

LAFAYETTE COLLEGE

OFFICE OF THE PRESIDENT

Charge to the Presidential Task Force on Compensation

March 2025

The President's Task Force on Compensation will address Lafayette's compensation philosophy and structures for faculty and staff. The group will:

- a) explore structures to better align the work of Faculty Affairs and Resources Committee (FAR) and the College Budget Planning Committee (CBPC) in making recommendations to the President and the Board on the annual compensation pool;
- b) explore peer institutions' compensation models around annual salary pools and their uses in prioritizing retention, recruitment, and promotion; and
- c) recommend key models regarding a holistic compensation philosophy moving forward.

The committee will be convened by the Provost and the VP for Finance and Administration, and will include one faculty and one staff member from the CBPC; two faculty from the FAR subgroup on compensation; two additional elected faculty, and two elected staff members.

The committee will complete its work by the end of May 2025.