

DOÑA ANA BRANCH COMMUNITY COLLEGE
DABCC
OF NEW MEXICO STATE UNIVERSITY
Interoffice Memorandum

Date: December 7, 2005

To: Diana Quintana, Human Resource Director

From: Margie Huerta, Campus Executive Officer

Re: 2006-07 Faculty Salary Equity Adjustments

Enclosed please find documentation that supports \$4,100 in annual salary equity increases for five (5) of our faculty. We are requesting these adjustments be made as part of the 2006-07 salary process outside of the performance pool to be effective July 1, 2006. This is consistent with how equity adjustments have been implemented in the past three years by evaluating them in the current year and implementing them the following year. Our funding formula, and anticipated increase in state appropriate, should more than cover the total cost in the new budget year.

In making the comparisons (See attached spreadsheet), we identified individuals for salary adjustments as follows:

1. All analysis is based on nine-month equivalent salaries (NME) by dividing the base salary by a factor of 1.33 (The result is in Column K)
2. Qualification Points are calculated by multiplying years employed at DABCC by 1.5 and adding previous teaching and other related years of experience plus years for the degree earned. (The result is in Column Q).
3. The past 10 years performance adjustments (expressed as a percentage are adjusted each year to determine equivalent salaries and recommended salary adjustments. (The result is in Column R).
4. To determine recommended salary equity adjustments, comparison of equivalent salaries in Column S is made by department or program taking into account rank and total qualification points.
 - a. For purposes of interpolation each qualification point is valued at \$110
 - b. Faculty denoted with ** are not included in the equity comparison
 - c. Comparison is made within each group by rank. If only one individual holds a particular rank within a group, comparison is then made to the next highest rank first, or the next lowest rank if a higher rank individual is not part of the group. Therefore, a change of rank by one individual or more within a group is most likely to trigger a recommendation for salary equity adjustment.
 - d. Adjustments under \$600 are not recommended.

Kathe Stark prepared the analysis and Andy Burke reviewed and confirmed that analysis. After you have a chance to review our commendations, please let us know if you would like to discuss our recommendations further.

Enclosure