NEVADA SYSTEM OF HIGHER EDUCATION
PROCEDURES AND GUIDELINES MANUAL

CHAPTER 3

SALARY SCHEDULES

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CHAPTER 3

SALARY SCHEDULES

Section 1. Salary Schedules for NSHE, Universities, State College and Community Colleges Except Schools of Medicine

The following salary schedules are updated as of July 1, 2022.

NSHE EXECUTIVE SALARY SCHEDULE

	MINIMUM	MEDIAN	MAXIMUM
GRADE 1	$378,198	$510,644	$643,089
Chancellor University President DRI President NSU President			
GRADE 2	$242,938	$328,017	$413,095
Community College President Vice Chancellor			
GRADE 3	$208,942	$282,114	$355,286
Associate Vice Chancellor			

EXECUTIVE SALARY SCHEDULE - UNIVERSITIES/DRI

	MINIMUM	Q1	MID	Q3	MAXIMUM
EXEC VP & PROVOST	$265,495	$336,969	$408,444	$479,919	$551,393
VP, ADVANCEMENT	$214,494	$272,242	$329,990	$387,738	$445,487
VP, DIVERSITY	$147,607	$187,318	$227,029	$266,740	$306,451
VP, EXTERNAL AFFAIRS	$170,014	$215,787	$261,560	$307,333	$353,106
VP, FINANCE & BUSINESS	$201,485	$255,742	$310,000	$364,258	$418,515
VP, HEALTH SCIENCES	$511,118	$648,692	$786,265	$923,838	$1,061,412
VP, RESEARCH & GRAD STUDIES	$219,778	$278,949	$338,120	$397,291	$456,462
VP, STUDENT AFFAIRS	$161,660	$205,205	$248,750	$292,295	$335,840
VP, TECHNOLOGY	$171,730	$217,944	$264,157	$310,370	$356,584
DIRECTOR ATHLETICS	$276,832	$351,366	$425,900	$500,434	$574,968

DEAN OF:	MINIMUM	Q1	MID	Q3	MAXIMUM
AGRICULTURE	$195,024	$247,512	$300,000	$352,488	$404,976
BUSINESS	$247,794	$314,499	$381,204	$447,909	$514,614
COOPERATIVE EXTENSION	$146,874	$186,405	$225,935	$265,465	$304,996
DENTAL	$260,783	$331,016	$401,250	$471,484	$541,717
EDUCATION	$159,731	$202,731	$245,732	$288,733	$331,733
ENGINEERING	$214,489	$272,244	$330,000	$387,756	$445,511
FINE ARTS	$142,957	$181,478	$220,000	$258,522	$297,043
GRADUATE COLLEGE	$146,869	$186,402	$225,935	$265,468	$305,001
HONORS COLLEGE	$122,411	$155,367	$188,324	$221,281	$254,237
HOTEL ADMINISTRATION	$260,824	$331,037	$401,250	$471,463	$541,676
HEALTH RELATED PROFESSIONS	$172,027	$218,332	$264,637	$310,942	$357,247
JOURNALISM	$168,953	$214,476	$259,999	$305,522	$351,045
LAW	$228,731	$290,278	$351,825	$413,372	$474,919
LIBERAL ARTS	$175,561	$222,780	$270,000	$317,220	$364,439
LIBRARIES	$165,607	$210,148	$254,690	$299,232	$343,773
MEDICINE	$360,747	$457,868	$554,988	$652,108	$749,229
NURSING	$209,351	$265,734	$322,118	$378,502	$434,885
PUBLIC HEALTH	$223,890	$284,145	$344,400	$404,655	$464,910
SCIENCES	$186,835	$237,174	$287,512	$337,850	$388,189
URBAN AFFAIRS	$175,452	$222,726	$270,000	$317,274	$364,548

NOTE: For employees subject to the Employer-Paid Retirement Plan, the amounts shown will be reduced as provided by law.

EXECUTIVE SALARY SCHEDULE – STATE COLLEGES

	MINIMUM	Q1	MID	Q3	MAXIMUM
EXEC VP & PROVOST	$174,514	$221,495	$268,476	$315,457	$362,438
VP, OTHER	$136,029	$172,681	$209,333	$245,944	$282,554

DEAN OF:	MINIMUM	Q1	MID	Q3	MAXIMUM
ARTS & SCIENCES	$130,948	$166,184	$201,419	$236,655	$271,891
EDUCATION	$127,949	$162,435	$196,838	$231,283	$265,727
NURSING	$133,613	$169,599	$205,584	$241,570	$277,556

NOTE: For employees subject to the Employer-Paid Retirement Plan, the amounts shown will be reduced as provided by law.

EXECUTIVE SALARY SCHEDULE – COMMUNITY COLLEGES

	MINIMUM	Q1	MID	Q3	MAXIMUM
CC EXECUTIVE	$140,613	$165,315	$190,018	$228,021	$266,025

NOTE: For employees subject to the Employer-Paid Retirement Plan, the amounts shown will be reduced as provided by law.

NSHE ADMINISTRATIVE SALARY SCHEDULE

GRADE	MINIMUM	Q1	MID	Q3	MAXIMUM
E	$123,474	$164,632	$205,791	$246,949	$288,107
D	$75,564	$100,752	$125,940	$151,129	$176,317
C	$53,805	$71,740	$89,675	$107,610	$125,545
B	$39,123	$52,164	$65,205	$78,247	$91,288
A	$31,782	$42,376	$52,970	$63,564	$74,158

NOTE: For employees subject to the Employer-Paid Retirement Plan, the amounts shown will be reduced as provided by law.

