

MEMORANDUM

TO: Faculty and Staff
FROM: Paul Tribble
DATE: February 2, 2012
RE: Salary Study

The sluggish economy has had a significant impact on Virginia and higher education for several years. As you know, the state has not funded increases to our base salaries since November 25, 2007, and there is no salary increase included in the Commonwealth's budget for the next two years. This has made all of our lives more challenging and made it increasingly difficult for us to recruit and retain well-qualified candidates for many positions. Unfortunately, many salaries are no longer competitive in the national, regional or local markets.

I am pleased to announce that the Board of Visitors has approved a University-wide salary study. Unfortunately, this does not mean that everyone at CNU will promptly receive a salary increase. It does mean that at the end of this study, we will have a strategic plan to address the most egregious salary issues. And, when the economy improves and state funding increases, we will be able to increase salaries in a systematic, fair and consistent manner.

Here is the plan:

- ***Instructional Faculty:*** Faculty salaries will continue to be recommended by the Provost using national benchmark data available by discipline and rank. Our goal – and the state's goal – is to move the average salary of our faculty to the 60th percentile of our State-approved national peer group.
- ***Administrative and Professional (A/P) and Classified-Exempt Positions:*** A compensation consultant, Stan McKnight & Associates, Inc. will assist in the development and implementation of a salary program for A/P and classified-exempt staff positions. The firm recently completed similar studies at William and Mary and Mary Washington.
- ***Classified-NonExempt and Hourly Positions:*** The Office of Human Resources, guided by the University's Compensation Committee, will conduct a market analysis and salary review of all classified-nonexempt and hourly positions.



Our time line is aggressive. The compensation study for A/P, classified and hourly employees will begin next week and require several months to complete. The study will focus on three elements: market equity, internal equity and the development of a multi-year implementation plan. The goal is to have the results of the study available for the Board of Visitors to consider in shaping and adopting the operating budget for the next fiscal year. Your assistance and timely response to requests for data will be critical in meeting this schedule.

Despite these difficult economic times, your loyalty and commitment to CNU is extraordinary. My thanks to each one of you for your contributions to the success of CNU and our students.