

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



Scope of Study - 2014

- 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.
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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)



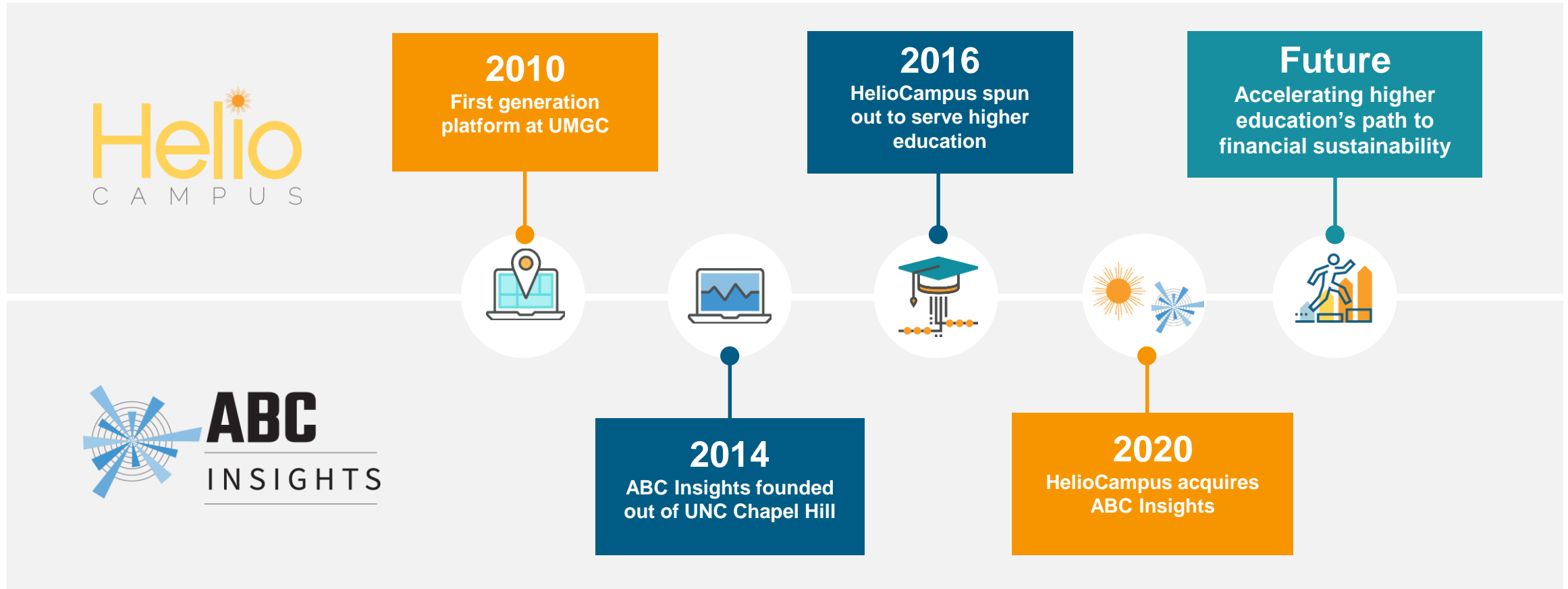


Overview of HelioCampus

Annamarie Rice
Director of Sales

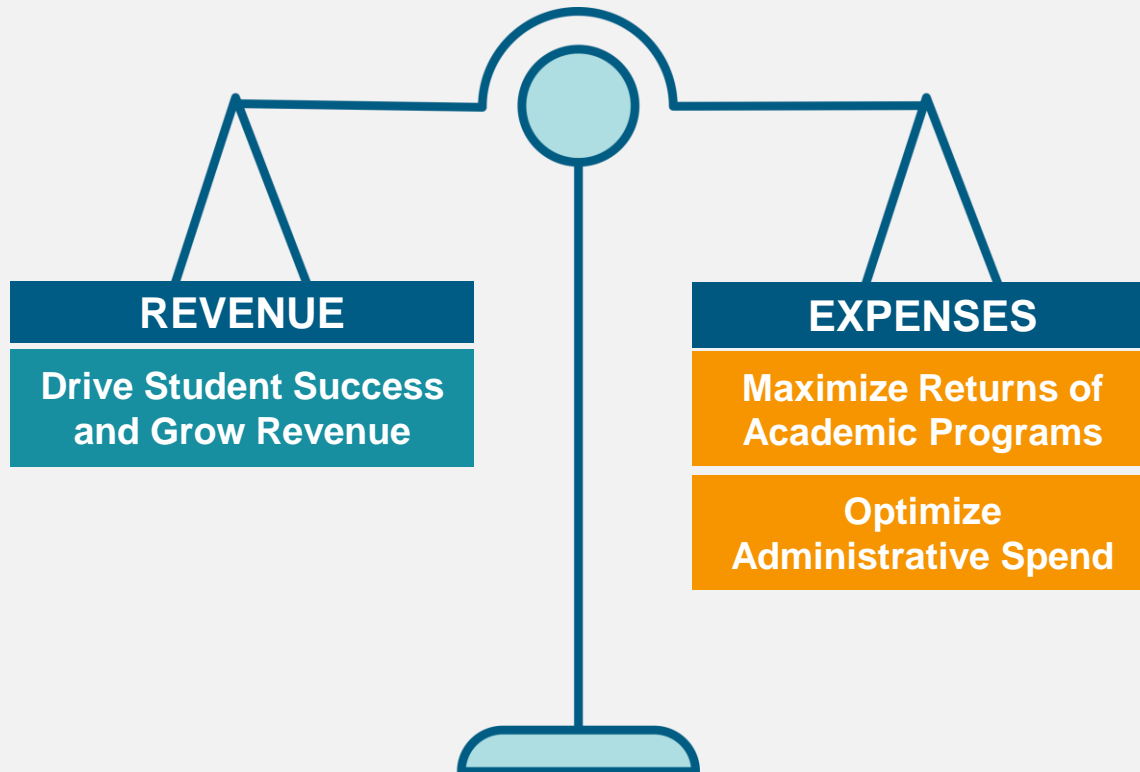
HelioCampus Originated From Within Higher Ed

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.

