

## MEMORANDUM

DATE: 14 November 2024

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), Carrie Ruiz, Michelan Wilson and Staff Salary Subcommittee Thecla Shubert (staff co-chair), AliciaRose Martinez, Patty O'Halloran, Erica Shafer, Sam Soren, and Mandy Sulfrian.

CC: Sylvan Goldberg (Chair of the BPSC of the FEC), and  
Ryan Simmons, Cameron Martin, ex officio members of the Compensation Committee

SUBJECT: Response to the September 2024 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 Block 2 Faculty Meeting, and an November 2024 faculty forum and the summer staff listening session and the 2024 staff survey. 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 2024 by the Campus Budget Committee
- Recommendation from the Staff Subcommittee of the Compensation Committee in response to the September 2024 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, we have worked to ensure consistency in our recommendations. We remain concerned with the relatively high cost of living in Colorado Springs and our competitiveness in attracting and maintaining the best employees.

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).