

University Faculty Meeting

April 26, 2024

Agenda: Faculty compensation presentation and discussion (Joe Woodside, Chair of the University Faculty Compensation Committee and Colin Hilton-MacFarlane, Assistant Vice President of Institutional Research and Effectiveness, with comments from Jeremy DiGorio, Vice President and Chief Financial Officer and Elizabeth Skomp, Provost and Vice President of Academic Affairs)

The meeting was called to order at 12:05 pm by Provost Skomp.

Provost Skomp highlighted key areas for discussion in the meeting: institutional trends, equity considerations, and compensation beyond salary. She acknowledged challenges such as the pandemic and inflation impacting compensation decisions. Skomp expressed a commitment to addressing compensation issues promptly and thoroughly.

Jeremy DiGorio, Vice President of Finance and Chief Financial Officer, concurred with the Provost's remarks, emphasizing the urgent need to address compensation issues. He acknowledged the university's lagging compensation and pledged ongoing efforts to rectify this situation. Mr. DiGorio stressed the importance of aligning compensation with the institution's strategic goals, with a particular focus on faculty retention and enhancing the student experience. He highlighted plans to allocate new resources to compensation, ensure equity, and recognize merit. Mr. DiGorio committed to making substantial progress on compensation both in the short and long term.

Dr. Joe Woodside, Chair of the University Faculty Compensation Committee, expressed gratitude to the Provost, CFO, and President for their collaboration. He outlined the committee's priorities, focusing on increasing salaries to achieve median levels by fiscal year 2030. Dr. Woodside described a phased approach, aiming to reach 95% of median by the next fiscal year, then balancing total dollars above and below median by fiscal year 2028. The ultimate goal is to bring everyone to median by fiscal year 2030. He emphasized the ongoing journey towards greater organizational success beyond compensation outcomes.

Colin Hilton-MacFarlane, Assistant Vice President of Institutional Research and Effectiveness, began by acknowledging the use of CUPA data, a national database for human resources information, which allows for accurate and real-time benchmarking across institutions. He emphasized the importance of comparing "like with like", specifically looking at discipline and rank comparisons rather than generic comparisons.

Mr. Hilton-MacFarlane then delved into the compa-ratio benchmark, which adjusts the market median based on individual faculty members' years in rank, discipline, and rank. This adjusted market median serves as a reference point for determining salary competitiveness. He clarified that a compa-ratio of 1 indicates being at the expected floor relative to the market, but it doesn't denote a statement of worth. Instead, it's a baseline to avoid salary disparities.

Discussing the compensation proposal, Mr. Hilton-MacFarlane highlighted the committee's goal of raising salaries to 95% of the adjusted market median by the next fiscal year, with subsequent

milestones leading to full median alignment. He emphasized the impact on different faculty ranks, particularly addressing disparities affecting new assistant professors and long-standing faculty members.

Mr. Hilton-MacFarlane also addressed the proposed compensation adjustments for non-tenure-track faculty, ensuring proportional increases to support equity across all faculty categories. Additionally, he touched on benefits considerations, including efforts to improve metrics for better rates and the need for comprehensive data analysis to ensure attractiveness to relevant consortia.

Throughout his remarks, Mr. Hilton-MacFarlane stressed the urgency of addressing compensation issues to prevent further erosion of faculty positions relative to the market. He highlighted the importance of making bold moves to shore up the foundation and support faculty members who are disproportionately affected by salary disparities. Lastly, he mentioned ongoing discussions regarding additional demographic data submission to address equity concerns comprehensively.

Dr. Joe Woodside then outlined the recommendations put forth by the committee for fiscal year 2025 initiatives. These included a \$250 per course increase for adjunct faculty, a 3% across-the-board increase for full-time faculty and staff, and adjustments to match market rates, especially for non-tenure-track faculty (NTT).

Dr. Woodside emphasized the committee's focus on moving all faculty members towards the median salary. They proposed a two-pronged approach: first, ensuring that everyone reaches 95% of the adjusted market median, and second, providing an accelerator for those below the market median, further facilitating progress towards the median.

President Chris Roellke expressed appreciation for the robust conversations focused on these critical issues and commended the Faculty Compensation Committee for their work. He emphasized the importance of Stetson University's strategic priorities for 2030, particularly focusing on people, culture, inclusiveness, and excellence in learning. Dr. Roellke highlighted the university's ambitious fundraising goal of \$350 million by 2030, with significant progress already made. He acknowledged areas where the university has been under-invested, such as infrastructure improvements and ADA accessibility, while stressing the importance of prioritizing people and culture. Dr. Roellke affirmed his commitment to supporting faculty and fostering an inclusive and excellent environment at Stetson.

The floor was opened for faculty to ask questions. One faculty member highlighted the impact of decoupled tenure and promotion and the effect on career progression. Another faculty member raised a question regarding the compensation of underrepresented groups and the disparities in pay compared to the median.

Provost Skomp acknowledged the university's efforts in inclusive hiring. She expressed a commitment to making meaningful progress in the area of strategic salary equity as well.

Dr. Josh Rust, Faculty Senate Chair, highlighted the importance of maintaining a critical perspective while acknowledging progress. He identified two areas of progress: institutional and

procedural. He emphasized that the faculty's resolution and active discussions contributed to the proposal that \$3.4 million being allocated to compensation, marking a significant milestone in institutional history. Dr. Rust also noted that this allocation was not conditional and represented a promise to address the compensation issue earlier than previously projected. Additionally, he praised the 7% increase in adjunct pay and acknowledged that while more work remains to be done, it's essential to recognize the accomplishments made so far.

Dr. Eric Kurlander presented the following motion:

- “The faculty request that the President bring to the BoT a 2024-2025 budget that includes an across the board COLA adjustment for all faculty, and sufficient additional monies ("equity pool"), up to and including the 3.4 million designated in the FCC report, to get all faculty still below AMM (1.0) to AMM, to be financed by new revenues and/or by reallocating existing deficit spending. Should there be insufficient money in the 2024-2025 "equity pool" to raise all faculty to AMM (1.0), we request that it is distributed to all faculty still below AMM (1.0) proportionally, based on distance from AMM."
 - A second for the motion was provided by Dr. Joel Davis.
 - Dr. George Glander called the question on the motion.
 - The motion moved forward to vote by an unverified ballot.
 - The motion passed (53 votes for Yes, 24 votes for No, and 3 Abstain votes).

The meeting adjourned at 1:19pm.