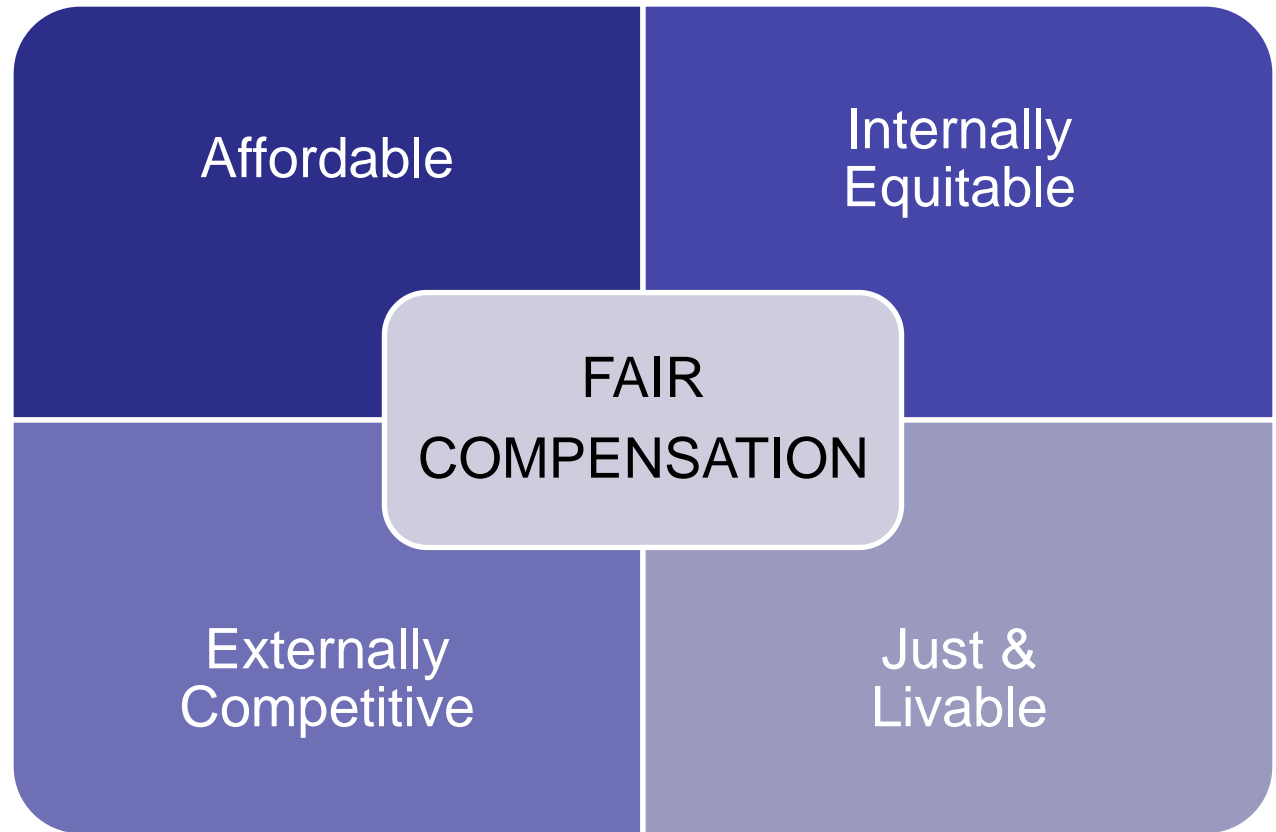


PACCON 2018 CONFERENCE

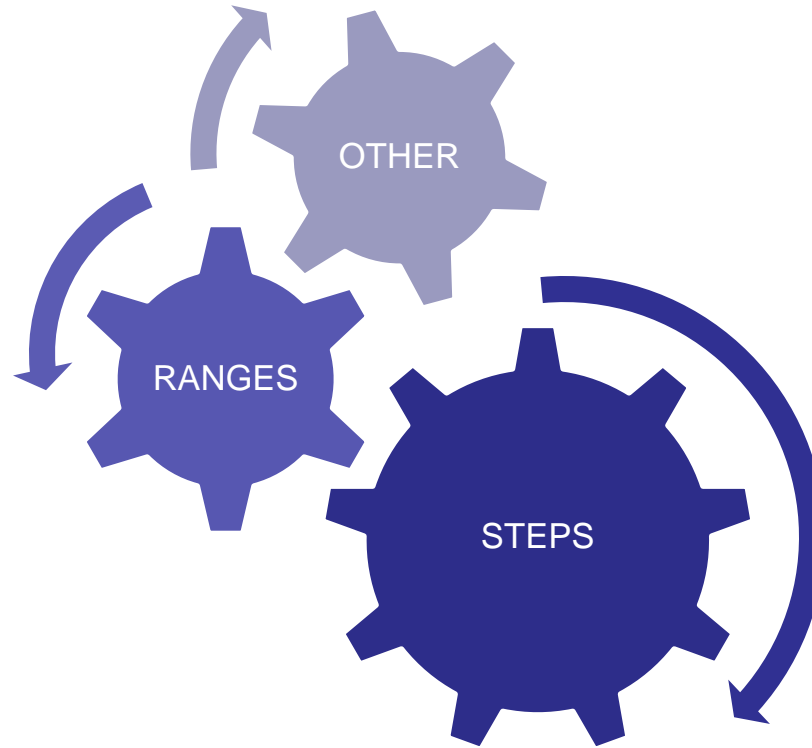


FACULTY COMPENSATION STRATEGIES

December 10, 2018

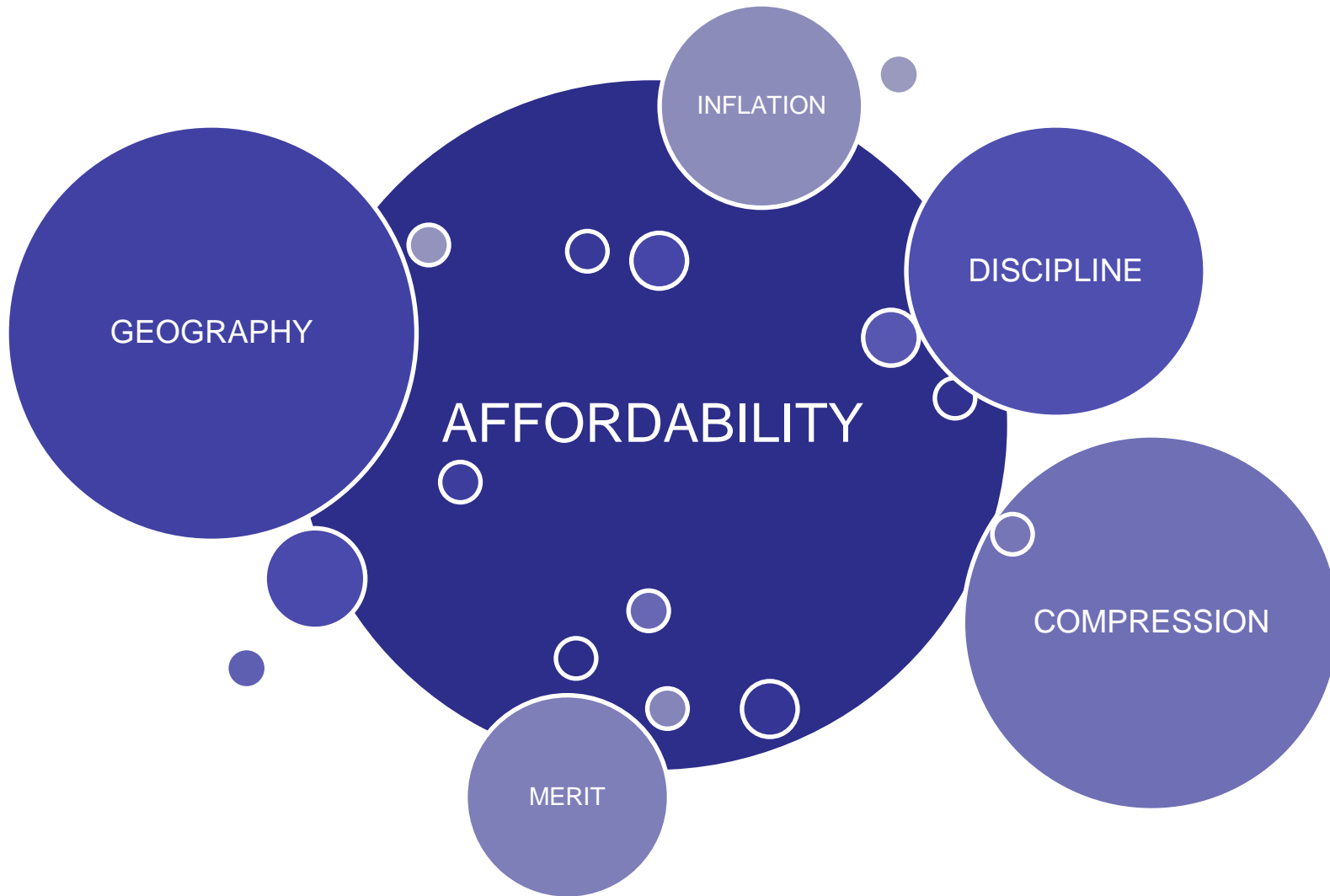
FACULTY COMPENSATION STRUCTURES AT PACCON INSTITUTIONS AND ROLE OF CFO



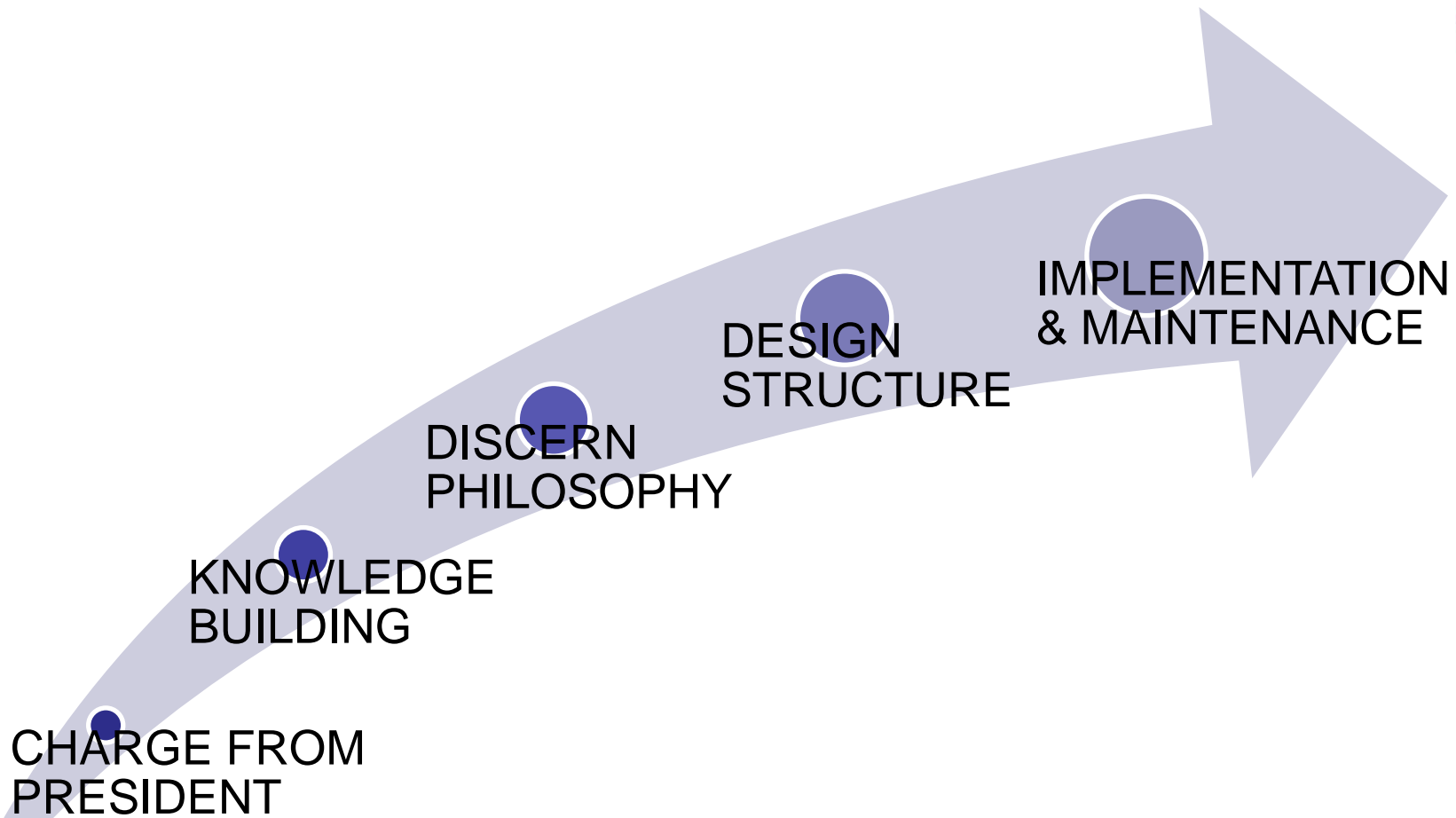


IN THE ABSENCE OF STRUCTURE,
COMPENSATION HAPPENS!

FACULTY COMPENSATION ISSUES



FACULTY COMPENSATION PROCESS



STAKEHOLDER OWNED RESULTS



AFFORDABLE

INTERNALLY
EQUITABLE

FAIR
COMPENSATION

EXTERNALLY
COMPETITIVE

JUST &
LIVABLE

ABOUT CASAGRANDE CONSULTING



Casagrande Consulting is a boutique firm focused on Institutional, Board, Leadership, and Compensation Effectiveness in Higher Education. Since our launch in 2009, we have served almost 100 institutions including several PACCON members.

Frank A. Casagrande is the President and Director of Compensation Effectiveness. Frank is a frequent speaker on executive, faculty, and staff compensation issues within Higher Education including presentations at ACCU, AGB, CIC, CUPA-HR, and NACUBO. He has a BS in Applied Mathematics from Union College (NY), a MA in Teaching from Montclair University, holds an Executive Compensation Certificate from World at Work, and was an Enrolled Actuary.

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