

MCAD Compensation Philosophy and Structure

We acknowledge MCAD has historically lacked an open and transparent pay structure for its employees. This compensation philosophy is aspirational and provides us with a guiding vision of pay transparency and equity moving forward. While we would prefer to bring all positions in line with this philosophy immediately, it is not possible given current financial constraints and will take time to fully implement.

At Minneapolis College of Art and Design (MCAD), we are committed to a transparent and fair compensation plan and administration. We use a formal structure for determining employee pay, including pay ranges for faculty* and pay bands for staff positions.

Competitive Pay Strategy

MCAD strives to remain competitive in the employment market through a matching-pay strategy. We acknowledge that our current employee pay scale aligns within the 20-25th percentile of market salary for comparable roles. Our goal is to ensure we offer the fairest compensation while still managing resources effectively. Pay decisions are informed by:

- The scope and responsibilities of the position
- The employee's relevant experience
- Certifications (if required for the role)
- Equity considerations
- Financial capacity

The market value for positions is determined by using employer-reported salary surveys and external market data specific to higher education and relevant industries. Employees are compensated across a defined pay range using these factors. MCAD will continue to monitor market rate pay and will bring employees in closer alignment when resources are available.

Guiding Principles for Compensation

- **Equity and Inclusion at the Core**
MCAD prioritizes fairness and equity in compensation, ensuring that our practices reflect the diverse social, cultural, and economic identities of our employees. We are committed to addressing inequities through transparent pay practices, offering compensation that recognizes contributions while striving for fairness within our means.
- **Value Beyond Salary**
While we cannot offer top-of-market-rate salaries, MCAD offers value through generous benefits, overall work-life balance, and continued learning opportunities. Integral to our total rewards approach is: a standard 35-hour work week for most employees, robust health benefits, retirement contributions, generous paid time off, 14 paid college holidays (including a winter break), and a commitment to fostering creativity.

**Faculty pay is dictated by the respective union's collective bargaining agreement*

- **Collaborative and Supportive Community**
MCAD values a culture of excellence guided by both independent accomplishments and collective successes, providing a workplace where employees feel supported, respected, and celebrated for their contributions to our shared mission.
- **Empathetic Leadership and Transparent Communication**
MCAD's leadership works with employees to understand their needs and concerns, ensuring that compensation decisions are made transparently and reflect the values of curiosity and empathy embedded in our institutional culture.
- **Recognition of Multifaceted and Complex Identities**
MCAD celebrates the diversity of identities and lived experiences within its workforce. Our compensation philosophy ensures that all employees, regardless of background, are valued for their unique perspectives.
- **Experiential Learning and Growth Opportunities**
MCAD's compensation philosophy extends beyond direct pay; it encompasses meaningful opportunities for professional and personal growth. Employees are encouraged to engage in experiential learning, creative exploration, and leadership development, enabling them to thrive individually and contribute to institutional excellence.
- **Sustainability and Responsibility**
MCAD balances competitive compensation with long-term financial sustainability. This balance ensures that we remain an institution dedicated to equity and innovation while operating within our fiscal realities.

Position Structures

To ensure consistency and fairness in pay, MCAD uses formalized structures to review positions and associated compensation. This approach addresses questions such as:

- How does longevity or promotion impact pay?
- What are the differences between roles within MCAD's job categories?
- How do changes in responsibilities affect compensation?

MCAD's position structures include:

- Faculty roles (both full-time and adjunct) are governed by the Faculty Collective Bargaining Agreement (CBA).
- Continuing education instructors are governed by institutional guidelines.
- Administrative and professional staff roles are governed by the institution's policies and internal job classification.
- Student workers and casual labor positions are governed by relevant governmental and institutional guidelines.

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These structures ensure compensation decisions are:

- Consistent across positions and locations.
- Internally equitable.
- Competitive within MCAD's market placement.
- Aligned with institutional policies and values.
- Transparent and understandable to employees.

Using Market Data

MCAD participates in and reviews salary data from multiple sources, including CUPA-HR, Minnesota Council of Nonprofits, and MRA Nonprofit Compensation Benchmarking Survey. Positions at MCAD are matched with benchmark roles from these surveys, and the data is used to guide our compensation decisions.

What is Market Pricing?

Market pricing is the process of analyzing external salary data to determine the value of roles in the market. MCAD uses this approach to ensure accurate pay for comparable positions within relevant markets.

Application of Pay Philosophy

MCAD's Human Resources department partners with college leadership to apply the institution's pay philosophy responsibly, including strategic allocation of compensation resources, consistent application of pay practices, and advocacy for fair and equitable compensation.

Beyond Pay: Total Compensation

While pay is a significant component of total compensation, MCAD also offers a comprehensive benefits package that adds considerable value to our roles. Employees at MCAD enjoy:

- A 35-hour work week for most employees
- 14 college holidays
- Accrued Paid-Time-Off program
- Summer Days program
- Generous Volunteer-Time-Off program
- 403(b) plans with an employer contribution
- Wellness initiatives and resources
- Professional development and training resources
- Tuition assistance programs for personal or family educational advancement
- Employee assistance programs

For more details, visit our total compensation page.

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A Commitment to Our Community

MCAD's compensation philosophy is that a fulfilling and inclusive workplace is built on more than monetary compensation. By aligning our practices with our guiding principles, MCAD strives to foster an environment where employees feel valued, supported, and empowered. Together, we achieve academic, institutional, and individual excellence.

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