ACADEMIC SALARY SCHEDULE - UNIVERSITIES

RANK	TITLE	MINIMUM 9 MONTHS 12 MONTHS	Q1 9 MONTHS 12 MONTHS	MID 9 MONTHS 12 MONTHS	Q3 9 MONTHS 12 MONTHS	MAXIMUM 9 MONTHS 12 MONTHS
IV	Professor	$85,000 $102,000	$107,900 $129,400	$130,700 $156,900	$153,600 $184,300	$176,500 $211,800
III	Associate Professor	$61,477 $73,772	$78,020 $93,624	$94,563 $113,476	$111,106 $133,327	$127,649 $153,179
II	Assistant Professor	$55,012 $66,015	$69,838 $83,806	$84,664 $101,597	$99,490 $119,388	$114,316 $137,179
I	Instructor	$47,943 $57,532	$60,872 $73,046	$73,800 $88,560	$86,728 $104,074	$99,657 $119,588

NOTE: For employees subject to the Employer-Paid Retirement Plan, the amounts shown will be reduced as provided by law.

Nevada System of Higher Education
DISCIPLINE SPECIFIC FACULTY SALARY SCHEDULES

Business Faculty – 9 Month Accounting – Finance	Minimum	Q1	Mid	Q3	Maximum
Professors	$159,941	$179,933	$199,926	$219,919	$239,911
Associates	$125,284	$140,945	$156,605	$172,265	$187,926
Assistants	$119,019	$133,897	$148,774	$163,652	$178,529
Instructors	$58,344	$65,637	$72,930	$80,223	$87,516

Business Faculty – 9 Month Marketing, Management, Prod/Ops, HR, Int'l, MIS	Minimum	Q1	Mid	Q3	Maximum
Professors	$150,137	$168,904	$187,671	$206,438	$225,205
Associates	$125,040	$140,670	$156,300	$171,930	$187,560
Assistants	$121,200	$136,350	$151,500	$166,650	$181,800
Instructors	$49,805	$56,031	$62,257	$68,482	$74,708

Economics – 9 Month	Minimum	Q1	Mid	Q3	Maximum
Professors	$127,232	$143,136	$159,040	$174,944	$190,848
Associates	$105,445	$118,625	$131,806	$144,987	$158,167
Assistants	$96,887	$108,997	$121,108	$133,219	$145,329
Instructors	$51,704	$58,167	$64,630	$71,093	$77,556

Engineering Faculty – 9 Month	Minimum	Q1	Mid	Q3	Maximum
Professors	$118,313	$133,102	$147,891	$162,680	$177,469
Associates	$88,760	$99,855	$110,950	$122,045	$133,140
Assistants	$72,078	$81,088	$90,098	$99,107	$108,117
Instructors	$57,227	$64,381	$71,534	$78,688	$85,841

Law Faculty – 9 Month	Minimum	Q1	Mid	Q3	Maximum
Professors	$137,800	$146,700	$167,500	$190,500	$212,100
Associates	$122,122	$130,296	$138,471	$146,646	$154,820
Assistants	$92,387	$105,529	$118,672	$131,815	$144,957
Instructors	N/A	N/A	N/A	N/A	N/A

Business Faculty – 12 Month Accounting – Finance	Minimum	Q1	Mid	Q3	Maximum
Professors	$191,929	$215,920	$239,911	$263,902	$287,894
Associates	$152,196	$171,221	$190,245	$209,270	$228,294
Assistants	$144,948	$163,067	$181,186	$199,305	$217,424
Instructors	$71,151	$80,045	$88,939	$97,833	$106,727

Business Faculty – 12 Month Marketing, Management, Prod/Ops, HR, Int'l, MIS	Minimum	Q1	Mid	Q3	Maximum
Professors	$180,164	$202,685	$225,205	$247,726	$270,246
Associates	$150,048	$168,804	$187,560	$206,316	$225,072
Assistants	$145,440	$163,620	$181,800	$199,980	$218,160
Instructors	$60,738	$68,331	$75,923	$83,515	$91,107

Economics – 12 Month	Minimum	Q1	Mid	Q3	Maximum
Professors	$152,678	$171,763	$190,848	$209,933	$229,018
Associates	$126,533	$142,350	$158,167	$173,984	$189,801
Assistants	$116,264	$130,797	$145,330	$159,862	$174,395
Instructors	$63,054	$70,936	$78,817	$86,699	$94,581

Dental Medicine Faculty – 12 Month	Minimum	Q1	Mid	Q3	Maximum
Professors	$150,551	$169,370	$188,189	$207,008	$225,827
Associates	$108,999	$122,624	$136,248	$149,873	$163,498
Assistants	$91,703	$103,166	$114,629	$126,092	$137,555
Instructors	$60,792	$68,391	$75,990	$83,589	$91,188

Engineering Faculty – 12 Month	Minimum	Q1	Mid	Q3	Maximum
Professors	$141,975	$159,722	$177,469	$195,216	$212,963
Associates	$106,512	$119,826	$133,140	$146,454	$159,768
Assistants	$87,900	$98,888	$109,875	$120,863	$131,850
Instructors	$69,790	$78,513	$87,237	$95,961	$104,684

Law Faculty – 12 Month	Minimum	Q1	Mid	Q3	Maximum
Professors	$165,400	$176,000	$201,000	$228,600	$254,500
Associates	$146,546	$156,356	$166,165	$175,975	$185,784
Assistants	$110,864	$126,635	$142,406	$158,178	$173,949
Instructors	N/A	N/A	N/A	N/A	N/A

NOTE: For employees subject to the Employer – Paid Retirement Plan, the amounts shown will be reduced as provided by law.

ACADEMIC SALARY SCHEDULE - STATE COLLEGE

RANK	TITLE	MINIMUM 9 MONTHS 12 MONTHS	Q1 9 MONTHS 12 MONTHS	MID 9 MONTHS 12 MONTHS	Q3 9 MONTHS 12 MONTHS	MAXIMUM 9 MONTHS 12 MONTHS
IV	PROFESSOR	$73,119	$92,796	$112,474	$132,151	$151,829
		$87,742	$111,355	$134,969	$158,582	$182,195
III	ASSOCIATE PROFESSOR	$48,296	$61,292	$74,288	$87,284	$100,280
		$57,955	$73,550	$89,146	$104,741	$120,336
II	ASSISTANT PROFESSOR	$43,939	$55,780	$67,622	$79,464	$91,305
		$52,727	$66,936	$81,146	$95,356	$109,566
I	INSTRUCTOR	$42,343	$53,762	$65,180	$76,598	$88,017
		$50,812	$64,514	$78,216	$91,918	$105,620

NOTE: For employees subject to the Employer-Paid Retirement Plan, the amounts shown will be reduced as provided by law.

