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TO: Dr. Monty Sullivan
LCTCS President
THROUGH: Joseph F. Marin
Chief Operations Officer
FROM: Gena Doucet
Chief Human Resources Development Officer

DATE: May 24, 2021

SUBJECT: Policy #6.043 "Guiding Principles for Faculty Compensation"

APPROVED

[Signature] 5/26/21
LCTCS BOARD OF SUPERVISORS

FOR REVIEW AND ADVISEMENT

Recommendation: Staff recommends the Board accept ~~for review and advisement the~~ attached Policy #6.043 "Guiding Principles for Faculty Compensation" as an ongoing effort to provide a more consistent framework for faculty compensation across all LCTCS colleges.

Background: The state's appropriation bill for FY 22 is slated to provide LCTCS colleges \$5.5 million in additional state funds for faculty salary increases as part of the governor's budget recommendations for all higher education institutions While LCTCS colleges have been conducting faculty salary compensation studies and plans to varying degrees in recent years, the guiding principles serves as a path forward with a three-year implementation timeframe for LCTCS colleges to provide a cohesive faculty pay plan across all LCTCS colleges. The policy provides a framework to provide for a base compensation which is then adjusted for years of experience, faculty rank, and area of instruction.

Fiscal Impact: \$5.5 million annualized.

History of Prior Actions: N/A

Benefits to System: Approval will provide better uniformity for faculty compensation across all LCTCS colleges with a targeted implementation date of July 1, 2024.

[Signature: Monty Sullivan]

Approved for Recommendation to the Board
Dr. Monty Sullivan, President

May 26, 2021

Date

**LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM**  
**Policy # 6.043**

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**Guiding Principles for Faculty Compensation**

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Authority: Board Action

Original Adoption: 06/09/2021

Effective Date: 06/09/2021

Last Revision: 06/09/2021

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**Philosophy**

Competitive pay is a key element in the package used to recruit, retain and reward faculty needed to fulfill the mission of the Louisiana Community and Technical College System (LCTCS) and member colleges. To ensure this, the LCTCS has developed a systemwide “guiding principles” document to serve as a reference point in designing, delivering and administering faculty compensation to ensure that LCTCS colleges fulfill their commitment to faculty while meeting the instructional/workforce needs of Louisiana’s citizens and industries.

**Policy**

Each college of LCTCS shall develop a faculty compensation pay plan to be submitted to the LCTCS President with plans anticipated to be reviewed at least every three years and updated as needed. Before establishing the base salary structure, each college should consider recruiting and retention difficulty, comparable internal salaries, market competition, and budget. It should be noted that said plans can be carried out, as long as sufficient funds are available.

*NOTE: The faculty compensation plans submitted to the LCTCS President in June 2021, should indicate how said plan will be implemented by July 1, 2024.*

The faculty pay plan should include:

- Base pay range according to years of experience and location
- Additional compensation to base for certain disciplines that are market driven
- Additional compensation for educational level
- Additional compensation for faculty rank

Colleges may choose to create different guidelines for different disciplines to address market inequities and/or to reward exceptional performance while remaining within the established guidelines. Any compensation that is not within the submitted plan will need approval from the LCTCS President.

## Guiding Principles

The LCTCS and its colleges may manage each element of faculty compensation as follows:

- Establish consistent linkage of system-wide plans while accommodating a level of flexibility to allow colleges to operate with relative autonomy within their respective markets;
- Align faculty compensation with leading 2-year academic public institutions or private workforce markets (particularly for technical skills training, where applicable) as well as national, regional and local organizations with whom the colleges compete for talent;
- Utilize current, comprehensive, relevant market data such as SREB and CUPA;
- Align faculty positions to the market based on their assigned responsibilities considering job scope, accountabilities and value to the college;
- Build funding of compensation programs into the annual budget process in order to provide for competitive pay and total compensation package alignment;
- Reinforce a high-performance culture to attract, develop, motivate and retain faculty needed for the colleges' success;
- Compensate individuals and/or teams for their relative levels of contribution to the success of the college, and where appropriate, making accommodation for individual skills, competencies and credentials that may be of strategic importance to the college;
- Keep pay plans easy to understand and straight-forward;
- Clearly communicate the value of the LCTCS' and its colleges' compensation philosophy, principles and programs to current and prospective faculty;

In addition, the LCTCS and its colleges will ensure that all elements of total compensation, including benefits and other non-cash elements, are competitive.

## Salary Schedule

To continue in the Board's effort to maintain a competitive salary and benefits package on behalf of the faculty teaching at LCTCS colleges, the Board has asked that college administrators develop and maintain on a regular and recurring basis a faculty salary schedule. The initial version of the schedule is based upon the current pay of faculty. It is expected that future schedules will reflect progress made toward LCTCS faculty pay goals as set out in the plans submitted by colleges. Each college will maintain a copy of the latest salary schedule.

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