

CRC Committee Meeting Summary Minutes (11/19/14)

Attendance: Dr. Fernandez, Chet Herbst, Alex Bezzerides, Heather Henson-Ramsey, Amanda Gill, Jessica Cromer, Jerry Hindberg, Sue Hasbrouck, Vikki Swift

- I. President Fernandez and Chet
 - a. Tony needs preliminary talking points for his meeting with the legislature by 1/5/15.
 - i. Focus on facts
 - ii. Focus on how staff/faculty CEC translates into benefits for the students
 - b. Final report from the committee is due 4/1/15
 - c. Governor will give his recommendations on 1/12/15
 - d. Recent history on CEC
 - i. 2013- 2% merit increase
 - ii. 2014- 1% ongoing, 1% bonus

- II. Started by going over talking points from January 2014. Plan to go back to constituent groups and revise points based upon student outcomes and a focus on LCSC's strategic plan.
 - a. CSO- Amanda
 - i. Turn-over still appears to be primary problem along with movement amongst units on campus.
 - ii. CSO has a meeting in about two weeks. Amanda will get additional feedback at that meeting.
 - b. PSO- Jerry and Jessica
 - i. Concerns over salary across campus for PSO versus CSO and job titles.
 - ii. Difficulty with salary comparisons due to several unique positions on campus
 1. Vikki will provide latest information on comparisons
 - c. Faculty- Alex
 - i. Focus on promotion bumps is still a high priority
 - ii. Focus on an exact plan to reach the stated strategic goals for faculty and staff compensation.
 - iii. Sue is working on new salary comparison data.

- III. Plan
 - a. Each group will submit ideas for 3-4 facts/stories for inclusion in talking points report.
 - b. I will match them up to strategic plan and help with aligning the needs with improving the student experience at LC
 - c. Facts are due to me prior to the Christmas break. I will send out a preliminary draft for review after New Years.