ACADEMIC SALARY SCHEDULE-COMMUNITY COLLEGES

Grade	Min	Q1	Median	Q3	Max
5	$56,030	$68,267	$82,162	$98,871	$120,464
4	$52,294	$63,716	$76,685	$92,279	$112,433
3	$46,691	$56,889	$68,468	$82,392	$100,387
2	$41,088	$50,062	$60,252	$72,505	$88,340
1	$37,353	$45,511	$54,775	$65,914	$80,310

(Added 6/05; A. 6/05, 11/05, 4/06, 7/06, 3/07, 8/07, 11/07, 3/08, 8/08, 6/09, 6/11, 11/12, 3/13, 12/16, 3/18, 9/18, 12/19, 7/22, 9/22)

Section 2. Salary Schedules for Schools of Medicine

The following are the salary schedules for the Schools of Medicine updated as of July 1, 2022:

SCHOOLS OF MEDICINE– ACADEMIC SALARY SCHEDULE

	MIN	Q1	MEDIAN	Q3	MAX
INSTRUCTOR					
Basic Science	$44,719	$58,560	$72,402	$86,244	$100,085
Primary Care	$120,000	$159,000	$193,000	$240,000	$300,000
Non-Surgical Specialty I	$115,000	$153,000	$190,000	$242,000	$303,000
Non-Surgical Specialty II	$180,000	$239,000	$318,000	$477,000	$597,000
Surgical Specialty I	$60,000	$79,000	$173,000	$277,000	$347,000
Surgical Specialty II	$195,000	$260,000	$331,000	$402,000	$503,000
Surgical Specialty III	$169,000	$225,000	$308,000	$468,000	$585,000
ASSISTANT PROFESSOR					
Basic Science	$71,292	$94,968	$118,643	$142,318	$165,994
Primary Care	$134,000	$178,000	$204,000	$238,000	$298,000
Non-Surgical Specialty I	$155,000	$206,000	$242,000	$291,000	$364,000
Non-Surgical Specialty II	$252,000	$336,000	$378,000	$445,000	$557,000
Surgical Specialty I	$207,000	$275,000	$321,000	$388,000	$485,000
Surgical Specialty II	$263,000	$350,000	$400,000	$504,000	$630,000
Surgical Specialty III	$300,000	$400,000	$509,000	$689,000	$862,000
ASSOCIATE PROFESSOR					
Basic Science	$88,819	$116,910	$145,000	$173,090	$201,181
Primary Care	$147,000	$196,000	$228,000	$279,000	$349,000
Non-Surgical Specialty I	$183,000	$243,000	$279,000	$343,000	$429,000
Non-Surgical Specialty II	$273,000	$364,000	$430,000	$477,000	$597,000
Surgical Specialty I	$257,000	$342,000	$413,000	$497,000	$622,000
Surgical Specialty II	$348,000	$463,000	$563,000	$710,000	$888,000
Surgical Specialty III	$355,000	$473,000	$632,000	$797,000	$997,000
PROFESSOR					
Basic Science	$126,879	$177,818	$228,758	$279,698	$330,637
Primary Care	$165,000	$220,000	$260,000	$314,000	$393,000
Non-Surgical Specialty I	$210,000	$279,000	$334,000	$407,000	$509,000
Non-Surgical Specialty II	$284,000	$378,000	$456,000	$539,000	$674,000
Surgical Specialty I	$294,000	$391,000	$487,000	$600,000	$750,000
Surgical Specialty II	$372,000	$495,000	$573,000	$698,000	$873,000
Surgical Specialty III	$387,000	$516,000	$719,000	$895,000	$1,119,000

Primary Care – Family Medicine (with OB), Family Medicine: General, Family Medicine: Sports Medicine, Geriatrics, Hospice/Palliative Care, Hospital Medicine, Infectious Disease/Community Health, Internal Medicine: Ambulatory Only, Internal Medicine: General, Pediatrics: Adolescent Medicine, Pediatrics: General, Pediatrics: Genetics, Pediatrics: Hospital Medicine, Pediatrics: Infectious Disease

Non-Surgical Specialty I – Allergy/Immunology, Endocrinology, Hematology/Oncology, Hematology/Oncology: Oncology (Only), Nephrology, Neurology, Neurology: Neuromuscular, OB/GYN: General, OB/GYN: Gynecology (Only), Pathology: Anatomic, Pathology: Anatomic and Clinical, Pathology: Clinical, Pediatrics: Allergy/Immunology, Pediatrics: Cardiology, Pediatrics: Critical Care, Pediatrics: Emergency Medicine, Pediatrics: Endocrinology, Pediatrics: Gastroenterology, Pediatrics: Hematology/Oncology, Pediatrics: Neonatology, Pediatrics: Nephrology, Pediatrics: Pulmonary Medicine, Pediatrics: Rheumatology, Pediatrics: Neurology, Physical Medicine & Rehabilitation, Psychiatry: Child & Adolescent, Psychiatry: General, Pulmonary Medicine, Pulmonary Medicine: Critical Care, Pulmonary Medicine: General and Critical Care, Rheumatology

Non-Surgical Specialty II – Anesthesiology: General, Anesthesiology: Pain Management, Anesthesiology: Pediatric, Cardiology: Electrophysiology, Cardiology: Invasive, Cardiology: Noninvasive, Critical Care, Dermatology: General, Emergency Medicine, Gastroenterology, Gastroenterology: Hepatology, OB/GYN: Reproductive Endocrinology, Pediatrics: Radiology, Radiology: Diagnostic, Non-interventional, Radiology: Neurological, Radiology: Nuclear Medicine, Radiology: Radiation Oncology

