

# Faculty salaries changes approved

by roy theiss

staff writer

A 1987 professional salary schedule designed to evaluate and compare UNLV faculty salary increases with competitive universities was recently approved by the Board of Regents.

Maureen Vinnik, a member of the UNLV Salary and Benefits Committee, said, "The goal of my committee is to have a means by which we can compare our salaries with schools similar to UNLV and keep them competitive in order to retain our present faculty and intrigue new applicants."

She explained that the salary schedule originated at UNR by Jim Kidder, who later developed it into a pilot project to determine its success, and said that UNLV needs to examine his research in detail

before making any evaluation.

"Because of its success at UNR," Vinnik said, "UNLV President Maxson felt we should look at its possibilities as to whether this professional salary schedule could work at UNLV."

She explained that what Kidder did in his pilot study was to take 49 land grant colleges which the Board of Regents felt were similar to UNLV's student population and facilities.

Vinnik said, "He then compared the salary scales which we currently have with these schools. Basically, he wanted to see if our faculty salaries were too high or too low."

"Salaries," she said, "correspond on ranking levels, depending on whether the faculty member is an instructor, assistant professor, associate professor, or

professor."

She noted that Kidder's model takes into consideration the number of years a faculty member has been at UNLV and any merit he has received for research. "In essence, we want to establish a rationale for salary increases, we want to retain our faculty, and we want to attract the best new hires because we want to continue in the spirit of being competitive with other universities," Vinnik said.

She noted that there are other considerations which her committee needs to examine as well. "Some universities," she said, "take from the private sector, and my committee will need to look at how much it has to offer to get such a faculty. How will this consideration fit into our salary schedule?"

"We also need to ex-

amine the reasons why certain faculty members leave UNLV and why others are content to remain. We obviously want to keep our faculty happy. One way to achieve this is to give those who have, an exit questionnaire to learn why they were dissatisfied."

Vinnik noted that when her committee looks at

salaries, it wants to see if there is consistency across the board. "If a faculty member's salary remains at a certain level, there should be a reason why. This salary schedule will allow us to tell a faculty member, based on his credentials, that he or she should be getting a certain salary."

"I think that President Maxson, as well as the

Board of Regents, is very eager for my committee to begin its evaluation of the professional salary schedule because of its success at UNR.

"However, at the moment, we do not have that model on hand. I have talked with Kidder on the phone and he is going to send me the information which we will need."

## Kemp

cont. from front page

budget, she said her father would favor putting a lid on domestic spending, except for Social Security. He feels that military waste contributes to the current deficit.

Kemp also explained that her family had discussed the pros and cons of her father's running for President. "It was decided," she said, "that if there were another candidate who had the same

beliefs as my dad, we would support that candidate. However, we feel that there is no-one in the race who is as committed as my father."

She said that her father is running against candidates who are elitists.

"The difference," she said, "is that my dad is campaigning on a set of ideas and that sets him apart from other candidates."

When Kemp was questioned about the Gary Hart scandal, she said, "It goes along with being in the public eye. The unfortunate backlash is that it's turning away people who would vote. Those who want to continue that kind of lifestyle should not be in public office. However, I would not want a reporter digging into my past, because I know that I have made mistakes."



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