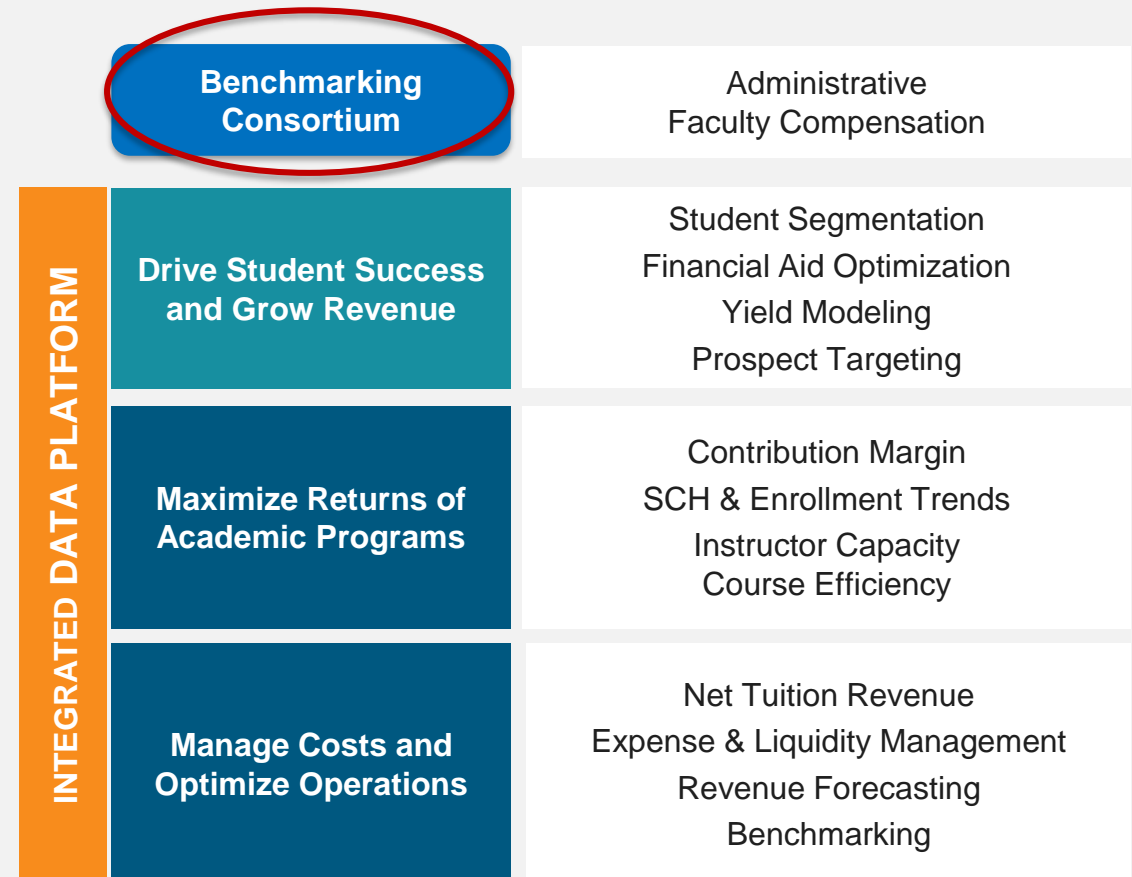


We Provide Decision Support for Financial Sustainability

FINANCIAL HEALTH



HELIOCAMPUS APPROACH





Florida A&M University: Title Salary Benchmarking Analysis

**Alisha R. Brown
Client Services Manager**

Operational + Top 100 Benchmark List

University	OpEx	Employees (IPEDS)	Student Fall Headcount (IPEDS)	Research Expenses	Area Wage Index (AWI)
Florida A&M	\$278.7M	1.9K	9.6K	\$37.8M	0.82
John Jay College	\$253.7M	2.5K	15.9K	\$10.1M	1.29
Missouri University of Science and Technology	\$214.8M	1.4K	8.1K	\$30M	0.78
Northern Kentucky University	\$254.1M	2K	15.7K	\$1.6M	0.92
Ohio University	\$709.9M	4.8K	33K	\$25.8M	0.81
Tennessee Technological University	\$177.2M	1.4K	10.2K	\$11.1M	0.71
Texas Tech	\$905.2M	5.3K	38.7K	\$89.2M	0.81
University of Houston	\$1.1B	5.6K	46.1K	\$129.7M	0.98
University of Missouri – St. Louis	\$212.2M	2K	16K	\$9M	0.93
University of Northern Colorado	\$279.3M	1.7K	12.9K	\$2.6M	0.91
University of Southern Mississippi	\$329.7M	2.6K	14.1K	\$66.1M	0.78
Western Kentucky University	\$273.8M	2.6K	18.2K	\$4.1M	0.81
Wright State University	\$276.8M	2.2K	12.4K	\$54.8M	0.93

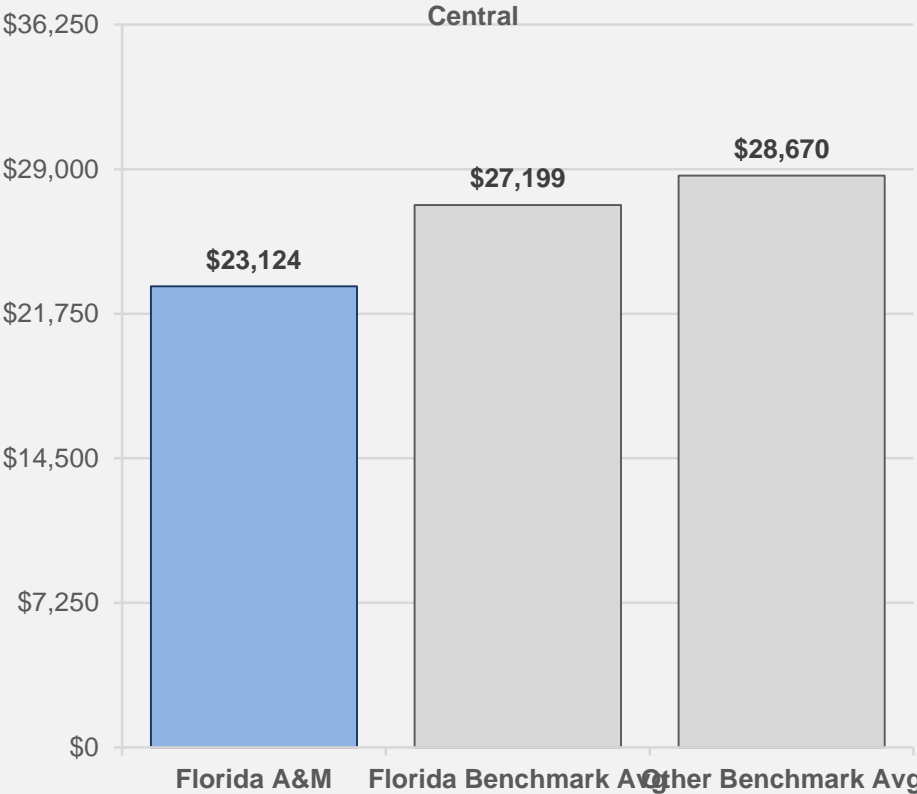
Florida Benchmark List

University	OpEx	Employees (IPEDS)	Student Fall Headcount (IPEDS)	Research Expenses	Area Wage Index (AWI)
Florida A&M	\$278.7M	1.9K	9.6K	\$37.8M	0.88
Florida Atlantic University	\$573.9M	3.6K	30.2K	\$30M	0.91
Florida State University	\$1.6B	7.2K	42.5K	\$172.3M	0.88
University of Florida	\$3.1B	16.2K	56.3K	\$670.8M	0.92

