

CRC Preliminary Report  
"Talking Points"  
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CSO: The main salary related concern for CSO is loss of staff due to low salaries and the results that this has on efficiency campus wide. It is estimated that it takes 6 months to train an AA (administrative assistant) or OS (office specialist). The college can lose money due to errors associated with untrained staff.

- a. For example: a CSO staff member reserved an Enterprise rental car improperly, and as a result, we were not protected under the state contract that we have with Enterprise. LCSC had to pay the \$500 deductible when the car was damaged through no fault of the LCSC driver. This was an unnecessary expense because of training issues. Normally LCSC pays nothing if an accident occurs with Enterprise.
- 2) High turnover in e-learning services
  - a. At the end of 2011, one of the two AA1's in the office left for a better paying job in the Nursing Division, and we hired another person.
  - b. In September 2012, the new person in this AA1 position left for a higher paying job after having been in the position for less than a year.
  - c. We hired a 3<sup>rd</sup> person for this AA1 position, and after less than a year, she moved for a higher paying job. E-learning is now training its 4<sup>th</sup> staffer in two years.
  - d. CSO turnover at LCSC is approximately 3% above the state average.
- 3) Compression example:
  - a. New AA1's are often hired at the same salary as staff that has been on campus 4 or more years.

PSO: The main salary related concern for PSO is a loss of staff due to salaries. It is estimated it takes at least one year to train a new PSO member (especially those in management positions).

- 1) LCSC lost 18 PSO members in the last two years. This is 11% of the total number of Professional Staff (18/157). Of those who left, 61% left for a higher salary elsewhere (11/18).
  - a. Two professional staff members went to another higher ed institution. Both received annual salary increases of approximately \$5,000 for performing the same duties.

b. PSO members take longer to replace due to the hiring process and, in addition, take longer to train than classified staff. Advertising, travel and other direct search costs can reach \$5000 per vacancy, not counting the internal cost of search committee and support staff time.

Faculty: Compression and low starting salaries are the primary concern for faculty. Below are specific examples.

- 1) Compression.
  - a. Many full professors at LCSC make less than first year assistant professors at our peer institutions.
    - i. At Blue Field State College- first year assistant professor of Biology starts at \$54,000. We have 3 full professors of biology who make less than \$54,000.
  - b. Average associate professor pay is \$5,000 below the average assistant professor salary at our peers.
  - c. In fact, LCSC is the lowest paid institution of ALL of our peers, regardless of faculty rank.
- 2) The college has recently had several examples of candidates who have withdrawn from searches due to low starting salaries.
  - a. The current political science search has lost two of their top candidates to more lucrative starting salaries at other institutions.
  - b. The physics search in 2012 was failed because the top candidate withdrew his application because of the low starting salary.
  - c. There have been 8 failed faculty searches since 2011, each costing the institution approximately \$5000.