February 3, 2015

Dear Colleagues,

We are continuing to make progress on the implementation of a Fair Wage Adjustment Plan. While it was important to provide plenty of time for our campus community to provide feedback, our hope is to now continue to move forward and process the first round of adjustments this semester, and hopefully by the end of March. Thank you for being engaged in the process by asking questions and making comments throughout the comment period.

Based on feedback from the campus, two adjustments were made. First, the original draft of the plan called for years of credit to be granted in the calculation of expected salaries based upon any initial hires above minimum. Due to several factors, not the least of which is that hires above minimum were never granted on an regular basis, this was replaced by “time in service” to USC Aiken in one’s job classification. Secondly, in the evaluation of athletic coaches, it was decided that both CUPA data and an examination of comparable Peach Belt salaries (which provides more comprehensive information) will inform the calculations of expected salaries for coaches.

There were several very good questions asked during the review process. For responses to those questions, please go to: https://fairwage.usca.edu. I encourage everyone to review the questions and responses, for together they provide useful information about the plan.

We plan to leave the website in place to share information as the process unfolds. To access information, you will be asked to log on to the site. Your current user name (for access to email) and password will serve as your log in. Sorry for this small inconvenience.

Best wishes,

Sandra J. Jordan
Chancellor