

## Questions and Responses about HACC Faculty Compensation Enhancements

*Last Updated: Aug. 18, 2022*

Item #	Question	Response
1.	Where can I locate a copy of the signed memorandum of agreement?	A copy of the agreement is available in HACC's <a href="#">online newsroom</a> .
2.	What compensation will the faculty receive?	Please see the aforementioned <a href="#">agreement</a> .
3.	What is the status of the promotion and tenure awards that were on hold?	Please see the aforementioned <a href="#">agreement</a> .
4.	Where will faculty find their new salary information?	By Sept. 8., all faculty will see their new salaries in their myHACC "Your Employee Profile." Please see instructions <a href="#">here</a> . This date is tentative and subject to change.
5.	Why did the College not agree to the union's request to implement a 2.5% merit pay to all adjunct faculty bargaining unit employees?	The merit pay was only intended for regular 9.5-month and 12-month full-time and part-time employees.
6.	Why are nursing faculty members receiving additional salary adjustments?	To compete with other institutions in hiring and retaining nursing faculty members, the College provided an additional salary adjustment to meet current market conditions.
7.	How were the nursing salaries adjusted?	For the purpose of placement into the new salary schedule range, the College considered all current nursing bargaining unit employees' "equated experience" such that no current bargaining unit employee with less "equated experience" as determined by the College, shall be placed at a higher salary than a bargaining unit employee with greater "equated experience."
8.	How much is the smallest nursing salary adjustment?	The amount is \$2,960.
9.	How much is the largest nursing salary	The amount is \$28,514.

	adjustment?	
10.	When will the salaries of administrators, classified employees and professionals be adjusted?	The College is committed to continuing to review position classifications and compensation. Currently, salary adjustments are market-driven. This means we review similar positions locally, regionally and/or nationally, compare those positions' compensation to HACC's compensation and determine if HACC's compensation needs to be adjusted. We do recognize that we need to improve in this area and have had many discussions about this topic. This is one of the College's priorities. To have your position classification and compensation reviewed, please confer with your supervisor.
11.	Where did you get the money to fund these nursing faculty members' salary adjustments?	Money to fund all general compensation comes from the general operations of the College.
12.	Will nursing faculty receive the 4% salary increase?	Yes.
13.	Will the full-time nursing faculty receive the 2.5% merit pay?	Yes.
14.	What data was used to determine the amount of these salary adjustments?	The College reviewed market data from competing nursing programs.
15.	Will tuition be raised to cover these salary adjustments?	No. Tuition has been set for our 2022-23 fiscal year.
16.	What is HACC doing beyond salary increases to attract new hires in the Nursing Program?	We have: <ul style="list-style-type: none"> <li>● Engaged the HACC Board of Trustees in a discussion requesting the names of friends and relatives who may be interested in teaching at the College</li> <li>● Used social media and email to get the word out</li> <li>● Posted the openings on multiple job search websites in addition to hacc.edu</li> <li>● Refreshed the postings</li> </ul>

		<p>regularly so that they would float back up to the top of the job search websites</p> <ul style="list-style-type: none"> <li>● Advertised the openings via HACC email to current adjunct faculty numerous times</li> <li>● Discussed the staffing needs with various clinical partners on a number of occasions</li> <li>● Kept the need for new hires as an information topic at nursing advisory meetings</li> <li>● Asked employers on our advisory committee to assist us in recruiting</li> <li>● Paid to post openings in Minority Nurse magazine with no response</li> <li>● Posted the openings on the nursing department chair's Facebook page, which has 1,400 friends that include HACC nursing alumni</li> <li>● Posted multiple messages on HACC's Nursing Facebook page</li> <li>● Asked nursing faculty and friends to re-post the messages on their own Facebook pages</li> <li>● Approached nursing staff in our communities and HACC nursing adjuncts to encourage them to apply</li> </ul>
17.	Is this a legally binding agreement between the College and the union?	Yes.