MEMO

August 17, 2020

TO: All Faculty and Staff

FR: Felecia M. Nave
    President

RE: Compensation Structure Redesign Project Update

As we announced in the spring of 2019, Alcorn State University (ASU) launched a project to update our faculty and staff compensation program in conjunction with our consulting partner, Segal. The primary goal of this study is to develop a competitive and fair compensation program that reflects our current culture and work environment.

We have been busy over the past several months working through the first few phases of the project:

- **Stakeholder Feedback** – we launched a survey to 94 stakeholders to obtain their thoughts and views on critical elements of the University’s compensation programs. We had a very high response rate of 92.5%, which provided us with critical feedback to serve as a set of guiding principles throughout the study.
- **Compensation Philosophy** – a draft compensation philosophy has been developed based on stakeholder feedback and market practices. The draft has been reviewed with the President’s Cabinet and will serve as a working draft until all elements of the study have been completed.
- **Higher Education Peer Comparators** – as part of the draft compensation philosophy, a peer comparator group was developed to identify an appropriate set of higher education institutions similar to ASU. This group is currently in review with the President’s Cabinet; the final group will be used to gather the competitive compensation market data for future phases of the study.
- **Job Documentation Review** – Segal is in the final stages of reviewing our staff job structure and related documentation to provide recommendations for updates.

Upcoming in fall 2020:

- Finalize group of higher education peer comparators
- Finalize job documentation review and recommendations
- Faculty and Staff Competitive Market Assessment

We are excited at the progress since the launch of the project, and as always, appreciate your continued support throughout this important initiative. We will continue to keep you informed of our progress through the estimated completion date in early 2021.