

DRAFT

North Carolina Wesleyan College 2012-2015 Strategic Plan

Priority Area: Faculty/Staff Welfare

Our commitment to Faculty and Staff Welfare is aimed at bringing faculty and staff to a level that is competitive with North Carolina Wesleyan's peer institutions. Achieving this goal will require funding in addition to other non-financial means of showing appreciation and acknowledging a commitment to excellence. In the long term, the steps included in this portion of the plan are designed to generate loyalty among current employees, enable the college to be competitive in recruiting, hiring, and retaining exceptional faculty and staff, and help Wesleyan become known as an excellent place to work and study. (See Appendix D.)

Goal	Responsible Unit, Person, etc.	Timeline	Estimated Cost	Completion Date
Increase the number of full-time faculty	Provost	Analysis complete by summer 2012, hiring begins Fall 2012	6 new fac. positions = \$300,000	Fall 2015 (?)

<p>Increase compensation/ appreciation for faculty</p>	<p>Provost; VP of Finance; HR Director</p>	<p>Ongoing</p>	<p>Increase adjunct and overload pay to \$700 per credit hour = \$160,000 (annual)</p> <p>Implement an annual cost-of-living adjustment for all faculty. Consideration of the Amt. to be influenced by inflation rate, and Soc. Sec. Admin. data. Est. <u>total</u> cost of 1% COLA for all faculty and staff:: \$68K/ yr. 1, \$75-\$80K yr. after</p> <p>Over a two-year span, implement a 6% pay increase for all faculty , to help bring faculty compensation within the 50th percentile of NCICU baccalaureate institutions</p>	
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<p>Increase compensation/ appreciation for staff</p>	<p>All Vice Presidents; HR Director</p>	<p>Ongoing</p>	<p>Implement an annual cost-of-living adjustment for all staff. Amt. to be influenced by inflation rate, and Soc. Sec. Admin. data. Est. <u>total</u> cost of 1% COLA for all faculty and staff: \$68K yr. 1, \$75-\$80K yr. after Over a two-year span, implement a 6% pay increase for all staff, to help bring staff compensation to a more competitive level based on IPEDS data (more research needed) A full year's 2% raise for all faculty and staff to cost \$137,000 plus benefits</p>	
<p>Implement annual staff performance reviews</p>	<p>HR Director</p>	<p>Aug. 2012</p>	<p>\$0</p>	<p>Fall 2013</p>