F & A RELATED PRESENTATIONS
BOT RETREAT
DAY 2

Compensation Philosophy Update
Sandi Smith-Anderson
Interim Associate Vice President/Chief HR and Diversity Officer

FAMU Minority Business Expenditure Report
Mattie Hood
Director of Procurement Services
Compensation Philosophy Update

Sandi Smith Anderson
Interim Associate Vice President/
Chief HR & Diversity Officer

August 5, 2021
Here’s where we are
The study provided a very general and high level view of FAMU’s salaries compared to other labor market medians.

Benchmarked estimated medians for this study represent a broad and general salary value of classifications within a general job family and cannot be used to place specific values on positions.

Given limitations, the study provided general “best estimation” of the data provided.
Indicators for an “Employer of Choice”

• Usually assessed by its reputation or the perception as a great place to work

• Strong indicators also include:

  • **Competitive Wages** (leading and/or matching employer in job markets)
  • **Low Voluntary Turnover** (quit rate [resignations])
  • **Sustained Staff Tenure** (average time people stay)
  • **Strong Benefits Package** (strong component of total rewards for staff)

Overview of HelioCampus

Annamarie Rice
Director of Sales
Born out of the University System of Maryland and the University of North Carolina at Chapel Hill, HelioCampus is purpose-built to serve the unique needs of higher education.
We Provide Decision Support for Financial Sustainability

FINANCIAL HEALTH

REVENUE
- Drive Student Success and Grow Revenue

EXPENSES
- Maximize Returns of Academic Programs
- Optimize Administrative Spend

HELIOCAMPUS APPROACH

INTEGRATED DATA PLATFORM

- Benchmarking Consortium
- Administrative Faculty Compensation
- Drive Student Success and Grow Revenue
- Financial Aid Optimization
- Yield Modeling
- Prospect Targeting
- Contribution Margin
- SCH & Enrollment Trends
- Instructor Capacity
- Course Efficiency
- Net Tuition Revenue
- Expense & Liquidity Management
- Revenue Forecasting
- Benchmarking
We serve 76 active member institutions in 34 States and Canada
Florida A&M University: Title Salary Benchmarking Analysis

Alisha R. Brown
Client Services Manager
## Operational + Top 100 Benchmark List

<table>
<thead>
<tr>
<th>University</th>
<th>OpEx</th>
<th>Employees (IPEDS)</th>
<th>Student Fall Headcount (IPEDS)</th>
<th>Research Expenses</th>
<th>Area Wage Index (AWI)</th>
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</thead>
<tbody>
<tr>
<td>Florida A&amp;M</td>
<td>$278.7M</td>
<td>1.9K</td>
<td>9.6K</td>
<td>$37.8M</td>
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<tr>
<td>John Jay College</td>
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<td>Northern Kentucky University</td>
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<td>Ohio University</td>
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<td>33K</td>
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<td>Tennessee Technological University</td>
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<td>University of Northern Colorado</td>
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<td>$2.6M</td>
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<td>University of Southern Mississippi</td>
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<td>Wright State University</td>
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<td>12.4K</td>
<td>$54.8M</td>
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## Florida Benchmark List

<table>
<thead>
<tr>
<th>University</th>
<th>OpEx</th>
<th>Employees (IPEDS)</th>
<th>Student Fall Headcount (IPEDS)</th>
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<th>Area Wage Index (AWI)</th>
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</thead>
<tbody>
<tr>
<td>Florida A&amp;M</td>
<td>$278.7M</td>
<td>1.9K</td>
<td>9.6K</td>
<td>$37.8M</td>
<td>0.88</td>
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<td>Florida Atlantic University</td>
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<td>7.2K</td>
<td>42.5K</td>
<td>$172.3M</td>
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<td>University of Florida</td>
<td>$3.1B</td>
<td>16.2K</td>
<td>56.3K</td>
<td>$670.8M</td>
<td>0.92</td>
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The average salary per FTE for custodian titles at FAMU is lower than benchmarks.

HelioCampus can compare FAMU against two different benchmark sets; other Florida institutions, or the other set of operational and top 100 benchmarks.
When AWI adjusted, Custodian average salary per FTE remains lower than benchmarks

Salary data for each university can be adjusted by a % modifier based on how the university’s zip code average wage compares to the national average wage. This is called Area Wage Index (AWI) adjusting.
Average salary per FTE for Administrative Assistants is close to the Florida benchmarks, but above the other benchmark set.

Florida benchmark set: N = 3
Other benchmark set: N = 9
Average salary per FTE for Accountants is below both benchmark groups, both AWI adjusted and not.