Surgical Specialty I – OB/GYN: Gynecologic Oncology, Ophthalmology, Ophthalmology: Retina, Otolaryngology, Surgery: Colon and Rectal, Surgery: General, Surgery: Oncological, Surgery: Transplant, Urology

Surgical Specialty II – Cardiology: Invasive Interventional, OB/GYN: Maternal & Fetal, Orthopaedic Surgery: Foot and Ankle, Orthopaedic Surgery: Hand, Pediatrics: Orthopaedic Surgery, Pediatrics: Otorhinolaryngology, Radiology: Diagnostic, Interventional, Surgery: Pediatric, Surgery: Plastic, Surgery: Thoracic (Primary), Surgery: Trauma, Surgery: Vascular

Surgical Specialty III – Dermatology: Mohs Surgery, Orthopaedic Surgery: General, Orthopaedic Surgery: Hip and Joint, Orthopaedic Surgery: Sports Medicine, Orthopaedic Surgery: Trauma, Surgery: Neurological, Surgery: Thoracic/Cardiovascular

SCHOOLS OF MEDICINE – EXECUTIVE SALARY SCHEDULE

TITLE	MIN	Q1	MEDIAN	Q3	MAX
Dean/Vice President	$404,203	$538,937	$650,000	$750,000	$937,500
Senior Associate/Vice Dean, Academic Affairs (MD)	$240,938	$321,250	$362,285	$421,753	$527,191
Senior Associate/Vice Dean, Business Affairs	$198,750	$265,000	$303,850	$375,000	$468,750
Senior Associate/Vice Dean, Clinical Affairs (MD)	$351,956	$469,274	$595,706	$793,623	$992,029
Senior Associate/Vice Dean, Research Affairs (MD)	$248,581	$331,441	$469,950	$510,640	$638,300
Senior Associate/Vice Dean, Research Affairs (PhD)	$205,875	$274,500	$312,000	$371,207	$464,009
Senior Associate/Vice Dean, Faculty Affairs (MD)	$235,992	$314,656	$369,261	$402,487	$503,109
Senior Associate/Vice Dean, Faculty Affairs (PhD)	$164,424	$219,232	$240,647	$294,986	$368,733
Senior Associate/Vice Dean, Legal Affairs	$94,784	$126,379	$206,148	$334,248	$417,810

Note: Salaries tables above shall be inclusive of base salary plus any administrative stipends (if applicable).

Academic and Executive Salary Schedules are Based on the Following External Data:

- Basic Science: "Basic Science-All" from AAMC Salary Tables – Western Region Public Schools
- Clinical Science: Average of AAMC Western Region Public Schools and MGMA Academic Salary Survey
- Executive: AAMC Dean's and Dean's Office Salary Survey for Public Schools for all positions except Legal Affairs, which is based on MGMA data for Chief Legal Counsel

(Added 3/18; A. 7/22)

Section 3. Community College Academic Salary Schedule

1. Grades

All community colleges use a single salary schedule. The grades on the salary schedule are "categories" that correspond to the faculty member's academic preparation as follows:

Grade 1 Less than a bachelor's degree.

Grade 2 Bachelor's degree or associate's plus approved contact hours of occupationally related discipline[1], or associate's plus 60 upper level credit hours in an approved instructional field(s).

Grade 3 master's degree or a bachelor's degree plus approved contact hours of occupationally related discipline, or a Bachelor's degree plus 30 graduate credits in an approved instructional field(s).

Grade 4 master's degree with a minimum of 30 graduate credits in an approved instructional field(s), or equivalency or a bachelor's degree plus approved contact hours of occupationally related discipline, or a bachelor's degree plus 60 graduate credits or equivalency in an approved instructional field(s).

Grade 5 Earned doctorate. Equivalence can be approved by the president for a master's degree plus approved occupational contact hours or academic credits.

2. Initial Placement
    a. The initial placement of faculty on the salary schedule is in accordance with Title 4, Chapter 3, Sections 25 and 27 of the Board of Regents *Handbook*.
    b. Consideration will be given to authorizing a higher salary in order to attract an applicant with qualifications in areas pre-defined as difficult to recruit. Faculty senate and/or Human Resources shall submit recommendations to the president for designating difficult to recruit positions. The president shall review the recommendations, determine the positions that are to be designated difficult to recruit, and forward the same to the Chancellor. Designating difficult to recruit positions will be reviewed on a yearly basis by the System and approved by the Chancellor. The president will make the final determination on initial salary placement for those positions determined to be difficult to recruit.

3. Movement on the Schedule. Salary increases, as set forth below, may occur as a result of the Community College Professional Advancement Program, cost of living adjustments, merit awards, salary equity adjustments, award of tenure, or promotional/rank/benchmark advancement.
    a. Community College Professional Advancement Program. Advancement from grade to grade on the salary schedule is governed by the Community College Professional Advancement Program set forth in Section 3 below.