The average salary per FTE for custodian titles at FAMU is lower than benchmarks

Custodian – Average Salary per FTE

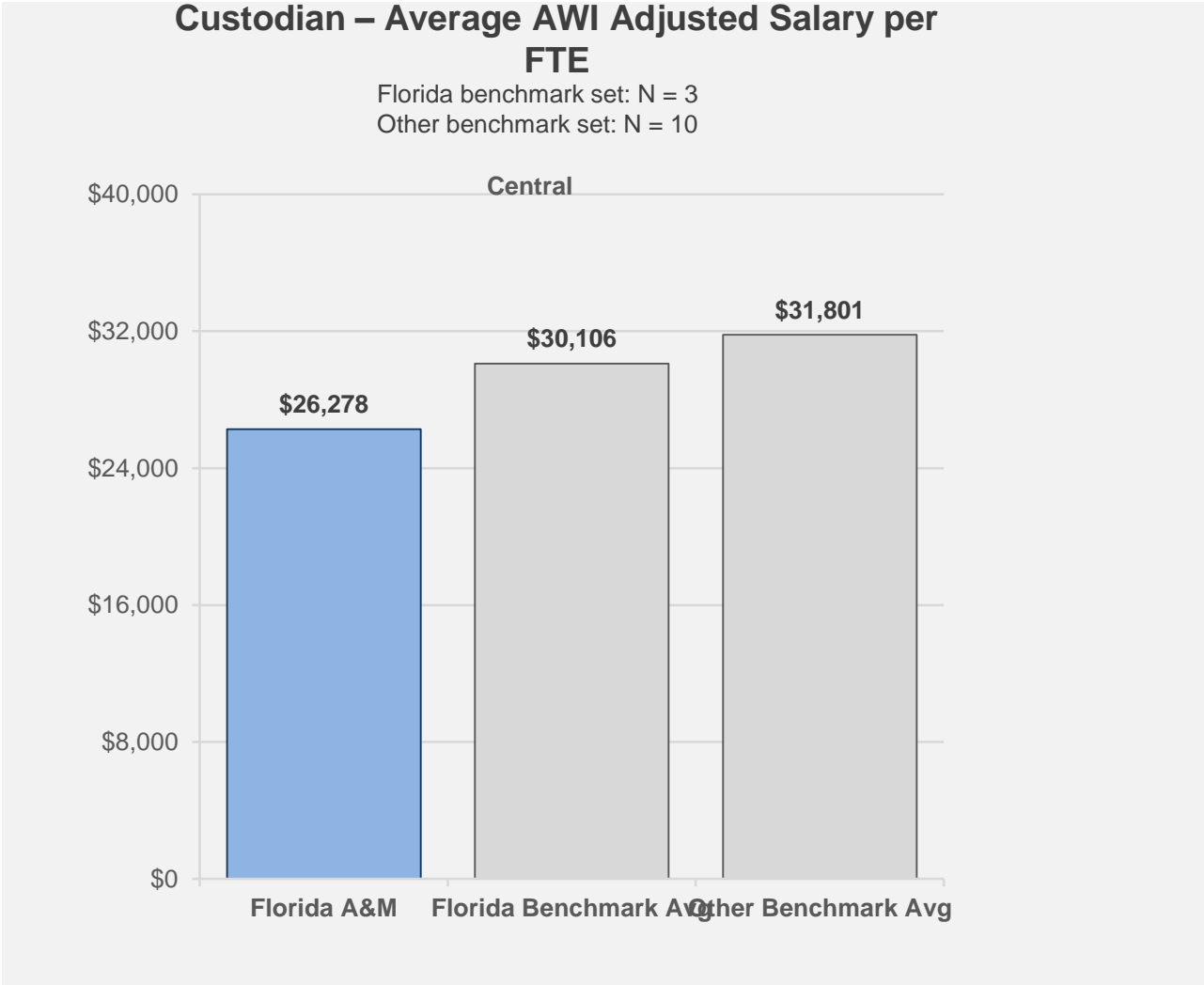
Florida benchmark set: N = 3
Other benchmark set: N = 10



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

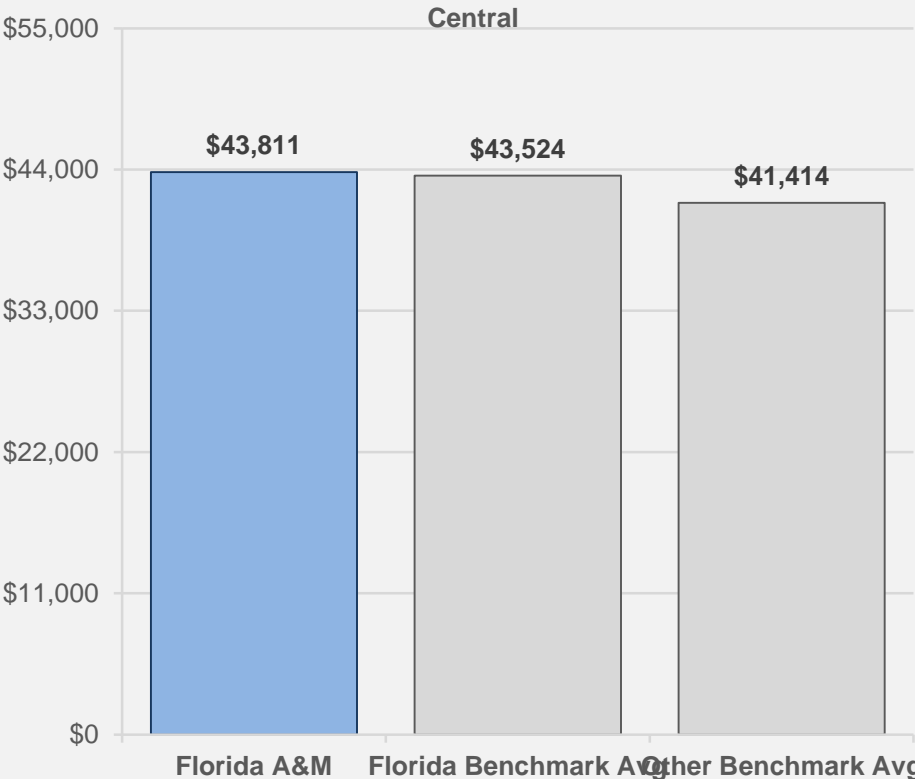
Salary data for each university can be adjusted by a % modifier based on how the university's zip code average wage compares to the national average wage. This is called Area Wage Index (AWI) adjusting.



