



May 10, 2018

Daemen College
Faculty and Staff

Dear Colleagues:

I hope you have had a rewarding academic year and that you are looking forward to Commencement on May 19.

I mentioned at the State of the College Address last month that I have asked Dr. Greg Naylor to empanel a Compensation and Benefits Task Force designed to examine all areas of compensation and benefits offered at Daemen College. As I noted in the Address, private higher education, especially here in New York, continues to face financial challenges on many fronts. While Daemen has remained strong for many years, we know that the rising costs of benefits, including health care—as well as the impact of New York State's Excelsior Scholarship Program, and a shifting demographic of students—have created challenges on many campuses, including ours, that require strategic thought and action. We need to be able to offer benefits packages that are competitive in order to attract and retain a high-quality team of professionals, while at the same time ensuring that we are spending our resources effectively.

To these ends, I have asked the Task Force to give priority consideration to the following:

1. Assess the needs and preferences of faculty and staff in terms of benefits through surveys and focus groups;
2. Conduct a market analysis of existing Daemen benefits as compared to peer institutions (locally and regionally);
3. Analyze costs of all existing benefits and where there are opportunities for savings and efficiencies based on the assessment completed;
4. Prepare models based on the assessment and analysis completed; and
5. Present to the President and Cabinet recommendations for changes to existing benefits that will result in a more efficient use of campus resources.

I would like to make clear in advance that there is no preconceived outcome here and that the Task Force has been asked to conduct a thorough, transparent, data-driven process that enables the Cabinet to make informed decisions in the best interest of all faculty and staff. I expect to receive regular updates on data and work to be shared with the Faculty Senate and the campus community and to receive final recommendations no later than January 20, 2019.

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I am sure that throughout the year you will receive regular updates from Dr. Naylor on the task force's work.

Given the fact that Dr. Naylor has been asked to take on increasingly more tasks that exceed the traditional bounds of Student Affairs, I believe it is only fair to adjust his job title to more accurately reflect the scope of his work. Consequently, I am changing it to Vice President for Student Affairs and Strategic Initiatives. In this capacity, Dr. Naylor will concentrate on