University of Idaho
2016-2017 FACULTY COMPENSATION TASK FORCE AGENDA

Meeting #1

Noon – 1:30 pm, Tuesday, October 11, 2016
Brink Hall Faculty-Staff Lounge

Order of Business

I. Call to Order.

II. Business.

- Introduce F-CTF members and discuss the structure of the task force
- Discuss the charge and define problem
- Establish a time line and work flow of the F-CTF
- Discuss logistics (meeting times, F-CTF website, common email address...)

III. Adjournment.

Professor Patrick Hrdlicka, co-chair 2016-2017 Faculty Compensation Task Force
Executive Director Wesley Matthews, co-chair 2016-2017 Faculty Compensation Task Force
Faculty Compensation Task Force (F-CTF)

- Patrick Hrdlicka (Science, Vice Chair of Faculty Senate, co-chair)
- Wes Matthews (Executive Director of HR, co-chair)
- Eric Aston (Engineering)
- Brian Dennis (Natural Resources)
- Kristin Henrich (Faculty-at-large)
- Anne Marshall (Arts and Architecture)
- Scott Metlen (Business & Economics)
- Michael Murphy (College of Letters, Arts and Social Sciences)
- John Rumel (College of Law)
- Sharon Stoll (College of Education)
- Kat Wolf (College of Agriculture and Life Science)
- Don Crowley (Faculty Secretary)
- Brian Foisy (VP Finance)
- Jeanne Stevenson (Vice Provost for Academic Affairs, ex officio)
- Dale Pietrzak (Director, Institutional Effectiveness and Accreditation, ex officio)
- Joana Espinoza (Provost Office, administrative support, ex officio)
- Mary Stout (Provost Office, administrative support, ex officio)
Faculty Compensation Task Force (F-CTF)

Composition of F-CTF
17 members (13 voting, 4 ex officio) composed of:
- One faculty member from each college and one from faculty-at-large (10)
- Faculty Secretary
- VP of Finance
- Executive Director of Human Resources
- Vice Provost for Academic Affairs, ex officio
- Director, Institutional Effectiveness and Accreditation, ex officio
- Two staff members from Provost office, administrative support, ex officio

- co-chair structure
  - Patrick Hrdlicka (Science, vice chair Faculty Senate)
  - Wes Matthews (Executive Director of HR)

Any omissions that could provide further value to the process?
Voting vs non-voting members?
Faculty Compensation Task Force (F-CTF)

The charge

*The task force will work with the Office of the VP for Finance and Human Resources on the development and implementation of a market-based approach for faculty compensation at the University of Idaho.*
### The problem

<table>
<thead>
<tr>
<th>Poor</th>
<th>Warrants Attention</th>
<th>Fair to Mediocre</th>
<th>Good</th>
<th>Very Good to Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0% - 44%</td>
<td>45% - 54%</td>
<td>55% - 64%</td>
<td>65% - 74%</td>
<td>75% - 100%</td>
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#### University of Idaho
ModernThink Higher Education Insight Survey 2016
Topline Survey Results

<table>
<thead>
<tr>
<th>Response Rate</th>
<th>Surveys Sent</th>
<th>Total Respondents</th>
</tr>
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<tbody>
<tr>
<td>24.2%</td>
<td>600</td>
<td>145</td>
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</table>

#### 2016 Carnegie Research

<table>
<thead>
<tr>
<th>Category</th>
<th>Overall</th>
<th>2016 Carnegie Research</th>
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</thead>
<tbody>
<tr>
<td>Job Satisfaction/Support</td>
<td>67%</td>
<td>76%</td>
</tr>
<tr>
<td>Compensation, Benefits &amp; Work/Life Balance</td>
<td>58%</td>
<td>72%</td>
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<tr>
<td>Shared Governance</td>
<td>44%</td>
<td>63%</td>
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<tr>
<td>Senior Leadership</td>
<td>43%</td>
<td>62%</td>
</tr>
<tr>
<td>Faculty, Administration &amp; Staff Relations</td>
<td>43%</td>
<td>63%</td>
</tr>
<tr>
<td>Communication</td>
<td>52%</td>
<td>60%</td>
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<tr>
<td>Survey Average</td>
<td>55%</td>
<td>68%</td>
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</table>
### The problem

#### Challenge & Opportunity

<table>
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<tr>
<th>Category</th>
<th>Poor (0% - 44%)</th>
<th>Warrants Attention (45% - 54%)</th>
<th>Fair to Mediocre (55% - 64%)</th>
<th>Good (65% - 74%)</th>
<th>Very Good to Excellent (75% - 100%)</th>
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<tbody>
<tr>
<td>OVERALL Job Satisfaction/Support</td>
<td>67%</td>
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<td></td>
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Faculty Compensation Task Force (F-CTF)

Proposed workflow

• ~10-12 meetings distributed over the fall and spring semester (earliest implementation Fall 2018?)

• Introductions, overview of task force structure, discussion of charge, define problem, establish timeline and workflow, discuss logistics (meeting times, website, common email addresses) (1 meeting)
  ↓ Discuss results of staff compensation task force ???

• Define markets (geographic area, Carnegie classification) and discuss available databases (2 meetings)
  ↓

• Obtain market data for select units/demographics, discuss market data, and fine-tune market definition if necessary (2-3 meetings)
  ↓

• Discuss compensation philosophy (equity, merit, rank compression) (~2 meetings)
  ↓

• Develop metrics/models to achieve the market salary goal in line with compensation philosophy) (2-3 meetings)
  ↓

• Discussion and vote on draft report (1 meeting)
Faculty Compensation Task Force (F-CTF)

Proposed timeline

• Meeting 1-2: October 5-23
• Meeting 3: November 7-8
• Meeting 4: November 16-18
• Meeting 5-6: December 5-22
Faculty Compensation Task Force (F-CTF)

**Logistics**

- Meeting length
- Establish meeting times using Doodle polls?
- Launch a F-CTF website presenting (hosted/maintained by the Faculty Secretary’s office?)
  - Charge
  - Roster
  - Agendas/Minutes
  - Selected slides/materia
- Establish mailing list to facilitate communication within the group
- Establish common email address allowing stakeholders to send comments to the whole group