

10-25-2016

Minutes, the Compensation Subcommittee of the Faculty Affairs Committee Meeting, Tuesday, October 25, 2016

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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**Sub-Committee of the Faculty Affairs Committee
Minutes for October 25th, 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
Sharon Agee
(Kathryn Norsworthy withdrew participation)

Committee Members in Attendance

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

- I. Call to order:** Called meeting to order at 11:04 am.
- II. Approval of Minutes:**
 - a. Approved minutes with one minor correction.
- III. Old Business:**
 - a. Eric updated us on a meeting he had with a small group of faculty. The group expressed concerns about the extent to which our process is sufficiently democratic. The meeting mainly provided an opportunity for Eric to listen to faculty concerns and to provide reassurance that the compensation task force will include faculty feedback in its process of addressing the President's charge.
 - b. Talked about including faculty sooner rather than later in the process so that they feel included at the ground level. One suggestion was to

ask faculty to send their questions about compensation to the committee prior to next faculty meeting. Discussed importance of including faculty and gaining insight into their perspectives as well as the importance of keeping the subcommittee's work on track and avoiding the pitfalls of having an emotionally charged conversation about compensation. The Committee discussed plans for small focus groups and a Qualtrics survey on principles of compensation within the next few weeks. Discussed the need to educate faculty about the complexities of compensation (e.g., explain how benefits such as healthcare and retirement factor into compensation, describe how the market influences decisions about pay, etc.) and avoid providing the faculty with data that are not completely accurate or appropriate for comparison.

- c. Eric plans to speak with President Cornwell about the subcommittee's progress and potential need for more time given that peer and aspirant schools have not been identified yet and this list is central to developing meaningful recommendations for compensation.
- d. Meeting for next week was cancelled due to numerous scheduling conflicts and likelihood that we will not have new information or data to discuss within one week.

IV. Adjourned: Meeting adjourned at 12:15 pm.

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**