



TO: Compensation Review Committee (CRC)

FROM: Dr. Cynthia Pemberton, President Lewis-Clark State College

DATE: 3/9/2023

SUBJECT: Compensation Review Committee Report/Recommendations Response

The Compensation Review Committee is charged with providing feedback for employee compensation, acting as a sounding board for initiatives related to compensation, and reviewing prior CRC committee recommendations and responses to ensure momentum forward or resolution of outstanding items. This memo reflects Leadership’s response to the recommendations derived from the 2/7/2023 CRC report.

Consistent with past practice, the committee’s report/ recommendations were read, reviewed, discussed and are herein responded to.

| CRC Recommendations - Common Themes | Leadership’s Responses |
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| Sustained Salary Increases | <p>This priority has been consistently demonstrated to positive outcome effect over the course of the past 4+ years.</p> <p>As presented at both the Fall 2022 and January 2023 All Campus Meetings, CEC & Promotion funding have benefited from increases 4 of the past 5 years (not just two as the CRC memo states). Note also that, last year, faculty promotion amounts were funded such that we were able to compensate for the year in which college finances did not permit funding of promotions.</p> <p>Since Fall 2019 salary increases have totaled: \$4,482,219.00. Over this same time period, promotion increases have totaled: \$613,661.00. Combined salary increases = \$5,095,880.00.</p> <p>Leadership has and will continue to advocate salary increases. For a most recent example see the President’s JFAC testimony from 1/24/2023:</p> <p>https://legislature.idaho.gov/sessioninfo/2023/joint/jfac/</p> |

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| <p>Address Employee Turnover & New Employee Onboarding & Training</p> | <p>Leadership commends H.R. for their new employee onboarding orientation program. The orientation program is positive, effective, and has good potential to help new employees connect in meaningful ways thereby serving to mitigate turnover.</p> <p>Leadership agrees that beyond orientation onboarding, training is needed over the course of at least the first year of employment as well as periodically for current employees.</p> <p>Leadership appoints H.R. as the lead to assess training needs (per employee group) and map out annual PDTs, Training Tuesdays, CTL, WFT, etc. to meet needs; as well as a plan to “advertise” and schedule trainings.</p> <p>Leadership recognizes H.R. will need to coordinate with other campus units in some instances; and designates HR as the “ring-master” responsible for coordinating training scheduling (in partnership where appropriate – e.g., IT, advising, etc.). H.R. to accomplish this by reprioritizing existing employee engagement activities to address training needs as a top priority.</p> |
| <p>Faculty Requests:</p> <ul style="list-style-type: none"> • Training • Employee tuition/fee opportunities with sister institutions beyond ISU • Discounted Fees (e.g., aquatics, ski, golf, etc.) | <ul style="list-style-type: none"> • See above. • Ongoing. • Student uses/programs have largely negotiated and supported these discounts (discounts extended to faculty/staff). In many cases, vendors (e.g., Bryden Canyon Golf Course) assess a flat annual fee to supplement any discount they offer. These fees are paid through student activity fees (e.g., intramurals). As degree-seeking enrollment has declined, less fee revenue is generated and, thus, it is growing more difficult to sustain some of these discounts. <p>A full menu of “employee perks” can be found at: Employee Perks - Human Resource Services Lewis-Clark State (lcsc.edu)</p> <p>Employees are encouraged to revisit the “perks” menu and take advantage of offerings available.</p> |

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| <ul style="list-style-type: none"> • Designated “awarded” parking spot | <ul style="list-style-type: none"> • Leadership does not object to Faculty Senate, PSO and CSO working with Public Safety to designate one spot that can be shared and rotated among awardees. If pursued, the awardee program is to be managed and monitored by Faculty Senate, PSO and CSO and not to add to Public Safety’s workload. |
| <p>PSO Requests:</p> <ul style="list-style-type: none"> • Workplace flexibility • Paygrade K minimum • Training • Summer Education Credit • Years of Service Recognition • Employee volunteering during World Series and Art Under the Elms | <ul style="list-style-type: none"> • LC State maintains a live in-person campus / education community/experience. Deviations can be considered on a case-by-case basis and are exceptions not norms. Note also, that the recent (2/17/2023) statewide cybersecurity table top workshop (held in Boise and participated in by all 8 institutions as well as the SBOE/OSBE) elucidated the increased cyber threat posed to institutions and the state when work from home (VPN access) is engaged. LC State does not have the cybersecurity capacity to enact anything but rare exception, case-by-case remote work considerations. • May be supported pending CEC availability. • See above. • Piloting Summer 2023. • HR may explore options and suggest no-cost/minimal-cost recommendations to Leadership. • Leadership will continue to support these two campus community activities. |
| <p>CSO Requests:</p> <ul style="list-style-type: none"> • Training • Summer Educational Credit • CDA employee perks | <ul style="list-style-type: none"> • See above. • Piloting Summer 2023. • As noted above, given that many of these (e.g., aquatics, golf, ski, etc.) derive from student uses/programs, given the low student enrollment in CDA, discount negotiations can be challenging. Students based in CDA currently get a discounted |

membership to NIC’s fitness center (this is subsidized by the Local Operations Committee in North Idaho). There are discussions underway with NIC to offer a fitness membership discount to faculty and staff but NIC has not made a final decision about this in light of the fact that their fitness center is funded by their students.

- Leadership has no objection to H.R. coordinating a way to stream PDTs to CDA.

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