

HR examines staff compensation

BY SAM HAUT
STAFF WRITER

Ithaca College is planning to add a new draft salary structure to ensure the college's staff salaries are competitive with those of other institutions. The addition is part of the review of the college's staff compensation program.

Cindy Reckdenwald, executive director of total rewards and workforce strategy in the Department of Human Resources, said the college is working with Sibson Consulting on the draft salary structure, which is expected to be added by the middle of the spring semester.

Reckdenwald said Sibson is currently working on the first phase of the project, which deals with adjusting staff salaries. This phase should be finished by early spring, Reckdenwald said. The second phase of the project will consist of changing job titles to make them consistent with what the positions currently do. She said the college is unsure when the second phase will be completed.

The company is re-evaluating titles such as assistant director, associate director, specialist and assistant to increase efficiency and to ensure staff members have the proper job descriptions. Reckdenwald said the college assesses its competitiveness with other institutions at least every 10 years in regard to compensation to make sure they are up to date with trends and technology.

After the last review was completed 10 years ago, it led to staff retirements and job cuts. In 2009, the college lost staff members to a reorganization that occurred from the previous Sibson review. Most recently, 59 staff positions were cut over 29 departments through the workforce analysis initiative that ran from August 2013 to January 2016.

Reckdenwald said that when this review was done previously, Sibson took a look at job descriptions and how to keep them updated.

"We didn't have the technology we have now, where we could maintain job descriptions online and have them updated as often as they needed to be," Reckdenwald said. "So we had to start there to get our compensation program reviewed. We had to go through and make sure every job description was up to date."

Reckdenwald said the new salary draft



A new draft structure to ensure the college's staff salaries are equal with other institutions' is expected to be added by the spring semester. The college is working with Sibson Consulting.

CONNOR LANGE/THE ITHACAN

structure will address many areas around staff salaries besides just how much staff gets paid.

"It's all of the guidelines around how you administer pay for staff," Reckdenwald said. "So what are the policies and procedures around promotions, career paths, career ladders? How do we develop those, and what kinds of salary adjustments happen if someone is promoted? We're placing all our positions into a salary structure."

Nancy Pierce, administrative assistant in the Department of Biology, said the compensation offered by the college has affected the retention of staff members. From Fall 2012 to Fall 2017, the number of staff at the college decreased from 1,085 to 1,001 according to the college's website.

"I know there's been quite a lot of people I know that have moved because they wanted to get somewhere that was a different atmosphere and higher pay, so it's definitely an important factor for people," Pierce said. "It's better to have retention than keep hiring new people, so it's nice that they're trying to

figure out what people want."

Reckdenwald said that retention is not currently an issue but that the college is always aware it might become a problem in the future.

"Retention is always important to us and that people feel like they're valued and that we're paying them appropriately for the work we are asking them to do," Reckdenwald said.

Judith Andrew, music acquisitions and cataloging specialist in the Ithaca College Library, said she hopes her salary is competitive with other colleges, so she knows she is getting compensated fairly.

"Of course I would like to know if my salary is on par with similar positions in similar libraries on similar campuses," Andrew said. "Obviously salary is high on the priorities list for all of us, especially when we see the cost of living rising."

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Patient stands by her story

BY AIDAN QUIGLEY
EDITOR-IN-CHIEF

The patient who alleged she and Ithaca College President Shirley M. Collado — who was her therapist in 2000 — entered into a sexual relationship in 2000 has come forward to affirm that she stands by the account of the case she gave the prosecution in 2001. The patient also said she did not send the anonymous packages that were circulating information about the case and does not know who did.

Collado — who had been working as a psychologist in Washington, D.C. — pleaded nolo contendere to one count of misdemeanor sexual abuse for placing her hand on the patient's clothed breast with sexual intent while Collado was her therapist. The charge was brought as the alleged sexual contact was without the patient's consent, as the patient was an inpatient at a psychiatric hospital.