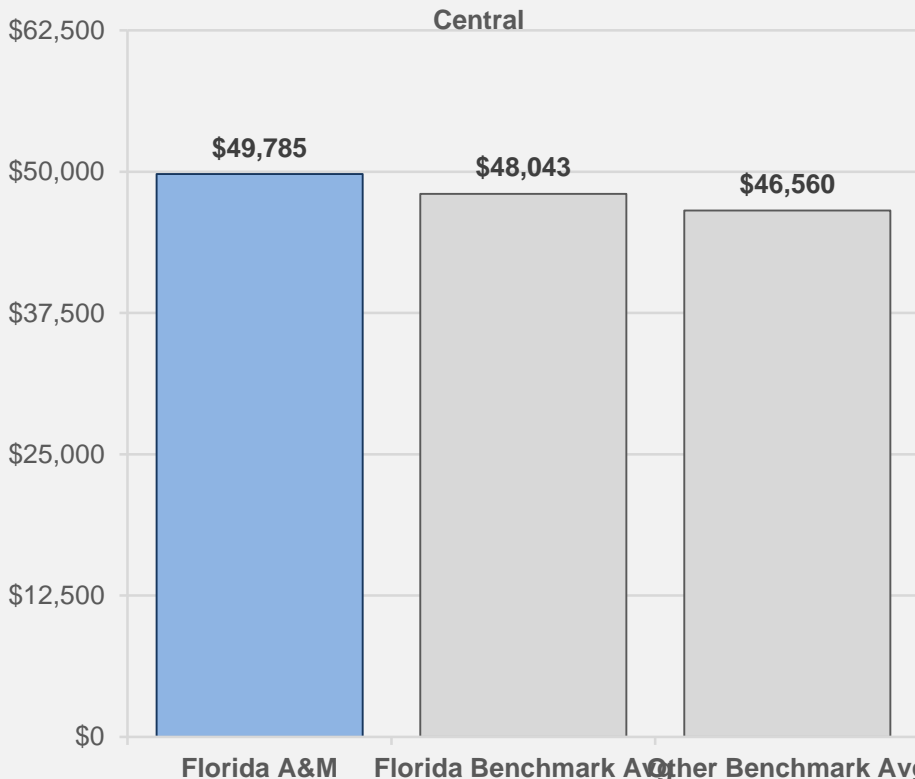
Average salary per FTE for Administrative Assistants is close to the Florida benchmarks, but above the other benchmark set

Florida benchmark set: N = 3
 Other benchmark set: N = 9

Admin Assistant – Average Salary per FTE



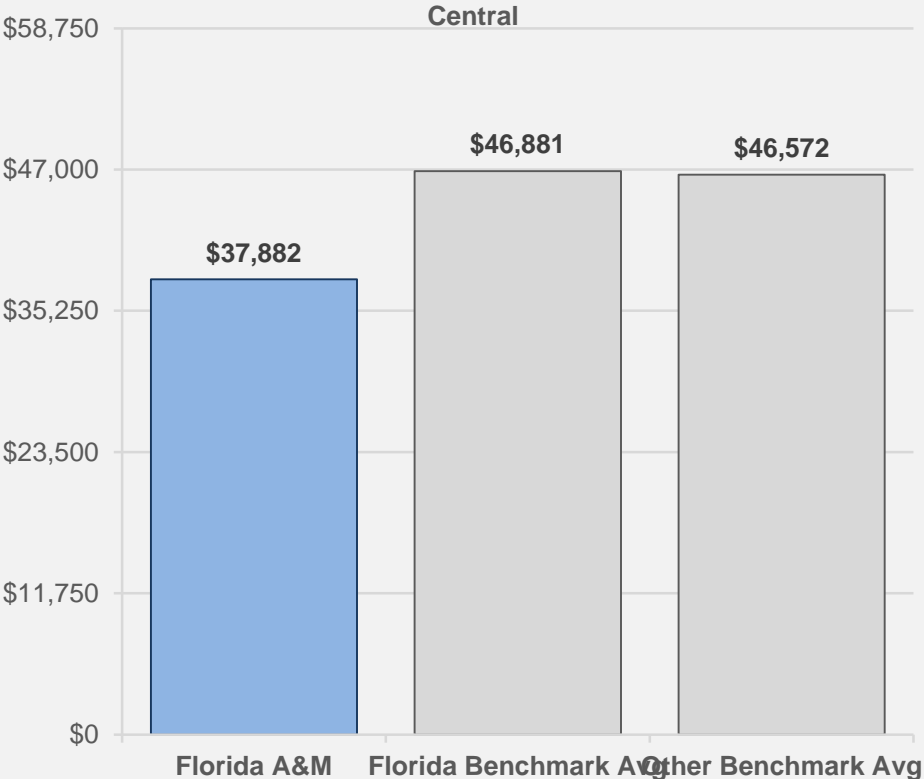
Admin Assistant – Average AWI Adjusted Salary per FTE



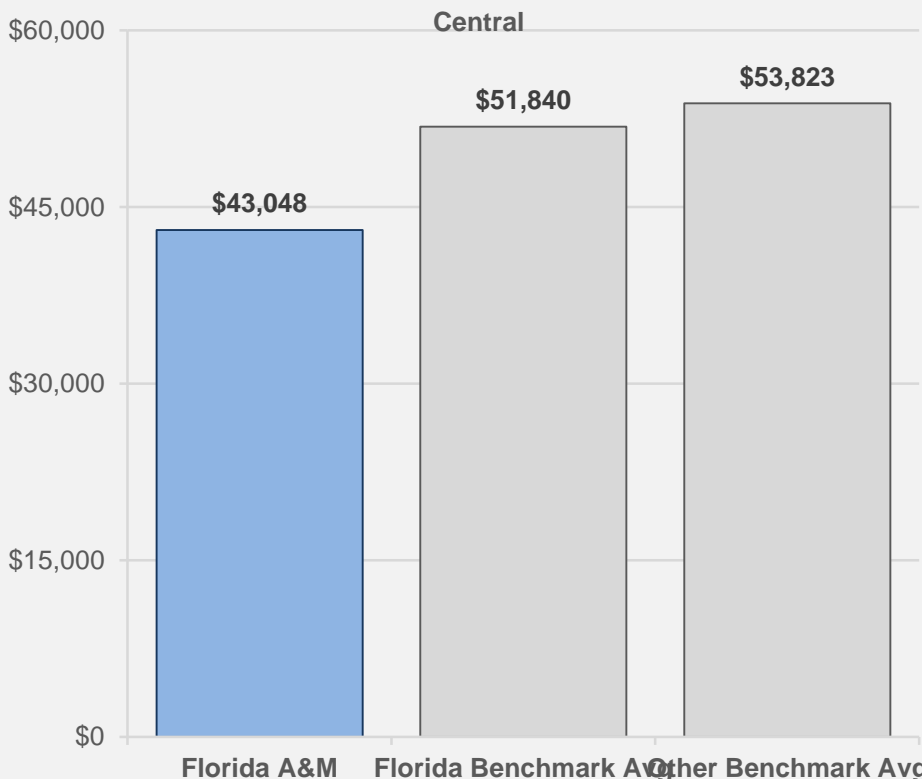
Average salary per FTE for Accountants is below both benchmark groups, both AWI adjusted and not

