

Compensation Study Timeline



11/2014–2/2015

Discovery
and Project
Planning

Understand the faculty and staff roles, The Citadel's competitive environment and evaluate current programs and practices.

CURRENT PHASE

Competitive
Market
Assessment

Conduct market analysis for salary levels of faculty and staff jobs to gauge competitiveness, determine individual pay appropriateness, and provide data to develop the salary structures.

5/2015–TBD

Program
Development

Develop a compensation philosophy and provide administrative guidelines to manage pay competitively and equitably. Prepare implementation plan and cost.