[1] Occupationally related discipline equivalency will be determined at each campus. The ratio of academic credit to contact hours will be 1:15.

b. Cost of Living Adjustments (COLA). COLA is a Cost of Living Adjustment which may be funded by the Legislature. During years in which a COLA appropriation is provided, all academic faculty receive the same percentage COLA increase which is added to base salary.

c. Merit Awards. Each community college shall develop written policies and criteria by institution for the recommendation of merit awards. The written policies and criteria shall be drafted by the faculty senate and approved by the president, and shall be set forth in institutional bylaws. Until the adoption of institutional bylaws governing merit awards, faculty who has received a satisfactory evaluation, will be awarded an equal share of merit. Merit awards are added to base salary.

d. Salary Equity Adjustments. Each institution shall adopt an Equity Salary Adjustment Plan agreed upon by the faculty senate and the president. The Plan must include but is not limited to the following:

    1. Providing for an initial and thereafter, biannual review of the salaries of academic faculty to determine whether a faculty member's salary is appropriate as compared to the salaries of other faculty at the institution based upon years of experience and educational attainment.
    2. Identify institutional resources to fund equity adjustments.
    3. Providing for appropriate adjustment of salaries which may be phased-in incrementally depending on funding resources.
    4. The salary equity study may be performed by institution personnel or the institution may hire an outside consultant as agreed upon by the president and the faculty senate.
    5. The results of an equity study shall be provided to the faculty senate.
    6. A faculty member may request an equity review of his or her salary.
    7. Reporting annually to the Board of Regents regarding the progress made in implementing salary equity adjustments identified in an equity study.

e. Award of Tenure. Upon the award of tenure, an academic faculty member shall receive a minimum 2.5 percent increase in salary, which is added to the base salary. An institution may provide for a higher salary increase upon award of tenure in accordance with a written policy drafted by the president in consultation with the faculty senate.

f. Promotional, Rank or Benchmark Advancement. In the institutional bylaws, by agreement of the president and the faculty senate, an institution may adopt other policies setting forth criteria and procedures for additional advancement within a salary grade range. The policies may include, but are not necessarily limited to criteria and procedures for promotional or rank advancement, or salary benchmarks within the grade ranges.

4. Other Salary Considerations

a. All individuals employed on administrative faculty contracts that are eligible to receive merit and who are not on the academic faculty salary schedule will be given consideration for merit increases and will receive cost-of-living increases.

b. All individuals employed on non-tenure track, Range 0 contracts that are eligible to receive merit and who are not on the academic faculty salary schedule will be given consideration for merit increases and will receive cost-of-living increases.

c. Academic faculty who are required to work under calendar year contacts versus academic year contracts will negotiate additional salaries in view of their respective responsibilities and number of working days compared to the working days under an academic year contract. The factor used can vary, but will not fall below 1.2. Contracts falling between a B contract and an A contract will be developed in a similar fashion.

d. Consideration must be given to faculty who teach in non-traditional areas including trade and industry. Faculty must be able to move from grade to grade using occupationally related experience.

(B/R 3/02; Added 6/05; A. 11/05, 11/06, 3/08, 3/13, 12/19, 6/21)

Section 4. Community College Academic Faculty Professional Advancement Program

A. PROGRAM OUTLINE

1. Professional Advancement Approval Process for Credit Courses/Programs
    a. Courses/programs, etc. may be used for professional advancement only with prior written administrative approval as stated in Title 4, Chapter 3.
    b. The process for approval will be developed at each institution with faculty senate input. The final decision rests with the president.
    c. Any movement on the salary schedule can only occur consistent with the fiscal year contract. Exceptions must be approved by the president.

2. Degree Programs
    a. The academic faculty member wishing to advance on the salary schedule by completing a bachelor's, master's or doctorate degree (grades 2, 3, 4 and 5) must submit a written formal request.
    b. Upon appropriate vice presidential/dean approval, a formal professional advancement agreement will be written. The program must identify the anticipated program and program completion date. The agreement is not valid unless the appropriate vice president/dean and the faculty member sign the agreement.
    c. Upon successful completion of the degree program, the faculty member must submit official verification to his/her official personnel file. In the event the degree program is not completed in the anticipated time frame, the faculty member will notify the appropriate body in writing prior to the anticipated date of completion. A review of completed work will be made by the appropriate body for consideration of movement on the schedule. Grade movement will not occur without the approval of the president.

3. Credit Course Work
    a. The academic faculty member wishing to move across the grades by completing credit course work must comply with the provisions of the Board of Regents' policy. That is, grade 2 requires upper level/division undergraduate credit hours, grade 3 and 4 require graduate credits. The faculty member must submit a written formal request to the appropriate body. The appropriate body will forward the recommendation to the appropriate vice president/dean. The appropriate vice president/dean will notify the faculty member of approval/non-approval within 20 working days from receipt of the application.
    b. Upon successful completion of the agreed upon course work, the faculty member must submit official grade verification to the faculty member's official personnel file. The faculty member will not be eligible for grade movement until all requirements for advancement have been met. When the approved courses total the credits required for advancement, the faculty member must notify the human resources director.

4. Professional Advancement Approval Process for Occupationally-Related Courses
    a. The academic faculty member wishing to take individual contact hour courses for advancement across the grades on the salary schedule must submit a written formal request to the appropriate body who will forward the recommendation to the appropriate vice president/dean or designee[2]These courses could include, but are not limited to, continuing education courses in a specific discipline and specialized workshops or institutes in which contact hours rather than credits are used to grant recognition for successful completion.
    b. Due to the manner in which some occupationally-related courses are offered, the faculty member may only have a few days or weeks between notification of offering and actual registration. Therefore, every effort must be made by all parties involved to complete this process prior to the due date for registration. When the approved courses reach the contact hours required for advancement, the faculty member must notify the human resources director in writing of that fact.
    c. Upon successful completion of the courses, the faculty member must submit official verification to his/her official personnel file. The faculty member will not be eligible for grade movement until all requirements for advancement have been met.

5. Approvals for degree programs, credit courses, continuing education and occupational courses will be filed in the faculty member's official personnel file.

B. <u>PROGRAM STANDARDS/DEFINITION OF TERMS</u>

1. Education Standards

    For degree programs and credit courses, the degree/credit must be awarded by regionally accredited institutions. Non-degree (non-credit or continuing education) courses will be awarded equivalency based upon accepted industrial and/or professional standards.

[2] Designee means someone appointed by the appropriate vice president/dean only in his/her absence.

2. Relevance

   The program or courses must either be relevant to the academic faculty member's discipline or enhance teaching/counseling/professional skills, or provide benefit or advancement.