Florida benchmark set: N = 3
Other benchmark set: N = 10

Accountant – Average Salary per FTE



Accountant – Average AWI Adjusted Salary per FTE





Market Comparison of Faculty Salaries

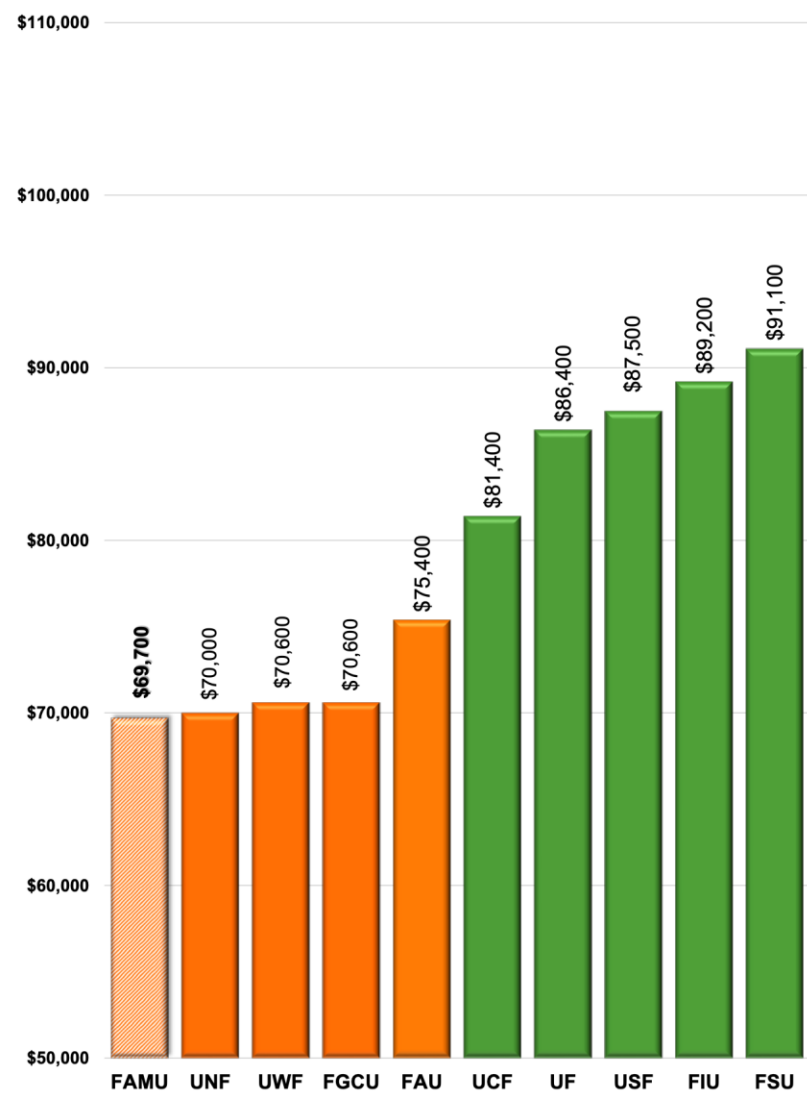
Dr. Kelly McMurray

Associate Vice President for Strategic Planning, Analysis and Institutional Effectiveness (SPAIE)

