



# How to Avoid Random Acts of Compensation: Emerging Best Practices in Managing Compensation for Your Faculty and Staff

HR Leadership Exchange:

A  Consortium Meeting

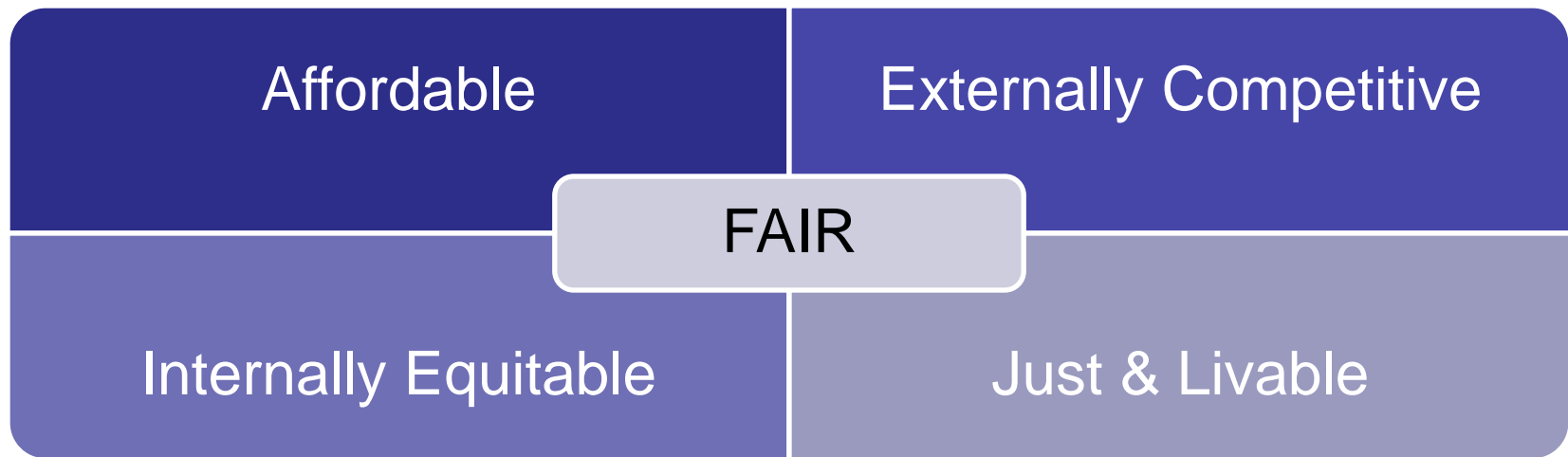
Presented by:

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- Institutions of higher education must be good stewards of their limited resources.
- At the same time, they must be able to recruit, reward, and retain high-performing mission-focused faculty and staff in a dynamic marketplace with **FAIR** compensation.



- **With the new realities of the sector there is no room for RANDOM ACTS OF COMPENSATION!**

**SAMPLE**

**SELECT**

**DISCUSS**



## TODAY'S AGENDA

- INTRODUCE **SAMPLE** OF TOPICS
- **SELECT** TWO TOPICS FOR DISCUSSION
- **DISCUSS** TOPICS AT A DEEPER LEVEL



**SAMPLE**

SELECT

DISCUSS

## ■ TOPIC 1: ANNUAL INCENTIVES

TRIGGER  
HARD /  
SOFT

OPPORTUNITY  
% / \$

SCORECARD  
-3 TO 4 KEY AREAS  
-TARGET,  
THRESHOLD, &  
MAXIMUM LEVELS  
OF PERFORMANCE

CLAWBACK

PAY  
OUT

BOARD  
DISCRETION

TIAA  
CREF



**SAMPLE**

**SELECT**

**DISCUSS**

## ■ TOPIC 2: LONG TERM INCENTIVES

END TO END PLANS								
CYCLE I			CYCLE II			CYCLE III		
Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
CYCLE I								
		CYCLE II						
				CYCLE III				
						CYCLE IV		
OVER LAPPING PLANS								

TIAA  
CREF



**SAMPLE**

SELECT

DISCUSS

## ■ TOPIC 3: GAINSHARING

GOAL 1  
QUANTATIVE

GOAL 2  
QUALITATIVE

LUMP SUM  
PAYOUT OF 1  
OR 2 WEEKS  
PAY

TIAA  
CREF



**SAMPLE**

**SELECT**

**DISCUSS**

## TOPIC 4: FACULTY COMPENSATION MODELS

	COLLEGE OF ARTS AND SCIENCES			COLLEGE OF EDUCATION			COLLEGE OF BUSINESS		
	ASSISTANT	ASSOCIATE	FULL	ASSISTANT	ASSOCIATE	FULL	ASSISTANT	ASSOCIATE	FULL
\$150K									
\$125K									
\$100K									
\$75K									
\$50K									

TIAA  
CREF



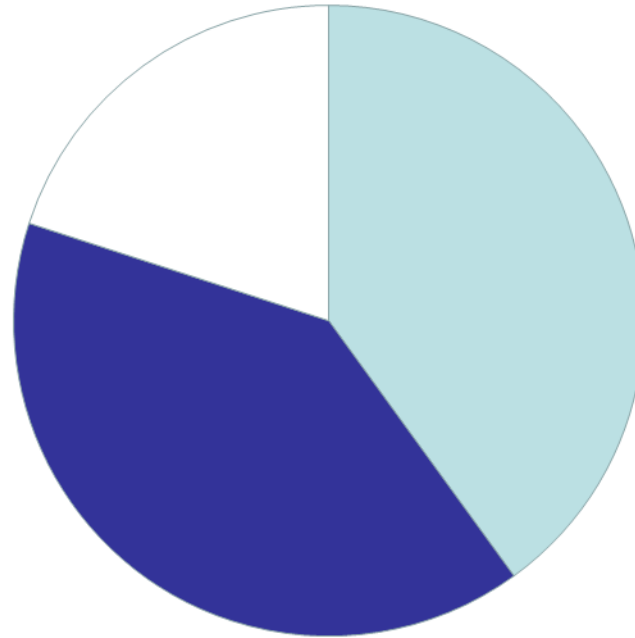
**SAMPLE**

**SELECT**

**DISCUSS**

## ■ TOPIC 5: FACULTY EVALUATION SYSTEMS

### SPITZER WORK MODEL



■ TEACHING ■ SCHOLARSHIP □ SERVICE

TIAA  
CREF



**SAMPLE**

**SELECT**

**DISCUSS**



■ **OTHERS:**

➔ **TOPIC 6:**

➔ **TOPIC 7:**

➔ **TOPIC 8:**

**TIAA  
CREF**

SAMPLE

**SELECT**

DISCUSS



## ■ PICK TWO CONCEPTS FOR A DEEPER DIVE

➔ TOPIC A -

➔ TOPIC B -

SAMPLE

SELECT

**DISCUSS**



- **PREVALENCE**
- **DESIGN PROCESS**
- **IMPLEMENTATION PRACTICALITIES**



- Casagrande Consulting, LLC, launched in 2009, is a boutique firm of ten plus (10+) consultants focused on providing insight to institutions of higher education in the areas of: Advancement & Development, Board Effectiveness, Compensation & Benefits, Executive Coaching, Human Resources Strategy & Planning, Institutional Strategy & Planning, Leadership Development, Online Learning Readiness, Performance Management, Presidential Evaluations, and Talent Management.
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