Dear Colleagues,

Attached you will find the review **DRAFT** of the Fair Wage Adjustment Plan as promised. Once we have heard from the campus, we will finalize our plan and begin to implement the plan over the next five years. We believe that the proposed plan will have a positive impact on a significant number of our employees with this first year of implementation.

It is important to remember that this first year of implementation will not fully address all of our salary issues, such as compression, but is a first step to move the campus forward in providing a fair wage for our faculty and staff. As we hire new faculty and staff, we are working hard to hire them in at a fair wage to ensure they will not be part of the inequity pool which will allow us to address the existing needs that have been identified. This may create some compression issues in the short term but in the long term it will allow us to avoid creating more inequities. The Fair Wage Adjustment Plan will be re-evaluated in five years and adjusted if needed. Since the implementation of this plan will be a budgetary priority for USC Aiken, our salary enhancement initiative will take priority over other funding requests. The full implementation of this plan over the next five years is also tied to continued enrollment growth and changes in state funding levels/mandates. With that in mind, it is important to remember that enrollment is not the sole duty of one office, but of everyone on our campus.

While this plan is designed to focus on issues of inequity, a separate salary plan designed to address merit is under discussion for FY 2016 because rewarding outstanding work performance is important as well. More information on the merit plan will be shared with the campus as it develops.

I would again like to acknowledge the thoughtful work of the Salary Enhancement Committee. No plan will be perfect and there are many ways to calculate inequity adjustments, but I believe the plan presented to you allows us to begin addressing this problem in a meaningful way.

We welcome your questions, comments, and concerns which may be submitted via the following online survey link: [https://lime.usca.edu/limesurvey/index.php?sid=32934&lang=en](https://lime.usca.edu/limesurvey/index.php?sid=32934&lang=en). Please do so by no later than **January 16, 2015**, so that we can move towards implementation in the spring semester.

Thank you and all the best wishes for the holiday season!

*Chancellor Sandra Jordan*