Collado has acknowledged that the patient moved in with her but has consistently denied having any sexual contact with her.

Collado said she pleaded no contest because she did not have the resources or emotional wherewithal to fight the charge.

The Ithacan, the Vanderbilt Hustler, the Ithaca Journal and Collado's office received anonymous packages in December that included documents about the case.

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SGC discusses student reaction to Collado allegations

BY LAURA O'BRIEN
STAFF WRITER

Ithaca College's Student Governance Council discussed the student body's reactions to the recent revelation of the 2001 sexual abuse allegations against President Shirley M. Collado, and whether additional public dialogue opportunities for students on the subject are needed, during the first meeting of the semester Jan. 29.

Discussion among SGC executive board members and senators addressing the opinions and perspectives of their constituents reflected variation within the overall student body.

Sophomore Roy H. Park School of Communications senator, said he has heard mixed reactions among students, especially in the cultural context of recent high-profile sexual assault allegations and the trending of the #MeToo hashtag on social media platforms.

"I've seen people who have been immediately supportive of her 100 percent; I've talked to people who have been hesitant to support her," Kasparian said. "One thing that's come up is in the wake of the #MeToo movement, where it is somewhat related to this incident. ...

I talked to some people who questioned the difference between that and this."

Many students within the School of Business expressed concern about the situation and the initial hiring of Collado, junior Senator-at-Large Seondre Carolina said.

"People think that she should have never been hired," Carolina said. "People believe that none of this is being reviewed with a thorough look at all of the information, that she should be fired."

The SGC also discussed whether it should provide additional student dialogue opportunities on this topic.

The SGC executive board met Jan. 22 and initially decided to not

release an official statement until it has a better understanding of the campus climate, SGC President Carlie McClintey said.

said. After meeting again later in the week, the board came to the conclusion that it will not be releasing a statement.

"So our thought was that we were going to wait until Friday [Jan. 26] to see if things had gotten worse," McClintey said. "Our consensus among the board was that it didn't. By releasing a statement, we could potentially stir up more feelings by

saying anything. The only thing we did really agree on is that what we should be sending is resources to students."

The SGC also determined that more student opportunities for dialogue on the situation would have both benefits and drawbacks. Off-Campus Senator Charlotte Robertson said that initiating some discussion among students about the situation may be complicated but that it is also necessary to broaden the perspectives of individuals.

"The campus hasn't really been given any forum to talk about it, and I feel like for the most part people are just staying within their own bubbles or texted their friends over break about it," Robertson said. "I think it might be good to get a conversation going about it because I know it might be uncomfortable because we don't necessarily want to make things worse for the administration, but I think it still deserves to be talked about."

Junior Anna Gardner, vice president of campus affairs, said the creation of dialogue opportunities is also the responsibility of the administration, not just the SGC.

"For me, I think this is something that is very much [on] the administration," Gardner said. "I do think it could be our place to put something forth like this, but I also think that I would like more from the administration to show 'we also support this conversation.'"

The SGC will also be holding elections Feb. 12 for open senate positions. The judicial release forms and applications are due Feb. 2.



Carlie McClintey, Student Governance Council president, discussed student reactions to revelations about President Shirley M. Collado's past.

ANDREW TREVES/THE ITHACAN

Applicants are usually accepted on a rolling basis for the spring semester, with students being accepted as they apply and present to the SGC. However, this semester a later election date with all of the applicants at once will increase the competition and potentially result in a higher turnout of candidates, McClintey said.

McClintey also aims to increase student awareness of the SGC's role on campus this semester. McClintey cited social media as a strength of

the SGC's outreach and hopes to expand on the communication between students and senators by providing intentional spaces and opportunities for students to interact.

"I think that the main problem is that we expect our senators to talk to their constituents and then don't create any spaces for them to talk to their constituents," McClintey said. "This will probably involve tabling, which we have done in the past."

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