3. Equivalency

   For purposes of this document, all academic courses will be equated to a sixteen-week semester. Courses taken in quarter or trimester credits will be adjusted to this standard. Degree programs will stand on their own as approved by accrediting institutions. That is, a master's degree will transfer as a master's degree regardless of the institutional differences in semester vs. quarters.

4. Occupationally-Related Courses

   Occupationally-related courses are those courses that relate to the faculty's primary duties, e.g. courses taught, services provided, etc.

5. Official Verification

   Official verification shall include, but not be limited to: diplomas, transcripts, certificates, or letters from sponsoring agencies.

6. Professional Degrees

   A professional degree itself does not apply toward movement on the salary schedule. It is recognized that some occupational areas have specific degrees that may be equivalent to the degree qualifications set forth above. This list includes, but is not limited to, the following: MD, DDS and JD. The number of graduate hours in the curriculum will be equated to the standard master's, etc. degrees.

   For example, a JD, MD and DDS would be the equivalent of three to four years of graduate school, and should therefore be considered as the fifth grade of professional advancement. Two master's' degrees, however, would not be the equivalent of a fifth grade of movement, but would qualify for a fourth grade movement, if approved.

   This explanation does not mean automatic approval of such professional degrees, only an explanation of the existence of these occupational areas.

C. PROGRAM STANDARDS

The professional advancement program may be, except where otherwise noted, any combination of the following categories or programs:

1. Degree Program/Credit Courses
   a. The credit awarded for completion of a degree program will be limited to only the degree awarded to the individual. All programs/courses must be offered by regionally accredited institutions.

b. Movement from one grade to another beyond grade two must be accomplished in blocks of 30 or 60 credits as appropriate. Movement to:

Grade 2	Bachelor's or associate's plus 60 upper level undergraduate credits.
Grade 3	master's or bachelor's plus 30 graduate credits
Grade 4	master's plus 30 graduate credits or equivalent[3] or bachelor's plus 60 graduate credits or equivalent.
Grade 5	Earned doctorate

2. Non-Credit/Contact Hours Course Training

a. Continuing Education

1. The equivalency for continuing education is 1:15. For every fifteen hours of continuing education, one unit of credit will be awarded. Continuing education can be in the form of workshops, institutes or other recognized educational programs.
2. All courses/workshops must meet national standards for occupational areas. Movement from one grade to another beyond grade two must be accomplished in blocks of 450 or 900 contact hours. Movement to:

Grade 2	Associate's plus 900 contact hours
Grade 3	Bachelor's plus 450 contact hours
Grade 4	Bachelor's plus 900 contact hours. Master's plus 450 contact hours.
Grade 5	Special permission of president.[4]

b. On-the-Job Work Experience

On-the-Job work experience with pay will be 1:75. For every *75* hours of internship, one unit of credit will be awarded. Faculty entering into such experience must follow the same requirements and program as established by the college with students within the college's cooperative education program. All hours of On-the-Job Work experience must be certified by an outside agency/employer.

c. Internships

1. On-the-job work experience without pay will be 1:75. For every 75 hours of internship, one unit of credit will be awarded. All hours of internship experience must be certified by the outside agency/employer. The internship experience for the faculty member must follow the same standards and requirements established for the On-the-Job Work Experience Program.

[3] Equivalency will be determined by the appropriate body.

[4] Equivalence can be approved by the president for a master's degree plus approved occupational contact hours or academic credits.

2. Movement from one grade to another beyond grade two must be accomplished in blocks of 2250 or 4500 contact hours as appropriate. Movement to:

Grade 2	Associate's plus 4500 contact hours.
Grade 3	Bachelor's plus 2250 contact hours.
Grade 4	Bachelor's plus 4500 contact hours. Master's plus 2250 contact hours.
Grade 5	Special permission of president.

D. APPEALS PROCESS

In the event the faculty member's application for professional advancement is denied, the decision can be appealed. The appeal will be submitted to the faculty senate chair, who will forward the appeal to the appropriate committee. The committee will review and recommend to the faculty senate chair its approval or non-approval of the appeal. The faculty senate chair will carry the committee recommendation to the appropriate vice president/dean. If the appeal is denied by the vice president/dean, college grievance procedures can be utilized.
(B/R 3/02; Added 6/05, 3/13, 12/16)

Section 5. Merit Procedures for Community College Faculty at the Top of Their Salary Range (formerly CM 96-2)

All faculty should be eligible for consideration for increases in salary earned through meritorious performance. Consideration should be based upon performance evaluation. An addition to the Board of Regents policy governing community college faculty salary schedule implementation allows for merit consideration for faculty who are at the top of their salary range.

The processes in support of the Board's policy are listed below:

- Performance evaluation should demonstrate exceptional, not merely satisfactory, performance for the period in question; and
- Identification of recipients should be highly selective, but it should not be based upon a quota (proportion of eligible recipients), nor should recipients be rotated among those eligible;
- The pool of funds from which these awards will be made is generated by the eligible faculty at the top of the ranges; making these awards cannot adversely affect the total of merit awards made to other faculty;
- The criteria for selection and process for implementation will be developed on each campus by the president in consultation with the campus faculty senate;
- The process will be directed and administered by the campus president;
- The president will be responsible for reporting annually to the Chancellor the merit increases in salary awarded to faculty at or above the salary plan ranges.

(Added 6/05; A. 3/13, 6/21)

Section 6. Summer Term Salary Schedules

1. University of Nevada, Las Vegas

UNLV Faculty	
Professor	$2,895 per credit hour
Associate	$2,744
Assistant	$2,591
Instructor	$2,287

Visiting Faculty	
Professor	$2,744 per credit hour
Associate	$2,591
Assistant	$2,136
Lecturer	VL5: $2,064
	VL4: $1,857
	VL3: $1,650
	VL2: $1,443
	VL1: $1,236
Lab Assistant	$1,654

Professor Emeritus: rate depends upon rank at time of retirement.

Pay per credit hour of individual instruction is $102.00 for undergraduate courses and $138.00 for graduate courses.

