MEMO

May 12, 2020

TO: Alcorn State University Campus Community

FR: Felecia M. Nave, Ph.D.

President

RE: Faculty & Staff Compensation Study Workforce Management Plan

During the Fall 2019 Town Hall meetings, faculty and staff alike expressed concerns about our current compensation structure and its impact on campus morale as well as our ability to retain and recruit talented individuals to the University. Since those discussions, I have worked with senior leadership to understand the current compensation philosophy, structure and approach in order to chart a path forward.

I am pleased to announce that Alcorn State University has launched a project to review and update our faculty and staff compensation program. We are partnering with Segal, a human resources consulting firm nationally recognized for its work with hundreds of higher education institutions, to complete this important project.

We are in the first phase of the project. Segal will gather information regarding our compensation programs over the coming weeks and complete a preliminary assessment. It is expected that this project will realign our ability to attract and retain talent with the current needs of the University. It is clear that our University requires a competitive and fair compensation program that reflects our current culture and work environment. As a result of the preliminary assessment, the specific objectives of this initiative include:

- Stakeholder involvement and input
- Total rewards/compensation philosophy
- Competitive market assessment
- Contemporary, competitive, and equitable salary structure
- Pay administration guidelines
- A clear implementation and comprehensive communications plan

At the end of the study, Alcorn will receive recommendations to move further towards our strategic goals. A faculty committee and a staff committee will be established to assist the consulting firm in gathering stakeholder input. Each committee will include a cross-section of University employees. The current project leads are Dr. Wanda Fleming, Director for
Human Resources for staff, and Dr. Keith McGee, Interim Provost & Executive Vice President for Academic Affairs for faculty.

While it is premature to forecast the outcomes of this project, it is expected that the recommendations may vary by role. Any resulting pay change and pay scale recommendations will be considered in a way that is fiscally responsible for the University.

We are excited to begin this project and appreciate your support as we embark on this important effort. As this initiative is expected to run through early 2021, we will keep you informed of our progress through regular updates.

Your full cooperation is greatly appreciated!

xc:  Vice Presidents
     Human Resources
     Faculty Senate Chair
     Staff Senate Chair