

University of Nevada, Reno

Marc A. Johnson
President

MEMORANDUM

TO: NSHE Performance Pay Task Force

FROM: Marc A. Johnson
President, University of Nevada, Reno

SUBJECT: Performance Pay

DATE: December 13, 2019



I write to the Performance Pay Task Force to support the notion that administrative and academic faculty must be paid fairly and competitively to attract and retain faculty with the appropriate credentials to offer students and the community quality learning and research experiences.

Acquiring that balance across the spectrum of job categories and disciplines are reflective of

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market conditions will be important. Also, providing equal attention to revenue sources to pay for performance rewards will allow for serious attention to faculty compensation while maintaining a balanced set of faculty to fulfill all of the missions of our colleges, universities and

NSHE Performance Pay Task Force
December 13, 2019
Page | 2

Best wishes in finding a solution for competitive salaries and performance rewards which identifies the most appropriate way to pay for these objectives into the future. Your task will prove to be one of the most important for attracting and retaining the talent needed to fulfill our missions.

CC: Board Chair Jason Geddes
Board Vice Chair Mark Doubrava
Chancellor Thom Reilly
NSHE Presidents
