis
Osaka	Arizona	Albert Univ (Scotland)

Compression, Inversion, and Morale Issues

- Assistant Professor: My salary is stagnant and I feel demoralized.
- Assistant Professor: My greatest fear is that the lack of performance-based compensation at this most productive time of my career will ensure that I will always be left behind and never catch up.
- Professor: Those who stayed during the tough times have salaries that are becoming more and more disproportionate. I now make less than an Assistant Professor at a top university, and that is demoralizing.
- Assistant Professor: I make 20% less than other R1 faculty in the western states.
- Associate Professor hired 2010: I have seen salaries stagnate. I have watched newer faculty come in with more pay and I am on track to experience compression and inversion. I did some research among my colleagues and friends at other institutions and found that my salary was lacking significantly due to no increases. I feel like a second-class citizen.
- Professor: There are difficulties with morale/motivation. Morale is poor and there is a lot of cynicism and disillusionment. We are not competitive salary-wise.

Compression, Inversion, and Morale Issues

- **Associate Professor:** There is discouragement; in this department, the longest serving faculty member was paid the lowest salary for many years. Salaries of those who stayed through the tough times are being surpassed quickly by larger and larger margins. It also affects newly-hired faculty and places them in an awkward situation. Some faculty have become bitter.
- **Professor:** There is low morale and anxiety. Some peers at other institutions are making \$15,000 more than I am. I know some of my colleagues have lost their homes.
- **Associate Professor:** The lack of performance-based compensation leads to competition rather than cooperation.

Quality of Life/Cost of Living

- Assistant Professor: Survival is a struggle each month. I will be forced to find work this summer to earn extra money rather than work on research.
- Assistant Professor: My take-home pay is \$2,300, and rent is \$1,400. That leaves \$900 for bills. We have had an unprecedented increase in rent, and as a result, I am thinking of leaving to find a more affordable place to live and work.
- Professor hired 2015: I find that it is increasingly difficult to pay bills. Last summer, I had to relocate my family to a new home that I could afford. My colleagues describe a never-ending search for affordable housing. My salary is stagnant and I feel demoralized.
- Professor: When my students inquire about becoming professors, I tell them that it is hard to make a living if they spend 6-8 years without an increase in revenue.

Quality of Life/Cost of Living

- **Professor:** We lost a wonderful candidate this year mostly due to lack of a good benefits package and the rising cost of living in the area.
- **Associate Professor:** Right now it is almost impossible for new assistant professors to buy housing.
- **Division of Health Sciences Professor:** The cumulative rate of inflation has been 15.9% and we continue to receive the same salary. These should be power earning years. I gave up health club membership, cable TV, and hairdresser.
- **Administrative Faculty:** I can barely afford to live here.

Things to Seriously Consider

- Agree with NFA: One-time funding for equity, compression, and competitive salary adjustments.
- Agree with NFA: Establish a sustainable system of annual in-rank salary advancement for faculty funded at a level comparable to the Classified step system.
- Agree with NFA: Share costs proportionally to revenues among State General Fund, student fees & tuition, and other NSHE revenue.
- Agree with NFA: Increase state formula funding per WSCH to keep up with Higher Education Price Index (HEPI) after including COLAs and in-rank increases—to halt further increased reliance on student tuition.
- Agree with NFA: Flexibility for 2-year and 4-year colleges and the universities to implement best practices for awarding performance-based salary increases.

Aspirations to Carnegie R1 Status

- Gallagher Study combined R1, R2, and R3 institutions for the Universities, and there were other peer institution issues related to the Community Colleges. Some clarifications still need to be made.
 - The Study also underscored the importance of keeping up. It is critical that the universities are compared to R1 institutions because ***if we neglect the current salary situation and the issues surrounding it now, we will not even be “in the ballgame” 10 years from now.***


Going Forward

We must guard against Raffia's Type III Error:
The probability of solving the wrong problem

Sustainable Faculty Compensation Model

We agree with NFA

1. Base salaries that are competitive with Peer and R1 Institutions
2. Annual Cost of Living increases to keep up with inflation
3. Performance-based compensation to reward excellence and retain quality faculty
4. A strong healthcare benefits package with no premium increases



**Thank you for your
time, dedication, vision, and help.**