

Faculty Compensation Task Force Subcommittees

Philosophy Subcommittee

Anthony Dutoi	COP (subcommittee chair)
Cindy Eakin	ESB
Mary-Berth Moylan	LAW
Courtney Lehman	COP
Daniel Ebbers	COM
Berit Gundersen	Admin

Charge: This subcommittee is expected to continue its work of drafting a faculty compensation philosophy which reflects both the mission and priorities of the University and individual Schools/College, and the goal of an effective reward structure in allowing the Institution to recruit, reward, and retain high performing mission focused faculty in a competitive market. The subcommittee will have the next draft philosophy statement for electronic review of the Task Force by September 26th for comment, and revise for discussion at the October meeting. This work is foundational to inform the compensation models to be considered.

Peer Institution Subcommittee

Mike Rogers	Admin (sub-committee chair)
Raquel Aldana	LAW
Todd Davenport	PHS
Sharmila King	COP
Bill Lundergan	DEN
Jennifer Ross	ENG

Charge: This subcommittee will build on the work that the Task Force has done to date (including reflecting on the faculty survey data) and work closely with IR to develop a peer list. The subcommittee will be expected to broaden the institutions list to ensure that valid and reliable salary data by CIP code will be available. The subcommittee will bring their consolidated recommendation to the Task Force to the October meeting for review and based on that meeting review and revise for final task force discussion in November.

Guiding questions for sub-committee consideration include: What are the important considerations as we select peer institutions? How does the faculty survey data help to inform this peer list?

Compensation Models Tied to Excellence Subcommittee

Rena Fraden	COP (sub-committee chair)
Joseph Woelfel	PHS
Oswaldo Jimenez	ENG
Eric Typpo	ESB
Ron Ellison	Admin
Des Gallagher	DEN

Charge: The subcommittee will bring an inventory of models back to the full Task Force with pros and cons and their recommendation on the model that best fits the Institution. The subcommittee will bring their recommendation to the Task Force for discussion at the November Task Force meeting. The consultant will provide a suite of models from other institutions of compensation structures that recognize and reward excellence for subcommittee formative discussions and facilitate the conversation of how different models may fit with Pacific's emerging philosophy.

Guiding questions for sub-committee consideration include: How do we link our compensation models to what we value? How do the compensation models align with our compensation philosophy?

Holistic Compensation Variables Subcommittee

Sacha Joseph-Mathews	ESB (sub-committee chair)
Justin Low	BSE
Linda Skrla	BSE
Rahim Kohie	ENG
Greg Walters	Admin
Jay Mootz	LAW

Charge: With support from Human Resources, and IR, this subcommittee will work on gathering data as it relates to components of compensation beyond salary including but not limited to employee benefits, tuition reimbursement, sabbatical policy, and teaching load. The subcommittee will explore potential sources of data and limitations on data and then work to gather as much data as possible around non-salary components of compensation of a core peer group. The subcommittee will bring their findings and data to the Task Force at the October and November meetings.

Guiding questions for sub-committee consideration include: What, other than salary, do faculty value as compensation? What are the potential costs to the institution of these variables?