

BOARD OF REGENTS
BRIEFING PAPER

1. **Agenda Item Title:** Initial Salary; Vice Chancellor for Workforce Development
Meeting Date: June 8-9, 2017

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

The Board of Regents' *Handbook* requires that the appointments of vice chancellors be reported to the Board of Regents and that the Board approve the initial salary for such appointments.

Title 4, Chapter 2, Section 3 of the *Handbook* provides that the Chancellor may appoint executive staff to assist in the operation of NSHE including vice chancellors and other administrative positions that report directly to the Chancellor. Title 2, Chapter 1, Section 1.6.1(d) of the *Handbook* likewise provides that administrators reporting directly to the Chancellor, including interim or acting appointments, shall be approved by the Chancellor and reported to the Board of Regents. Title 4, Chapter 3, Section 26(3) of the *Handbook* provides that the initial salary for vice chancellors shall be recommended by the Chancellor and approved by the Board of Regents.

Chancellor White requests that the Board approve an initial salary of \$175,500 for Frank Woodbeck as Vice Chancellor for Workforce Development. The terms of the appointment are summarized in the attached. The initial salary is within the salary schedule range set forth in Chapter 3, Section 1 of the *Procedures and Guidelines Manual*, a copy of which is also attached. Finally, for reference purposes, a copy of the position announcement for the Vice Chancellor for Workforce Development is also attached.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Chancellor John White requests that the Board approve an initial salary of \$175,500 for Frank Woodbeck as Vice Chancellor for Workforce Development.

4. IMPETUS (WHY NOW?):

Earlier this year the Chancellor determined that the position occupied by Mr. Woodbeck, Executive Director of the Nevada College Collaborative, should be revised and retitled as Vice Chancellor for Workforce Development to better align with duties and mission behind the position. This was done in concert with the decision to create and hire a Vice Chancellor for Community Colleges. The *Handbook* requires that appointments of vice chancellors be reported to the Board and that the Board approve the initial salary for such appointments.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

N/A

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

N/A

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

None.

8. COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title 4, Chapter, Section 3, Title 2, Chapter 1, Section 1.6.1(d) and Title 4, Chapter 3. Section 26(3)
- Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes _____ No _____
Explain: _____

Title 4 - Codification of Board Policy Statements

Chapter 2

ADMINISTRATIVE OFFICERS

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Section 3. Duties and Responsibilities of System Administration Executive Staff

The Chancellor may, as provided in Title 2, Chapter 1 of the Code, appoint certain executive staff to assist with the effective operation of the NSHE, to include Vice Chancellors, Vice Chancellor of Legal Affairs, and any other administrative positions that may report directly to the Chancellor. The duties, responsibilities, job descriptions, and annual evaluation guidelines for System Administration executive staff shall be stated in writing and maintained on file in the Chancellor's Office.

In the event a professional conflict of interest arises with respect to the reporting line between the Vice Chancellor of Legal Affairs and the Chancellor, the Vice Chancellor of Legal Affairs shall report directly to the Board Chair until such time as the conflict of interest is removed.

Title 4 - Codification of Board Policy Statements
Chapter 3
PROFESSIONAL STAFF

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Section 26. Executive Salary Schedule

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3. System Executive Staff: The initial salary for the vice chancellors shall be recommended by the Chancellor and approved by the Board of Regents.

**NEVADA SYSTEM OF HIGHER EDUCATION
PROCEDURES AND GUIDELINES MANUAL**

**CHAPTER 3
SALARY SCHEDULES**

Section 1. Salary Schedules

The following salary schedules are reviewed and approved by the Board of Regents:

NSHE EXECUTIVE SALARY SCHEDULE

	<u>MINIMUM</u>	<u>MEDIAN</u>	<u>MAXIMUM</u>
<u>GRADE 1</u>	\$312,546	\$421,790	\$531,454
Chancellor University President DRI President NSC - Henderson President			
<u>GRADE 2</u>	\$153,040	\$206,533	\$260,231
Community College President Vice Chancellor			
<u>GRADE 3</u>	\$134,253	\$181,179	\$228,284
Associate Vice Chancellor			