

**Cossatot Community College
of the
University of Arkansas**



Cossatot
COMMUNITY COLLEGE

UNIVERSITY OF ARKANSAS

Employee Compensation Plan

Table of Contents

Compensation Plan Introduction 1

Purpose 2

Fundamentals 2

Peer Comparisons 2

Compensation Plan Definitions..... 3

Compensation Peer Comparisons (Faculty)..... 6

Compensation Plan Introduction

Since 1975, Cossatot Community College of the University of Arkansas has been a growing, thriving institution of higher learning. From roots that are deep in technical and vocational training, the college has grown these programs while adding a liberal arts curriculum that has made Cossatot a true comprehensive community college.

In fall 2012, Cossatot set another record in student enrollment, topping out at 1542 students. Combine this type of growth with many major initiatives, and you see a college that is fast becoming what the Higher Learning Commission categorizes as a “high performing institution”.

From the classrooms and offices of Cossatot Community College of the University of Arkansas come unique ideas and paradigm shifts. Like the innovative Foundations of Math program, aimed at speeding academic progression. Like the Arkansas Rural Nursing Education Consortium (ARNEC), of which Cossatot conceived and help implement. Like the Cossatot Community Health Center – a first-of-its-kind health center located on a two year college campus.

All of these great ideas have had one focus – student success. According to IPEDS, Cossatot’s three year rolling average of graduation rates has increased over past four cohort groups. Also according to the same IPEDS data, Cossatot invests *twice* as much in academic services than 39 peer institutions.

It is recognized that the only way to succeed in becoming a “high performing institution” is by attracting and retaining top educational talent.

In the latest state-wide salary survey, Cossatot Community College of the University of Arkansas ranked *last* in average faculty salary and *last* in eight other key administrative/operational positions. The median household income for Cossatot’s service area is just 1.7% below the service areas of peer institutions indicating that Cossatot must change much of the current compensation plan in order to remain competitive in attracting and retaining top talent, a task made more difficult by being located in a remote portion of Arkansas.

In order to uphold the mission of the college, and in order to stay on course in becoming a “high performing institution”, Cossatot has produced the following Compensation Plan.

Steve Cole

Chancellor

Cossatot

Purpose of Cossatot Community College of the University of Arkansas's Compensation Philosophy

To attract, retain, and motivate the productivity and commitment of highly qualified and diverse faculty and staff.

To help Cossatot compete successfully for employees with the skills vital to its missions.

To help Cossatot ensure future leadership.

To set pay in consideration of similar educational organizations and recruiting markets while working within Cossatot's resources.

Fundamentals of Cossatot Community College of the University of Arkansas's Compensation Philosophy

Target salaries at the market median of the position's relevant recruiting market

Set position pay in consideration of similar educational organizations and recruiting markets

Peer Comparisons to be Used in Completing Cossatot Community College of the University of Arkansas's Compensation Philosophy

Target and Market salaries will be adjusted to be at least 95% of the overall average of the following peer institutions:

UACCH

UACCB

PCCUA

RMCC

SACC

SAUT

UACCM

Statement of Reason

While Cossatot will strive to provide the most competitive salary structure, the College realizes that grant positions and some other positions may be excluded from the overall compensation philosophy.

Compensation Plan Definitions

**Cossatot Community College of the University of Arkansas will use peer comparisons to initially adjust the Compensation Plan. In order to compare relevant data, the lowest and highest categorical peer salaries will be discarded before calculations are made. In the event that at least three peer salaries cannot be accumulated, similar institutions not necessarily in the peer group will be used for calculations. This design is to ensure the college will be launching the Compensation Plan at market-competitive levels. After the initial adjustment of Faculty and certain Non-Classified personnel, peer comparisons will be completed every five years to ensure the college remains competitive in compensation levels.*

The following categories will be recognized when designing and implementing the Compensation Plan:

I. Instructional Faculty (9, 11, and 12 Mo.)

These are employees of the college who perform classroom instruction of post-secondary and secondary college-credit students.

II. Adjunct Faculty

These are employees of the college who perform less than full-time classroom instruction of post-secondary and secondary college-credit students.

III. Teaching Division Chairs

These are employees of the college which oversee Academic departments of the college while teaching nine (9) points per fall and spring semester.

IV. College Administrators

These are employees of the college who have complete control over select administrative departments of the college. These departments pervade the entire college and do not generally interact specifically with the student body. Organizationally, these departments are in direct line with the Chancellor's office. These Administrators are:

1. Vice Chancellor of Academics
2. Vice Chancellor of Facilities and Planning
3. Vice Chancellor of Finance
4. Human Resources
5. Marketing
6. Information Support Services

V. College Directors

These are employees of the college who oversee and direct large departments of the college. These directors do not necessarily pervade the entire college, but often supervise and coordinate more than three college employees. These Directors are:

1. Library Services
2. Ashdown Operations
3. Workforce and Continuing Education
4. Student Services
5. Financial Aid
6. Secondary Career Center
7. OTA

VI. College Managers

These are employees of the college who manage the day-to-day operations of a smaller core college department. These managers generally supervise less than three employees. These Managers are:

1. Radio Stations
2. Registrar
3. Student Information System
4. Physical Plant

VII. College Coordinators

These are employees of the college who serve as coordinators of specific duties of the college. These employees generally do not have supervisory duties. These Coordinators are:

1. Testing Centers
2. Learning Centers
3. Information and Community Relations
4. Continuing Education Services
5. Workforce Development
6. Student Success Coordinator

VIII. College Support Staff

These are employees of the college who fill the roles of support to carry out the mission of the departments they serve. These employees never have supervisory duties

IX. Grant Personnel

These are employees of the college who are governed by the specific guidelines of the granting body. These employees must abide by the compensation structure outlined in their respective grant guidelines. Career Pathways and Adult Education are examples of these grant employees.

X. Full-Time Workforce Faculty

These are employees who teach industry specific or workforce readiness courses on a full-time and non-credit basis. Compensation ranges from \$10 to \$40 per hour plus benefits.

Compensation Peer Comparisons (Faculty)

**All comparisons based on 9 month salaries*

Faculty average salary among peer institutions is \$41,290. Cossatot will install a Faculty Placement Matrix that ensures that the average faculty compensation meets or exceeds peer institutions.

** Full implementation for Faculty in Fall 2013.*

Compensation Peer Comparisons (Adjunct Faculty)

Adjunct faculty average salary among peer institutions is \$520 per semester credit hour. Cossatot will install an Adjunct Faculty Placement Matrix that ensures that the average adjunct faculty compensation meets or exceeds peer institutions.

** Partial implementation for Adjunct Faculty in Fall 2013.*

Compensation Plan Changes to Part-Time (Non-adjunct faculty) Employees

In order to maintain a market-competitive wage for part-time employees, Cossatot will adopt a new Part-Time Employee Compensation Matrix. This matrix will be used for compensation scale placement and maintenance.

** Implementation pending sufficient funding available.*