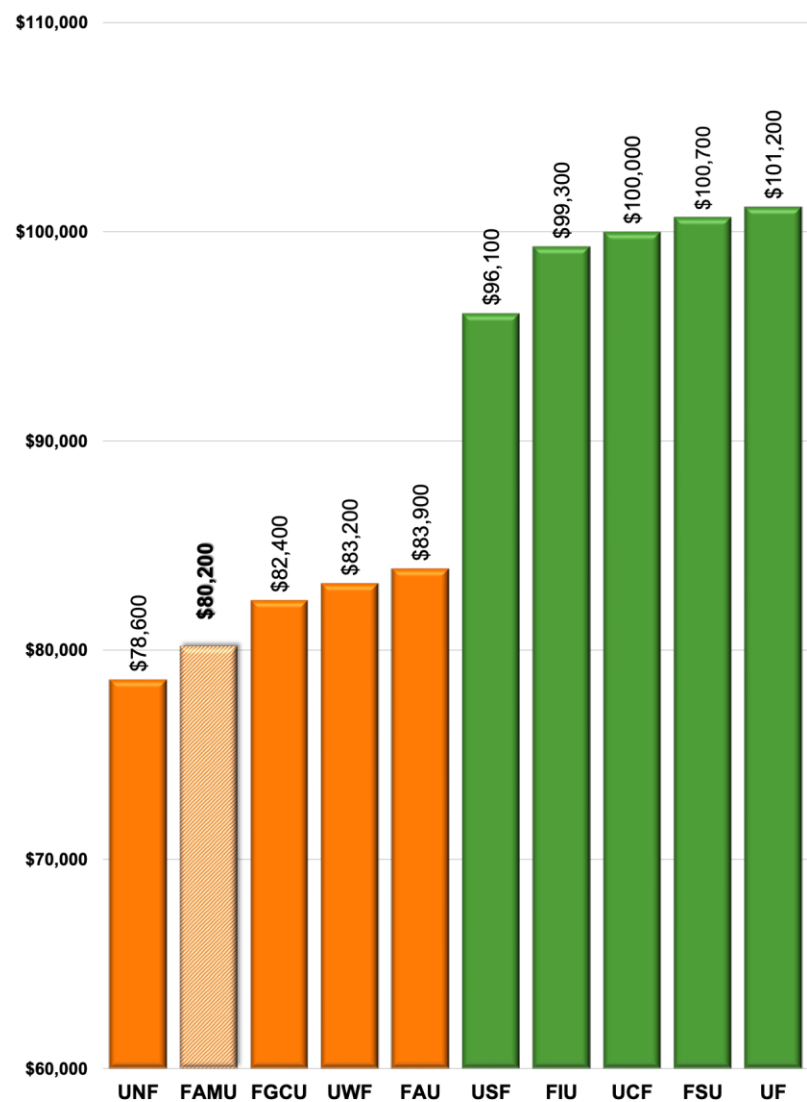
FAMU vs SUS - Faculty Salaries



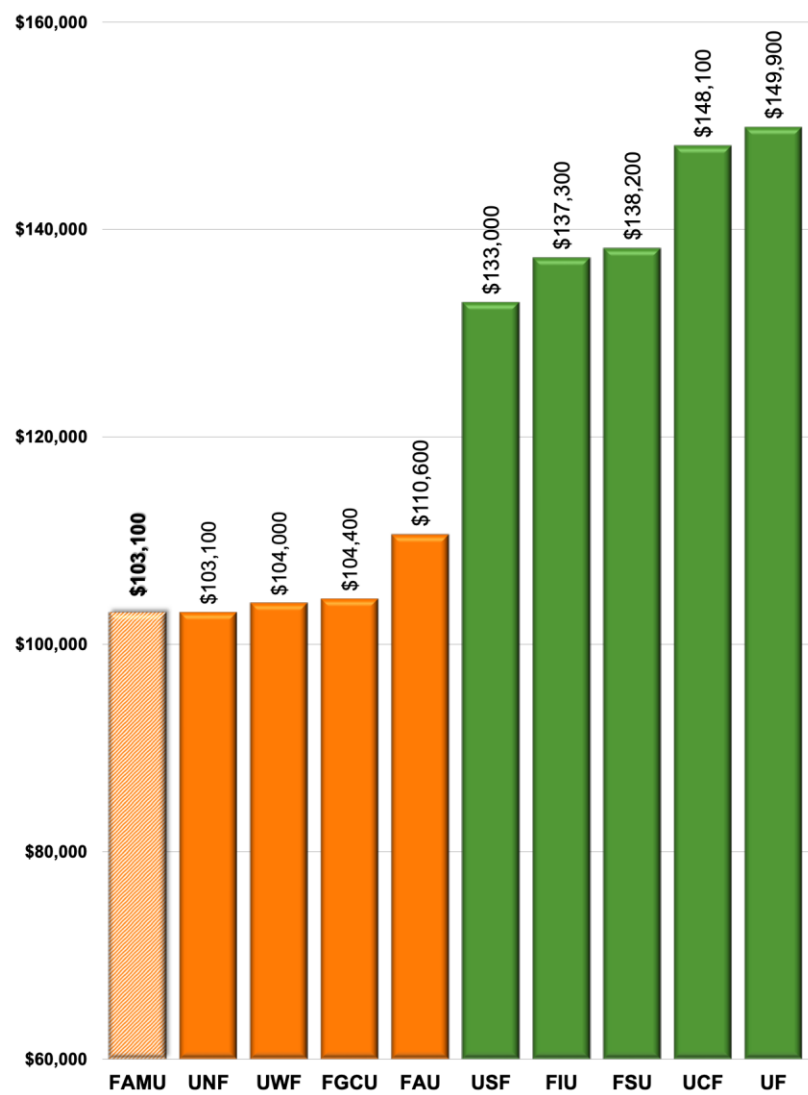
Assistant Professor



Associate Professor



Full Professor



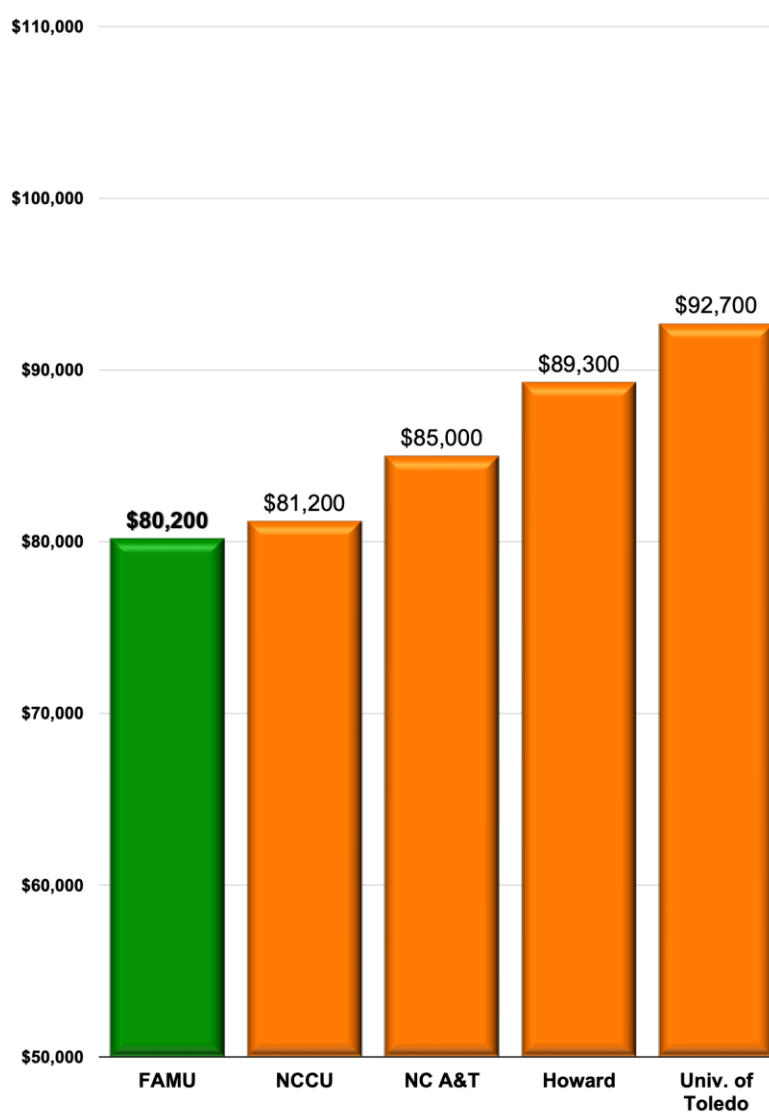
FAMU vs Select Peers



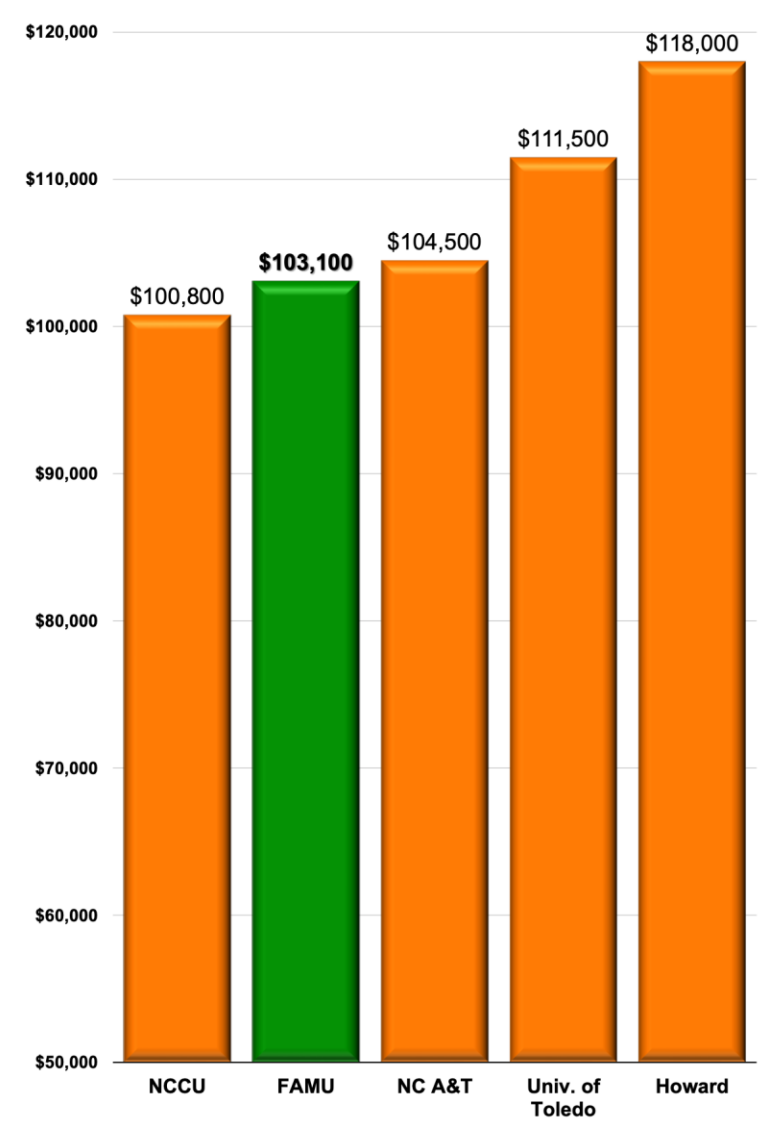
Assistant Professor



Associate Professor



Full Professor




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.
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Questions/Conversations





FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, 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 west of town to its present location which was once the site of "Highwood," Territorial Governor W.P. Duval's slave plantation. The school was known as Florida A&M College from 1909 until 1953 when it attained university status.



