

10-18-2016

# Minutes, the Compensation Subcommittee of the Faculty Affairs Committee Meeting, Tuesday, October 18, 2016

Faculty Affairs Committee  
*College of Liberal Arts, Rollins College*

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**Sub-Committee of the Faculty Affairs Committee  
Minutes for October 18th, 2016 Meeting**

Committee Members Terms and Affiliation

Eric Smaw, Chair of FAC  
Stacey Dunn, Secretary of FAC  
Susan Singer, Provost  
Matt Hawks, HR  
Udeth Lugo, Institutional Research  
Anne Murdaugh  
Kathryn Norsworthy  
Sharon Agee

Committee Members in Attendance

Eric Smaw, Chair of FAC  
Stacey Dunn, Secretary of FAC  
Matt Hawks, HR  
Udeth Lugo, Institutional Research  
Anne Murdaugh  
Kathryn Norsworthy  
Sharon Agee

- I. Call to order:** Meeting called to order at 11 am.
- II. Approval of Minutes:**
  - a. Approval of minutes.
- III. Old Business:**
  - a. Udeth updated us on the work to identify peer schools. They have some draft criteria and are looking at preliminary documents and will bring them to President Cornwell shortly.
- IV. New Business:**
  - a. Discussed the main questions we identified last meeting. See chart below.

High Altitude Strategic Questions	More Granular Questions
<p>Faculty compensation should be externally competitive. YES/NO?</p> <p>Yes – consensus generally was that if we are not externally competitive it may be hard to fill positions.</p> <p>We will compare against the group our admin identifies as appropriate peer group.</p> <p>Agreement that we should at least meet market and not lag behind market.</p> <p>In terms of discipline, we all seemed to agree that we have to consider market as well as tolerance for interdisciplinary inequities.</p>	<ul style="list-style-type: none"> <li>• Against what benchmark group?</li> <li>• How competitive should we be, i.e. meet or lead market?</li> <li>• What factors should be taken into account, i.e. rank, time in rank, discipline, merit?</li> <li>• What assumptions inform appropriateness of pay relative to market?</li> </ul>
<p>Faculty compensation should be internally fair and equitable. YES/NO?</p> <p>All members supported idea of fairness, but we began discussion of what equity would look like. Agreed it is a complex issue.</p>	<ul style="list-style-type: none"> <li>• What factors should be taken into account, i.e. rank, time in rank, discipline, merit?</li> <li>• What constitutes an inequity that should be remedied</li> <li>• What is our tolerance for compression over time?</li> <li>• What assumptions inform fair and equitable pay?</li> </ul>
<p>Faculty compensation should be fiscally responsible. YES/NO?</p> <p>All agreed that any compensation model must be fiscally responsible.</p>	<ul style="list-style-type: none"> <li>• What compensation strategies and practices will be the most fiscally responsible?</li> </ul>
<p>Faculty compensation decisions should include considerations of merit. YES/NO?</p> <p>There were mixed views on this issue. Discussed the need to consider wide range of potential merit structures.</p>	<ul style="list-style-type: none"> <li>• How does/should merit factor into compensation decisions?</li> </ul>

## **V. Adjourned:**

### **Addendum**

#### **I. Guiding Principles and Principle of Philosophy of Compensation.**

- a. Guiding Principles.
  - 1. Transparency
  - 2. Confidentiality
  
- b. Philosophy of Compensation.
  - 1. Investigation of Aggregate Data
  - 2. Investigation of Specific Salary Data
  - 3. Merit
  - 4. Market
  - 5. College Resources
  - 6. Fairness
  - 7. Equity