

Breakdown of previous CRC report (April 3, 2017)

	Request	Response (source)
Campus wide	CRC recommends that the college allocate as much funding as possible for equity adjustments for faculty and staff. The committee would propose that such adjustments address seniority-related disparities as well as inequities among employees in different job classifications.	Under consideration in current compa-ratio adjustment. (VPFA)
Faculty	The college should fully fund faculty promotions and should continue its past practice of using institutional resources to cover the cost of those promotions	Occurred this year. (VPFA)
	The amount of the raise associated with promotion from assistant to associate professor should be increased from \$5500 to \$6000.	Complete. Full amount. (Budget Director)
	The amount of the raise associated with promotion from associate to full professor should be increased from \$8000 to \$9500	Complete. Full amount. (BD)
	The base salary for all full professors should be increased by \$1,000 in order to address compression	Increased some professors, as not all were out of alignment. (Provost)
	The amount allocated for faculty development grants and sabbaticals should be increased to \$20,000 and \$30,000, respectively. The CRC recognizes and appreciates the fact that Provost Lori Stinson has gone out of her way to find additional monies to support faculty development grants and sabbaticals beyond the budgeted amounts	Considered, but not funded. (Provost)
	It would be beneficial if faculty members had the option – with appropriate authorization -- to have a 5/3 or 3/5 teaching load, instead of 4/4. Currently, the standard teaching load is four courses (generally 12 credits) per semester. Under this proposal, a faculty member could teach five courses one semester and three courses the other. So, the total number of courses per year would be the same.	Academic Programs has always had the option for 3/5 and 5/3. (Provost)
	The Mini-Sabbatical program (which provides faculty members the opportunity to apply to the Provost for a one-course release to work on a special project) should be continued and expanded.	Now offering 4 mini-sabbaticals. Two were offered in previous years. (Provost)
	It would be beneficial to develop a policy that would allow for faculty members to take leave upon receiving a prestigious fellowship like a Fulbright. They would give up all of their salary for that time, but would still have access to health insurance.	We could accommodate an award like this. (Provost, HRS)
Staff	As per Objective IE of the college’s 2014-2018 Strategic Plan (mentioned above), all classified staff members should be paid at 100% of policy within two years	No specific plan in place. (HRS)
	Campus departments should make it a standard practice to promote classified staff from within and to give commensurate pay increases as responsibility grows with time.	No specific plan in place, although state PDQ responds to job growth. (HRS)
	A pay schedule similar to the county and city governments and the “step raise” system at North Idaho College (NIC) should be	Considered, but no plan in place. (HRS)

	developed so that employees know what they can expect to earn based on the number of years they have worked. Such a step would encourage the retention of staff members.	
	The college should encourage Idaho lawmakers to change state policy to allow for Annual Cost of Living Adjustments (COLA). Salaries have not kept pace with the cost of living because of the absence of COLAs. Therefore, employees are making less, relatively speaking, than they were previously.	State tells college what is going to occur with compensation. "Merit" has replaced COLA. (HRS)
	All classified positions should be fully funded with state appropriated funds.	No plan considered. (HRS)
	Starting salaries should be increased to be competitive with other regional employers.	HRS compensation plan being developed. (HRS)
	The college should continue to pay, in full, the increase in costs associated with all fringe benefits -- including medical insurance.	Part of state appropriation for current year. (DHR)
	Salaries for college degree holders should be increased. As an educational institution, it makes sense for LCSC to reward individuals who hold advanced degrees at the time of their hire or who earn such degrees during their employment.	HRS compensation plan being considered. (HRS)
	LCSC should establish and publish a pay scale for professional staff employees. Time in-service, combined with merit based assessments (job performance), would be a foundation for the pay scale. The scale would be adjusted to meet regional/state cost of living standards.	HRS compensation plan being considered. (HRS)
Non-monetary	Employees should be provided with one paid, day-of-choice holiday per fiscal year.	No plan considered because of state policy. (HRS)
	Employees should be allowed a certain amount of time each month for doctor's visits.	No plan considered because of state policy. (HRS)
	College's leadership to explore adding an additional Monday holiday in the fall semester.	No plan considered because of state law. (HRS)
	Staff should have the opportunity to count a certain amount of time (perhaps up to two hours per month) spent volunteering toward their work hours.	Currently approved for World Series and Dogwood Festival. (HRS)
	Faculty and staff should be able to access to the Fitness Center during holiday campus closures (such as during Winter Break).	Complete. (HRS)
	Employees should be able to attend campus events and activities (such as sporting events, movies, theater performances, concerts, festivals, etc.) free of charge or at a reduced rate.	Already exists for most sporting events and Fitness Center. (HRS) Depends on each event. (ASLCSC)
	The CRC recommends that the college's leadership provide feedback on the recommendations the committee submits.	Will occur.
	The CRC believes that faculty and staff members other than Division Chairs and the Library Director should be afforded the opportunity to chair the CRC.	Complete.
	The CRC suggests reviewing the deadline by which the committee submits its "Recommendations on Compensation" to ensure that the recommendations arrive early enough to be of maximum value to the college's leaders as they make decisions regarding compensation.	BD recommends report completed by mid-February.