Charge to the Ad Hoc Committee on Employment Incentives

This ad hoc committee is charged to conduct a review of the College's current policies and practices related to employment incentives and to recommend changes to these policies and practices that will better position the College in the recruitment and retention of faculty and staff. As directed by Section 2.7 of the *2009-2014 Strategic Plan* the ad hoc committee will explore additional incentives that will enhance employee quality of life and improve employee recruitment and retention. While exploring additional incentives, the ad hoc committee may review the policies and practices of other campuses or other industries deemed relevant in the competitive context. The ad hoc committee's process shall include the development of estimated costs of additional incentives. Recommendations to the President's cabinet shall be prioritized, taking into account all relevant factors including perceived benefit and estimated costs.

2009-2014 Strategic Plan
Section 2.7

Faculty and Staff Compensation and Employment Incentives. *Over the past five years, the College has aggressively increased salaries and, thereby, improved the ability to recruit and retain faculty and staff. Yet salaries remain below national averages, and continued improvement in compensation relative to competitive institutions is necessary. In addition, the College will explore additional incentives that could enhance employee quality of life and thus improve faculty and staff recruitment and retention. Incentives to be explored include, but are not limited to: additional resources for professional development; on-campus temporary housing with more contemporary amenities that better reflect the sustainable values of the College; housing programs that assist faculty and staff in their initial purchase of a home in Gunnison; family-friendly policies that allow employment flexibility during certain periods of their career; tuition waivers for dependents of faculty and staff; more affordable childcare; and additional healthcare and retirement plan options.*