

## MEMORANDUM

DATE: 8 November 2023

TO: Campus Budget Committee (CBC), Lori Seager and Dan Johnson, co-chairs

FROM: The Compensation Committee (Comp Com)  
Faculty Salary Subcommittee of the Compensation Committee, Jane McDougall (faculty co-chair), Paul Adlerstein, Ofer Ben-Amots, and Nate Bower, and Staff Salary Subcommittee Thecla Shubert (staff co-chair), Cathy Buckley, Chad Schonewill, AliciaRose Martinez, and Mandy Sulfrian.

CC: Ryan Simmons, Laurie Mozingo, ex officio members of the Compensation Committee

SUBJECT: Response to the September 2023 Charge to Comp Com from the CBC

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The Compensation Committee is pleased to forward to the Campus Budget Committee its recommendations for adjustments to compensation for faculty and staff in the coming year. In doing so, we have attempted to respond fully to the charge sent by the Campus Budget Committee in its memorandum of September 2023.

Following the mandate outlined in the *Faculty Handbook*, the Committee has conducted much of its work in the two separate subcommittees, the Faculty Salary Committee and the Staff Salary Committee. However, we have also met together to work through our respective concerns and to share our findings with each other, as well as with other groups central to the process of developing compensation policies (our campus AAUP chapter, Human Resources, the FEC Budget and Planning Subcommittee, and Staff Council). To develop the most appropriate policies, we have drawn input from our respective constituencies in a variety of ways, including the October 2023 faculty forum and the summer staff listening session. We will continue to educate and reach out to our respective constituencies so that their concerns are reflected in our work and so that they can understand better how compensation policies are developed and the rationales behind them.

Attached please find our two reports:

- Faculty Salary Recommendations in Response to the Annual Charge delivered in September 2023 by the Campus Budget Committee
- Recommendation from the Staff Subcommittee of the Compensation Committee in response to the 2023-24 charge from the Campus Budget Committee

Although we have submitted two separate reports, the faculty and staff stand in mutual support of one another's recommendations. Specifically, two items are of shared concern. First, the recommendation around infertility care benefits, which has been implemented within the local CU system, as well as at many of the 15 peer liberal arts colleges to which we compare ourselves. Second, we share concerns about the cost of living in the urban setting of Colorado Springs and ensuring all CC employees are adequately, competitively, and equitably compensated.

We look forward to receiving feedback from the Campus Budget Committee concerning our recommendations. If there are any questions or concerns, or matters needing clarification, please do not hesitate to contact Thecla Shubert (staff co-chair) and/or Jane McDougall (faculty co-chair).