

**President's Charge: Compensation Review Committee (CRC)**  
**PG-09: Faculty and Staff Compensation (AY 2013-14)**

- Thanks to all of you for agreeing to serve on the CRC this year. Thanks especially to Heather Henson-Ramsey for agreeing to chair the committee this year.
- Welcome to the “new” team members as well as our returning members. Chet Herbst will act as the executive point of contact and liaison between the CRC and the President’s Cabinet.
- For those of you who are new, and as a reminder to the veterans on the committee, we designed the CRC membership to parallel the approach we use for the other strategic planning committees, with an eye to the types of functions and groups that need to be involved with compensation issues. In addition to the Faculty, CSO, and PSO players, I’ve provided staff experts from three of the offices closely connected with compensation matters—Budget Office, HRS, and Institutional Planning and Assessment.
- Each of you was selected for this team based on your expertise in units across the College. But you are not here to represent the narrow interests of your parent unit. Use all the knowledge, experience, and judgment you bring to the table to help us find the best paths of action that will benefit the entire College.
- Attaining fair compensation continues to be one of our highest strategic priorities at LCSC. You have an important role to help me make well-informed decisions. I have been very pleased with the work of this group in past years. With the State and College facing tough financial challenges again this year, your analysis and advice will be very important as we tackle compensation policies and plans.
- Here is my charge to you:
  - Please review the updated PG carefully and reflect on the issues laid out there.
  - Review the annual compensation report from the state Division of Human Resources (published in December)
  - Take some time to become familiar with our CEC tracking system (the Budget Office can help walk you through the process)
  - Help provide me with good ammunition to make a case with the State Legislature to provide CEC salary increases for the upcoming year.

- Consider possible CEC approaches for the coming year (FY2014), in the event policymakers allocate funds for raises.
- I encourage you to think of approaches that could be used to engage LCSC and our sister higher education institutions more directly in the deliberations of the Governor's Office and Legislative working groups which develop CEC and employee benefit policies. Look for opportunities for us to educate policy makers and take into account the needs of employees at the college and universities.
- Previous CRC teams have helped us develop improved tracking and planning tools for comparing relative compensation levels ("comparatios") of our Classified Staff positions; and we have begun to make progress in comparing salary levels, by rank, for faculty members vis-à-vis our peer institutions. Please consider additional tools which may be available to complement these faculty compensation measures with discipline-based and/or regional comparisons. Continue our ongoing efforts to look at the current job titles and classifications of our staff employees, and provide feedback to me on approaches which might be used to improve the consistency and clarity of LCSC's process and tighten up the link between job titles, qualifications, and salary expectations.
- I won't be asking you for "one size fits all" solutions. I recognize and expect that there may be differences among (and within) various constituency groups. I understand that it isn't always possible to achieve unanimity or a 100% consensus on your proposals or findings: if you come up with multiple approaches or action options, that will be fine, but let me know your thoughts on the "pros and cons" of alternative options.
- I'd also like to emphasize that, while I'm looking for an integrated, teamwork approach to compensation planning, I'm not trying to dilute communications or limit access by your various functional or constituency groups. While mutual agreement in this Joint Committee may provide extra clout, my door is still open to each of the constituency groups, and most of you have multiple channels through which to communicate to senior administration.
- Let me conclude by thanking you once again for being willing to take on this major task that means so much to our people and the future of the College. I'm looking forward to working with you on this, and hope that you will find this to be worthwhile undertaking.

- Please review the attached handouts—let me know if you have questions—and please feel free to communicate with me through Heather and Chet, or through your organizational channels of communication at any time.

Attachment:

1. PG-09 (Excerpt from LCSC Strategic Plan)