The above instructional salary schedule is approved for courses offered through Summer Term.

Instructional salaries for Summer Term are restricted to one of the following:

A. Full per-credit-hour salary as stated in Salary Schedule above. The per-credit-hour salary is the maximum allowable.
B. A lower amount (prorated to enrollment) when necessitated by low enrollment and when agreed to by the instructor. The pro-rated salary is based on an established formula (salary plus fringe benefits divided by breakeven number for applicable rank).
C. Individual instruction pay per-credit-hour as stated in Salary Schedule above.

Note: Programs that have differential fees may augment the applicable Summer Term salary pay for instructional faculty up to the Provost's approved per credit hour salary from the respective differential fee account.

2. University of Nevada, Reno
    a. The following salary schedule applies to classes taught on or off-campus during the inclusive dates of summer session.

Resident Faculty	
Professor	$2,590 per credit hour
Associate Professor	$2,370
Assistant Professor	$2,240
Lecturer	$2,015 – 2,590
Teaching/Graduate Assistant	$1,795

Visiting Faculty	
Professor	$2,225 per credit hour
Associate Professor	$2,060
Assistant Professor	$1,890
Lecturer	$1,770 – 2,225

The per-credit hour salary is the maximum allowable. A lower amount (prorated to enrollment) when necessitated by low enrollment is permitted when agreed to by the instructor.

b. Six credits is considered a full-time teaching load during the Summer Session.

c. Faculty teaching recreation, physical education and dance classes, or catalog-identified internship classes, will receive as salary 80 percent of the net fees generated by enrollments in these classes but capped by the amounts indicated in 2.a. above. Net fee is defined as the prevailing tuition minus the consolidated fee for student union, student health, and student activities.

3. Nevada State University

NSU Faculty	Rate
Professor	$2,170 per credit hour
Associate Professor	$2,066 per credit hour
Assistant Professor	$1,950 per credit hour
Lecturer	$1,741 per credit hour

a. NSU's rates of pay for winter session will be the same as summer session rates of pay within the same fiscal year.

b. Summer salaries will be reviewed at a minimum of once every three years by a Provost appointed task force.

4. College of Southern Nevada

a. For B and B+ contract teaching faculty:

(Note: Pro-rate pay = .01875 times base pay per IU)

1. Class size of 17 or greater will result in full pro-rata pay or $836/IU whichever is more.
2. Class size of 14 – 16 will result in an option to teach at $836/IU. ($836/IU is the special incentive rate)

3. For classes with approved limited class size below 17, pro-rate pay is awarded for enrollment equal to or greater than approved class size.
4. For classes with limited enrollments, $836/IU will be awarded with one less than capacity.
5. The minimum class size is 14, unless on the approved list based on space, equipment, etc.
6. Individualized instruction per student pay may be negotiated by the faculty member. The calculation will be .075 X # of credits X # of students = IU. IU X $825 = pay.
7. No full-time faculty member can teach more than 9 IUs in the summer unless special permission is granted by the academic vice president.

b. For A contract faculty:

Faculty on a year around "A" contract cannot receive compensation for teaching in the summer.

c. For part-time instructors:
   1. Minimum class size is 14 and the rate of pay is $825/IU.
   2. For limited capacity sections, the minimum class size must be no lower than one less than approved capacity.
   3. Part-time faculty can teach nine IU regardless of the number of preps.

There will be no exception to the above class enrollment policy, and classes that do not meet the minimum number will be canceled.

5. Great Basin College
   a. The salary for a summer session course shall be 75 percent of the revenue generated from registration fees, not to exceed $1200 per credit.
   b. Faculty may teach up to nine credits in summer school. Additional credits may be taught under extenuating circumstances when recommended by the department chair and with the approval of the responsible dean and/or the vice president for academic affairs.

6. Truckee Meadows Community College
   a. Faculty who teach in Summer school and are on a "B" contract during the academic year will be paid 1.875 percent of their base contract amount from the TMCC salary scale per credit hour. The per-credit amount cannot exceed the Step 30 amount for faculty member's range nor be below the part-time faculty rate.
   b. Faculty who are part-time during the academic year will be paid for summer teaching on a per-credit basis according to the same rate used during the Spring semester of that academic year.
   c. Should enrollment in an instructor's Summer classes fail to produce the revenues necessary to hold all of their classes or cover the instructor's salary for all of their classes, the president or designee may, in lieu of cancelation, negotiate and establish a mutually agreeable rate less than the maximum provided above for each instructor.

d. Faculty may teach nine credits in Summer school. Additional credits may be taught under extenuating circumstances when recommended by the department chair and with the approval of the dean and the vice president of academic affairs and student services. Compensation above the maximum or full load will be compensated at the part-time faculty rate only.

e. Faculty who are on an "A" contract during the academic year will be considered as teaching an overload and be compensated at the part-time rate unless their contract specifically requires a Summer school load in which case they will not receive an additional stipend.

7. Western Nevada College

   a. The salary for a Summer session course shall be 75 percent of the revenue generated from registration fees, not to exceed $1,200 per credit.

   b. Faculty may teach nine IUs in the Summer session. Additional credits may be taught under extenuating circumstances when recommended by the academic director and with the approval of the vice president of academic and student affairs.

(B/R 1/94, 1/98, 1/02, 4/02, 1/04, 2/05; Added 6/05; A. 8/05, 7/06, 11/06, 2/07, 3/07, 3/08, 4/09, 3/10, 3/11, 11/12, 9/13, 12/13, 1/15, 9/16, 3/17, 3/18, 6/18, 6/19, 12/19)

Section 7. Part-Time Salary Schedules

1. The following schedule provides salary targets for NSHE institutions to reach as funding permits.

Type of Institution	Per-Credit Target
Universities	$1,130
State College	$1,074
Community Colleges	$1,017

2. The salary schedule is derived from a formula calculation based upon a percentage of the entry-level semester salary for a university instructor on a nine-month contract, as described below.

