

Compensation Advisory Council

Update report to Faculty Senate/ February 26, 2015

During the process of JMU's strategic planning process, the Compensation Task Force (CTF) was convened as a part of the Madison Future Commission to study wage and salary issues. The concluding report of that task force included excellent trend data, targets for faculty salary increases, and a "next step" recommendation to establish a Faculty Compensation Committee to advise senior administration regarding compensation related matters.

In response, the Compensation Advisory Council was established in Fall, 2013 with a mission of:

Provide to the JMU vice presidents compensation-related advice that considers the opinions of JMU employees and allows the VPs to render fair and equitable decisions.

Note that the CAC includes consideration of both staff AND faculty.

Several issues were presented to the CAC:

-Spring, 2014 – Faculty Salary Promotion Amounts

-Fall, 2014 - Additional issues related to compensation, including a multi-year salary increase plan, a salary equity plan that would provide equity funding for faculty, work-life balance (including work-place flexibility for faculty, elder care, child care, alternative work schedules, dual career support, etc), family leave benefits, use and compensation for adjunct faculty, additional benefits, tuition remission faculty educational leave and employee perqs..

SOME ACTIVITIES:

As reported to the Faculty Senate in April, the CAC advised the administration on the issue of promotion bumps for faculty. The original proposal offered by the administration did not take into the account that the bumps would continue a problematic pattern of compression/inversion; in response, the CAC offered some alternative proposals that included ways to manage that pattern. Based on our recommendations the VP's chose not to modify the faculty promotion amounts. We will be requesting a more formal response on this item and for future advice provided Climate Statement. During Fall, 2014, the CAC completed a candid statement reflecting sentiments of various employee groups related to perceptions of where and how funds are allocated at JMU—salaries, building, new programs, existing programs—and the master-planning that seems to be in place regarding growth and facilities, but seems lacking regarding a multi-year, systematic plan for salary increases. The statement was delivered to the vice presidents on December 11. To date, the CAC has not received a response to the statement. A joint meeting between CAC and Mr. King, and Provost Benson was scheduled to discuss the climate statement for 8 a.m. today, but postponed due to the JMU's weather-delay in opening the university at

10 a.m. We are seeking a new meeting time to take place ASAP. We also hope to discuss ways to better communicate CAC activity and related decisions.

Website. During Fall, 2014, the CAC developed a website to serve as a communication tool to share data, meeting minutes, statements, proposals, and other documents with the university community; the website will also serve as a tool to gain input from faculty and staff. The CAC has been populating the site with relevant content and is prepared to launch the site some time during this semester.

Multi Year Salary Increase Plan

The CAC is “picking up from where the CTF left off” in gathering salary-related data in order to not lose that trend data, and to maintain an ongoing/longitudinal lens for compensation issues and movement. Maintaining this database will prevent the need to “start from scratch” in future efforts, and provides an historical record of responses to recommendations and targets.

The immediate outcome of that research effort will be a dual statement submitted to the administration for merit and equity increases for both Staff and Faculty, supported by specific evidence. Progress updates for each constituency have been brought to the CAC at large and work continues pending collection of additional data.

Peer Institution Identification – As part of the Multi-Year Salary increase recommendation, the CAC will also provide advice regarding the identification of a list of Peer Institutions. A great deal of past salary deliberation was conducted in light of JMU’s “peer group” of institutions and with a target of achieving a 60th percentile level among that group. JMU has consistently fallen far short of that target. Per an original recommendation of the Compensation Task Force, the CAC is examining the make-up of that peer group, whether that group is appropriate, and is examining the implications for peer group comparisons. The CAC recognizes that there may be other groups or bodies within the university better positioned to make those determinations and is exploring how to advise and/or coordinate in the critical examination of an appropriate peer group.

Salary Equity Plan-The CAC is drafting a recommendation to allocate funding for a refined concept/procedure that will fund equity adjustments for Instructional and A&P Faculty that is similar in concept to the classified employee In-band-adjustment Process (IBA).

Work Life Balance-ACE Fellow, Nicole Parsons-Pollard is conducting research to determine which American Council on Education (ACE) faculty workplace flexibility options to adopt at JMU. Human Resources will be presenting an initial report on work-life balance at an upcoming meeting.

Adjunct Faculty-A subgroup of the CAC is working on the collection of data to inform a recommendation to the Vice Presidents.

Tuition Remission -The CAC has done quite a bit of research on this topic. At this point in time, there does not seem to be realistic legislative support for such an initiative. Other options are being explored.

Focus While consideration of employee perks, “customized” benefits, support for faculty travel and educational leave, family leave are all issues related to compensation and have been captured in the overall work plan of the Compensation Advisory Council, ***the major focus remains salary, salary increases, and salary equity.***