FAMU MINORITY BUSINESS EXPENDITURE REPORT



Diverse supplier

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

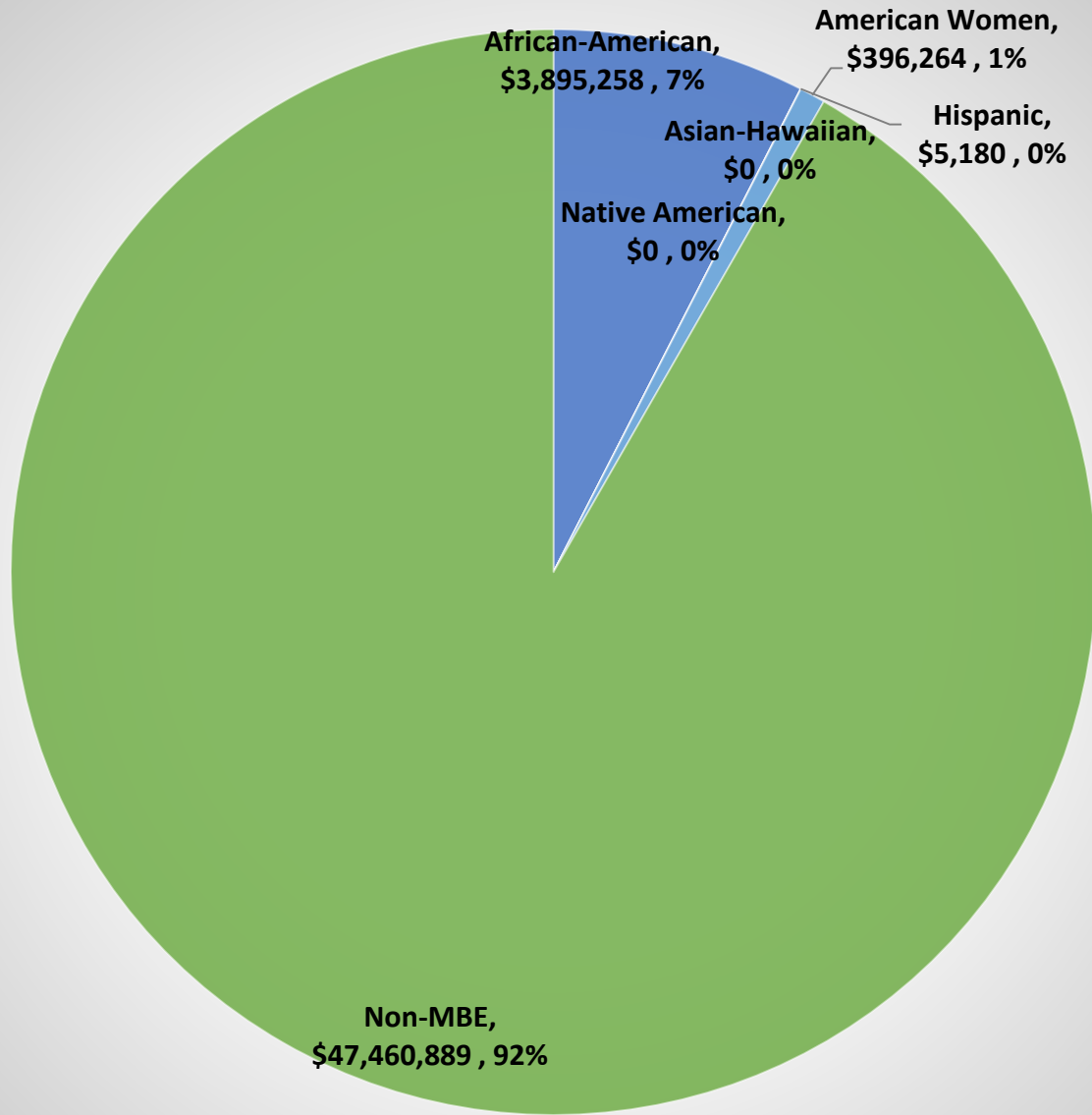
Proprietors with disabilities

Challenges

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

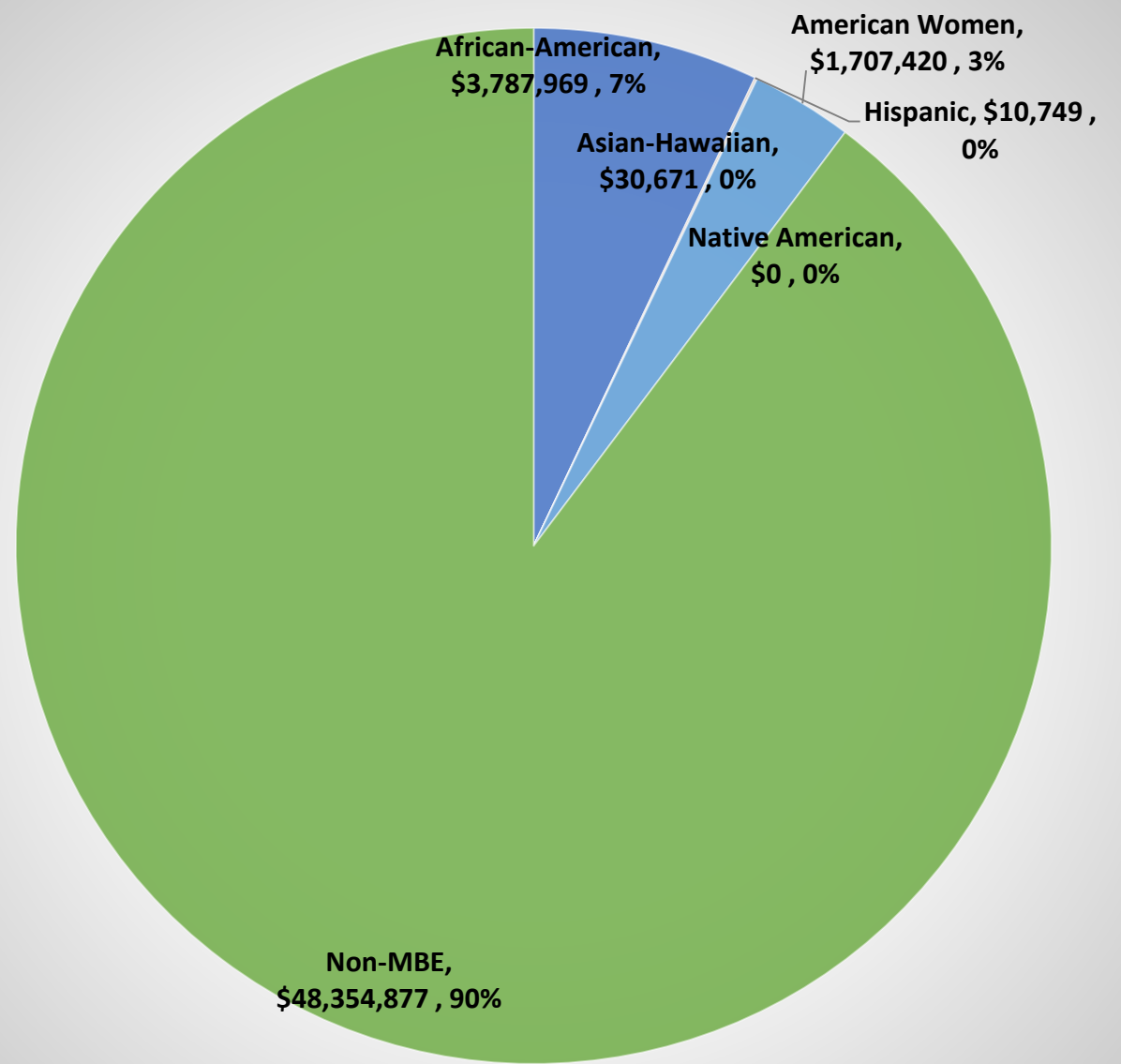
With the barriers identified we want to make sure our strategies are inclusive

