

ALL CAMPUS MEMO (4/26/11)

Harper College has committed to conducting a comprehensive compensation study that will address every job and/or job category (except Full-Time Faculty as that study is complete). This study is important to determine the market competitiveness of the College's compensation program so that we can continue to attract and retain excellent employees. The Compensation Study Committee will have 7 members, representing the following employee groups: Adjunct Faculty, Administrators, Classified Staff, ICOPS, IEA/NEA, Professional/Technical and Supervisory/Managerial. It will also include a liaison from the President's Office.. The Compensation Study Committee will be lead and staffed by Human Resources.

The committee will complete the following tasks: Develop the Request for Proposal (RFP) for a firm to conduct this study, review the proposals received, interview firms and recommend a firm to conduct the compensation study. In addition, committee members will serve as a conduit for communication to and from the group they represent.

The Committee will begin meeting in early May, with completion of the study expected by late fall.