Accountant – Average Salary per FTE

- Florida A&M: $37,882
- Florida Benchmark: $46,881
- Other Benchmark Avg: $46,572

Accountant – Average AWI Adjusted Salary per FTE

- Florida A&M: $43,048
- Florida Benchmark: $51,840
- Other Benchmark Avg: $53,823

Florida benchmark set: N = 3
Other benchmark set: N = 10
Market Comparison of Faculty Salaries

Dr. Kelly McMurray

Associate Vice President for Strategic Planning, Analysis and Institutional Effectiveness (SPAIE)
FAMU vs SUS - Faculty Salaries

Assistant Professor

$50,000 - $70,000

FAMU, UNF, UWF, FGCU, FAU, UCF, UF, USF, FIU, FSU

$70,000 - $90,000

$70,000 - $70,000

$75,000 - $85,000

$85,000 - $95,000

$95,000 - $105,000

$105,000 - $115,000

$115,000 - $125,000

$125,000 - $135,000

$135,000 - $145,000

$145,000 - $155,000

Associate Professor

$75,000 - $80,000

$80,000 - $85,000

$85,000 - $90,000

$90,000 - $95,000

$95,000 - $100,000

$100,000 - $105,000

$105,000 - $110,000

$110,000 - $115,000

$115,000 - $120,000

$120,000 - $125,000

$125,000 - $130,000

$130,000 - $135,000

$135,000 - $140,000

$140,000 - $145,000

$145,000 - $150,000

Full Professor

$105,000 - $110,000

$110,000 - $115,000

$115,000 - $120,000

$120,000 - $125,000

$125,000 - $130,000

$130,000 - $135,000

$135,000 - $140,000

$140,000 - $145,000

$145,000 - $150,000

$150,000 - $155,000

Waiting on slides from AVP McMurray

2018-2019 AAUP Faculty Compensation Survey
FAMU vs Select Peers

Assistant Professor
- NC A&T: $66,900
- FAMU: $69,700
- NCCU: $71,000
- Univ. of Toledo: $79,900
- Howard: $82,100

Associate Professor
- FAMU: $80,200
- NCCU: $81,200
- NC A&T: $85,000
- Howard: $89,300
- Univ. of Toledo: $92,700

Full Professor
- NCCU: $100,800
- FAMU: $103,100
- NC A&T: $104,500
- Univ. of Toledo: $111,500
- Howard: $118,000

2018-2019 AAUP Faculty Compensation Survey
Next Steps

• **Develop** a pay philosophy - High level view on the goals of the university.

**Example:** FAMU will develop and sustain a compensation strategy/plan that will enable the recruitment, development and retention of a diverse and qualified workforce; ensure fiscal responsibility and accountability through strategic budgeting and decision making; ensure fair and competitive pay for employees based on individual and team performance, all while encouraging staff and faculty development and operational excellence.
Next Steps continued

- **Review** data from HelioCampus.
- **Identify a percentage** of the budget allocated for compensation strategies.
- **Align** employee compensation and total rewards with *Strategic Priority 2 - Excellent and Renowned Faculty* to ensure we attract, engage and retain top talent.
- Consider establishing a **Compensation Advisory Committee** to develop the business case for compensation strategies related to salary increases based on merit and maintaining competitive pay with peers.
Questions/Conversations
FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida A&M University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. In 1897, the college was moved from its original location to its present location which was once the site of "Highwood," Territorial Governor W.P. Duval's slave plantation. The site is one of the highest hills in Tallahassee. The school was known as Florida A&M College from 1909 until 1953, when it attained university status.
A diverse supplier is a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group.

Common classifications:
- Small-business enterprises (SBEs)
- Minority-owned enterprises (MBEs)
- Woman-owned enterprises (WBEs)

Other minority groups:
- LGBTQ
- Veterans
- Proprietors with disabilities
Challenges

- Expanding minority base
- Procurement requirements for new suppliers
- Commitment from contractors to allocate a % of the project

With the barriers identified we want to make sure our strategies are inclusive
Total Amount Spent in Dollars

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<th>2019-2020</th>
<th>2020-2021</th>
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<tbody>
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<td>African-American</td>
<td>$3,895,258</td>
<td>$3,787,969</td>
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<tr>
<td>Hispanic</td>
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<td>Asian-Hawaiian</td>
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<tr>
<td>Native American</td>
<td>$0</td>
<td>$0.00</td>
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<td>African Women</td>
<td>$396,264</td>
<td>$1,707,420</td>
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<tr>
<td>Total</td>
<td>$1,707,420</td>
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<tr>
<td>Project</td>
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<td>------------------------------------------------------------------------</td>
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<td>Minor Projects &amp; Repairs</td>
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<td>Total WMBE Participation</td>
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<td>Phase 1A Housing Project MBE/WBE Allocation</td>
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<td>CTG Developer at Risk Contract Value W/O Fee</td>
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<td>Finfrock MBE/WBE Vendors Per MBE Report</td>
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<td>Genterra/KCS MBE/WBE Vendors Per MBE Report</td>
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<td>Total WMBE Participation</td>
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<td>Dining Project MBE/WBE Allocation</td>
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<td>Shaffield Building Specialties</td>
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<td>Fletcher Enterprises, Inc.</td>
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<td>Total WMBE Participation</td>
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<td>FAMU- Student Affairs Center for Access and Student Success (CASS) Project WMBE</td>
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<td>Overall Minority Vendors Participation</td>
<td>$981,216.00</td>
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<tr>
<td>Total WMBE Participation</td>
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<tr>
<td>Overall Total WMBE Participation</td>
<td>$109,836,770.00</td>
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FLORIDA A&M UNIVERSITY

Founded in 1879 as the State Normal College, Florida Agricultural and Mechanical University (FAMU) is the only historically state-supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. In 1891, the college was moved from its original location to its present location, which was once the site of "Highwood," the former site of Territorial Governor W.P. Duval’s plantation. The site, one of the highest hills in Tallahassee, was known as Florida A&M College from 1909 until 1953, when it merged with Florida A&M College.