   Base Formula:

   Annual entry-level University Instructor salary divided by 2
   X Percent of semester salary based on 16-unit workload (6.25)
   = Per credit target

   The schedule will automatically increase with any cost-of-living adjustment provided to professional employees.

   *Target amounts are based on FY 08-09. No adjustment made in FY 13.

3. The salaries for temporary part-time faculty at the state college shall be calculated at 95 percent of the university target. The salaries for temporary part-time faculty at the community colleges shall be calculated at 90 percent of the university target.

4. The salary schedule for temporary part-time faculty shall be reviewed and updated at least every four years by the President's office at each institution and approved by the Chancellor. Any proposed revisions to the schedules shall not go into effect until approved by the Chancellor. The Chancellor shall provide a report to the Board of Regents regarding any approved salary schedule changes. Salary schedule reviews and updates will not occur more frequently than annually.

(B/R 10/03; Added 6/05; A. 7/06, 12/07, 3/08, 3/13, 12/19)

Section 8. Compensated Outside Services/Entrepreneurial Activities

In accordance with Board policy, outside professional services, scholarly services, or entrepreneurial activities by NSHE faculty members within their subject matter field and for compensation is recognized as a legitimate activity unless specifically prohibited by the employee's contract. Annually, each institution shall report aggregated information on the professional, scholarly and entrepreneurial activities engaged in by the institution's respective faculty using the form prescribed by the Chancellor.

(Added 4/11; A. 6/17)

Section 9. Concurrent Enrollment Instructor Stipends

Board policy (Title 4, Chapter 16) provides concurrent enrollment opportunities for high school students to earn dual credit. Concurrent enrollment courses are taught by high school instructors approved by the NSHE institution from which the course is being offered.

1. The following schedule provides a maximum concurrent enrollment instructor stipend for NSHE institutions, as funding permits.

Type of Institution	Per Course Section Maximum
Universities	$1,000.00
State College	$1,000.00
Community Colleges	$1,000.00

2. Institutions may provide an additional stipend to a concurrent enrollment instructor for participating in professional development, not to exceed $500 per instructor per semester.

3. The stipends for concurrent enrollment instructors shall be reviewed at least every four years by the Academic Affairs Council. Any proposed revisions to the stipends shall not go into effect until approved by the Chancellor. The Chancellor shall provide a report to the Board of Regents regarding any approved stipend schedule changes. Stipend reviews and updates will not occur more frequently than annually.

(Added 07/23)

Section 10. Longevity Payments

1. Except as otherwise provided, after eight (8) years of continuous and uninterrupted state service, part-time and full-time technologists and professional employees with regular appointments as academic and administrative faculty are eligible for longevity pay in semi-annual payments. Temporary employees are not eligible for longevity payments.

2. "Continuous state service" for the purpose of this section means uninterrupted state service, including service within the executive, legislative, and judicial branches of state government and within NSHE as classified employees, technologists and regular appointments as academic and administrative faculty. An interruption in state service ends the employee's eligibility for a longevity payment. No year served before the interruption may be counted in determining the employee's subsequent eligibility.

3. The following circumstances shall not be construed as a break in continuous service:
    a. Military leave for active service if the person returns from leave within 90 calendar days after an honorable discharge from military service.
    b. A layoff if the employee is reemployed within one year after the date he or she was laid off.
    c. A seasonal layoff if the employee is reemployed within one year after the end of the previous seasonal appointment.
    d. A separation as a result of a permanent disability arising from a work-related injury or occupational disease, if the employee is reemployed within one year after the date on which he or she sustained the permanent disability as determined pursuant to NAC 284.6013.

4. To be eligible for a semi-annual longevity payment, the employee 1) must be employed within NSHE on the first of the month prior to the month in which the longevity payment will be issued (e.g., May 1 for longevity payments issued in June), and 2) have a most recent performance evaluation that is satisfactory, equivalent to satisfactory, meets standards, or higher.

5. Longevity payments will be issued on June 1 and December 1 for professional employees and on June 10 and December 10 for technologists. The employee must have the required years of service on the first of the month prior to the month in which the longevity payment will be issued (e.g. May 1 for longevity payments issued in June; November 1 for longevity payments issued in December). The corresponding payment amounts per years of service are as follows:

Years of Service	June Payment	December Payment
8	$100	$100
9	$125	$125
10	$150	$150
11	$175	$175
12	$200	$200
13	$225	$225
14	$250	$250
15	$300	$300
16	$350	$350
17	$400	$400
18	$450	$450
19	$500	$500
20	$550	$550
21	$600	$600
22	$650	$650
23	$700	$700
24	$750	$750
25	$825	$825
26	$900	$900
27	$975	$975
28	$1,050	$1,050
29	$1,125	$1,125
30	$1,200	$1,200
30+	$1,200	$1,200

*For purposes of this table, years of service are determined by rounding down to the nearest whole number. For example, an individual with 13.6 years would receive the payment of $225 for 13 years.

6. Employees employed for at least .50 FTE but less than 1.0 FTE during the six-month period prior to the longevity payment will receive a prorated payment based on their respective average percentage of FTE for the six-month period prior to the corresponding longevity payment. For example, an employee with eight years of continuous service employed at an average of .75 FTE during the six-month period prior to the corresponding longevity payment will receive $75 ($100 x .75 FTE = $75).

7. If an employee has elected to have the employee's contribution for the Public Employees' Retirement System or Retirement Plan Alternative paid by his or her employer, any payment made to the employee must be counterbalanced by an equivalent reduction in the employee's salary for the portion of the contribution in the same manner as prescribed in Nevada Revised Statutes 286.421. The longevity payment is a retirement eligible payment.

8. The provisions of this section are not applicable to classified employees. Pursuant to section 36, subsection 2 of Assembly Bill 522, which was enacted during the 2023 Legislative Session, classified employees are subject to the plan administered by the Division of Human Resource Management of the Department of Administration.

(Added 10/23)