ASHQFS Committee Agenda

November 6, 2015

**ATTRACT AND SUPPORT HIGH QUALITY FACULTY AND STAFF**

1. **Develop a salary-based attraction and support approach**
2. Examine and develop salary goal framework
   1. **Discussion Item – the framework used to evaluate the salary component of our goal**
      1. Multi-year equity and merit approach
      2. Multi-strategy approach that includes tuition increases, budget reallocations, and enrollment increases
   2. **Decision Item – Adoption of a multi-year salary goal framework approach**
3. Develop and expand strategy framework categories
   1. **Tuition and Fees**
      1. Appropriate revenue categories
      2. Appropriate amounts/percentages
      3. Develop action steps
      4. Develop targets and benchmarks for categories and/or action steps
      5. Develop a target/benchmark evaluation process
   2. **Budget Reallocations**
      1. Analyze efficiency opportunities
      2. Examine student to faculty ratios
      3. Examine number of sections per course
      4. Examine online stipends
      5. Examine low-producing programs
      6. Develop action steps
      7. Develop targets and benchmarks for categories and/or action steps
      8. Develop a target/benchmark evaluation process
   3. **Enrollment Increases**
      1. New freshmen enrollment
      2. Transfer students
      3. Retention
      4. Develop action steps
      5. Develop targets and benchmarks for categories and/or action steps
      6. Develop a target/benchmark evaluation process
   4. **Decision Item- Adoption of the Strategy Framework Categories**
   5. **Decision Item –Adoption of a categorical approach with the flexibility to emphasize other categories within the framework, as needed.**
4. **Develop a recommendation that addresses equity and merit using the salary goal framework**
5. As presented, the salary goal framework reflects an approximate 3% salary increase per year. **Consider different approaches to our salary goal**.
   1. 100% Equity and minimal merit over three years
   2. 90% Equity and minimal merit over three years
   3. 80% Equity and merit over three years
   4. 70% Equity and merit over three years
   5. 100% Equity and merit over five years
   6. 90% Equity and merit over five years
   7. 80% Equity and merit over five years
   8. 70 % Equity and merit over five years
6. **Decision Item-Recommend a salary approach**
7. **Develop a non-salary based attraction and support approach**
8. Institutional perks for faculty and staff
   1. Parking
   2. Recreation Center Membership
   3. Early Childhood Lab privileges
   4. Increased tuition support for employees and dependents
9. Professional Development
   1. Additional funds for faculty professional development
   2. Additional funds for staff professional development
   3. Release time for faculty
   4. Release time for staff