Total Amount Spent 2019 - 2020



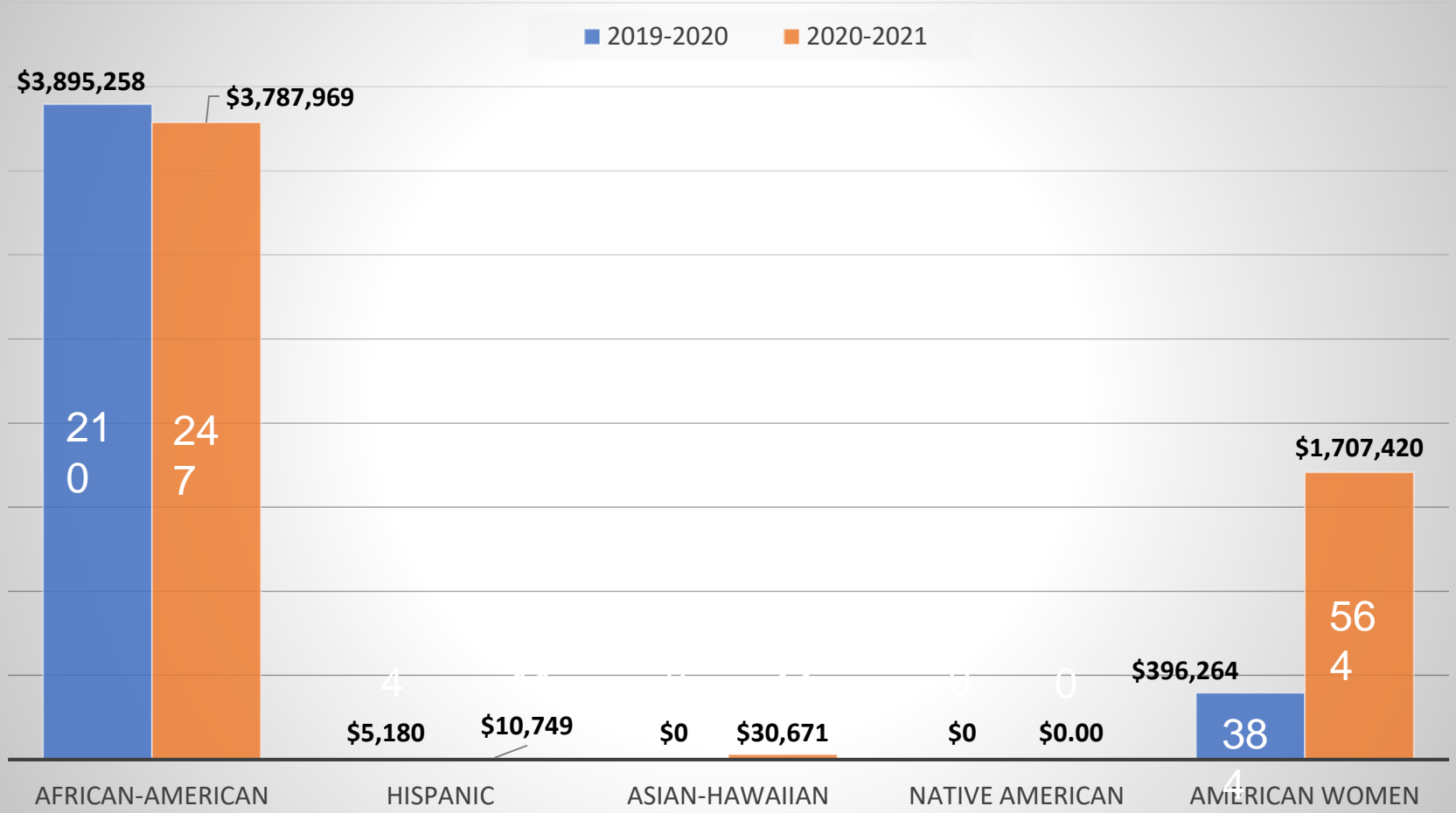
African-American Hispanic Asian-Hawaiian
Native American American Women Non-MBE

Total Amount Spent 2020 - 2021



African-American Hispanic Asian-Hawaiian
Native American American Women Non-MBE

Total Amount Spent in Dollars





FAMU MINORITY BUSINESS EXPENDITURE REPORT Construction & Repairs

Project	Project Budget	WMBE Contacts	Percentage of Work
Minor Projects & Repairs	\$4,634,850	\$847,096.00	
Total WMBE Participation		\$847,096.00	18%
Phase 1A Housing Project MBE/WBE Allocation	\$55,725,587.00		
CTG Developer at Risk Contract Value W/O Fee		\$3,487,000.00	6%
Finfrack MBE/WBE Vendors Per MBE Report		\$2,079,328.00	4%
Genterra/KCS MBE/WBE Vendors Per MBE Report		\$345,655.00	1%
Total WMBE Participation		\$5,911,983.00	11%
Dining Project MBE/WBE Allocation	\$8,476,333.00		
ConTech Construction		\$887,208.00	10%
Shaffield Building Specialties		\$1,192,120.00	14%
Fletcher Enterprises, Inc.		\$951,900.00	11%
Total WMBE Participation		\$3,031,228.00	36%
FAMU- Student Affairs Center for Access and Student Success (CASS) Project WMBE	\$41,000,000.00		
Overall Minority Vendors Participation		\$981,216.00	2%
Total WMBE Participation		\$981,216.00	2%
Overall Total WMBE Participation	\$109,836,770.00	\$10,771,523.00	10%

Comments / Discussion



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