

10-4-2016

Minutes, the Compensation Subcommittee of the Faculty Affairs Committee Meeting, Tuesday, October 4, 2016

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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**Sub-Committee of the Faculty Affairs Committee
Minutes for October 4th, 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
Kathryn Norsworthy
Sharon Agee

- I. Call to order:** Meeting called to order 11:05

- II. Approval of Minutes:**
 - a. Approval of minutes – minutes were not reviewed so they will be redistributed and approved in the next meeting.

- III. Old Business:**
 - a. Reconsideration of Guiding Principles and Principle of Philosophy (table for further consideration).

- IV. New Business:**
 - a. Udeth's presentation of criteria – Udeth shared that the process is temporarily stalled due to need to better understand certain variables. Used IPEDS data which is most reliable system available. 4600 schools' data available. Represents a wide variety of schools. Looked

at private schools with 1800-5000 students. Considered Carnegie classification and selected schools with no religious affiliation. Number of schools reduced to 46. Not ready to release the names of those schools because it is not possible to further refine the process. In short, the concern is that Holt and graduate programs add data points that may skew results. Cost of instruction, support services, etc. are reported and you can determine expense per student. However, with Holt and Crummer included in our data, the numbers are not representing exactly what we need to make fair comparisons with other schools. Figuring out which variables to cluster by is key. Some variables considered have been student to faculty ratio, retention rate, and tuition. Looking at schools that have > 50 students in graduate programs (we have 500 students). President Cornwell is concerned that we have a clear list that makes sense. He is getting input and advice from others on and off campus.

- b. Discussion. Can we move forward with philosophy and basic guidelines before we have final peer institution group? Some felt that we need the comparison of different data sets. But even without the list done, we need to start moving forward on issues of equity, market, fairness, etc. Discussed need to include broader faculty and reviewed the FAC plans to use Qualtrics for anonymous data and discussions by rank to get faculty feedback. Important to make sure that selection of comparison schools in an objective process. Not helpful to have faculty react to list based on their subjective sense of who we would like to compare ourselves to. Suggestion made to have Grant present the benchmarking methodology and outcome list of schools. Faculty will have opportunity to react, but in the absence of meaningful challenges to the methods/criteria used, we will move forward with the established list and focus on our charge.

V. Adjourned: Meeting adjourned at 12:20 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**