

**President's Charge: Compensation Review Committee (CRC)
PG-09: Faculty and Staff Compensation (AY 2017-2018)**

- Thanks to all of you for agreeing to serve on the CRC this year. Thanks especially to Allen Schmooch for agreeing to chair the committee this year.
- For those of you who are new to the CRC, 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 the CRC's membership tailored to the types of functions and groups that need to be involved with compensation issues. In addition to the Faculty, CSO, and PSO players, your team includes staff experts from two of the offices closely connected with compensation matters—the Budget Office and HRS. Todd Kilburn is the Vice President responsible for oversight of this particular PG, and he will serve as a liaison between your committee and the President's Cabinet.
- Each of you was selected for this team based on your expertise in units across the College. But you are not here to represent only the interests of your parent unit. Use all the knowledge, experience, and judgment you bring to the table to help us find paths for actions that will benefit the entire College.
- Achieving 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. Despite improvements in the State economy, there will be strong competition for appropriated dollars by multiple players in the upcoming legislative session. Your analysis and advice will be important as we tackle compensation policies and plans.
- Here is my charge to you:
 - Please carefully review the updated PG and reflect on the issues laid out there.
 - Review the annual compensation report from the state Division of Human Resources (which will be published in December).
 - Provide me with credible information to make our case with the State Legislature to support Change in Employee Compensation (CEC) salary increases for the upcoming year.
 - I encourage you to think of approaches that could be used to engage LCSC and our sister higher education institutions 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 on the needs of employees at the colleges and universities.

- Previous CRC teams have helped us develop improved tracking and planning tools for comparing relative compensation levels (“comparatio”) of our Classified Staff positions. Based on CRC inputs, we modified job descriptions of some Professional Staff positions to improve consistency throughout LCSC and help with peer comparisons. We’ve also made progress in comparing salary levels, by rank, for faculty members vis-à-vis our peer institutions. Past CRC recommendations have also led to changes in classification and/or pay for entire categories of LCSC positions (for example, lecturers, adjunct faculty, and custodial staff).
 - I am not asking you for “one size fits all” solutions. I recognize and expect that there may be differences among (and within) various constituency groups. It may not be possible to achieve unanimity or a 100% consensus on your proposals or findings: if you come up with multiple approaches or action options, that is 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 in the CRC, I’m not trying to dilute communications or limit access by your constituency groups. While I look to the CRC for recommendations on compensation issues, my door is still open to the faculty, classified staff, and professional staff groups. 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 I hope that you will find this to be worthwhile undertaking.
 - Please review your background materials—let me know if you have questions—and please feel free to communicate with me through Allen and Todd, or through your organizational channels of communication at any time.