

**WINTHROP UNIVERSITY
FACULTY AND STAFF CLASSIFICATION AND PAY STUDY
FREQUENTLY ASKED QUESTIONS**

1) What is a pay study?

The pay study involves a review of our position descriptions to determine a fair and competitive market salary point. This analysis will be based on both a review of comparable market survey data as well as a review of internal relationships between positions.

2) Why did Winthrop decide to conduct a faculty and staff pay study?

The compensation study allowed us to fairly evaluate our pay levels compared to relevant labor markets and put a plan in place to make adjustments and improvements in the coming years with respect to both external and internal equity and the University's pay philosophy.

3) Who is conducting this study?

Sibson Consulting is conducting the study with the assistance of the Winthrop project team (led by Zan Jones in Human Resources, Employee Diversity, and Wellness) and the senior leadership team. Sibson is a human resources consulting firm that is nationally recognized in higher education.

4) What is a "benchmark" position?

Benchmark jobs are those that have a substantial portion of their work that is comparable to positions found at other higher education institutions or other organizations. This allows us to compare the pay for a given job.

5) Does this study factor in non-salary benefits?

Not in a formal way. The university is always aware of the value of our non-salary programs, but the market survey is focused on base pay. Considering non-salary benefits like retirement, health benefits, leave accruals, and other benefits plays a role in the university's decision on how close to "market" we want to be with our base wage rates. Non-salary benefits were not surveyed.

6) To which businesses or universities did we compare our salaries during the pay study?

Winthrop University benchmarked faculty and staff salaries against the markets within which Winthrop competes for talent. The markets include national and regional public and private doctoral and master's institutions of similar size, local and regional higher education competitors, aspirational institutions, and national general industry organizations for jobs that exist outside of higher education.

Winthrop established **three peer groups**: one that includes a group of national peers; one that includes a group of regional peers; and one that includes a group of peers to use when comparing salaries for specific athletics-related jobs.

7) The higher education institutions listed in the national peer group are less familiar to me than those institutions listed in the regional peer group. Why would the national group be used at all?

These are institutions across the nation that are most like Winthrop. A national job search would likely be conducted when positions that report directly to the President, Deans and Faculty, and staff department directors become available. For these positions, the institutions in the national peer group are those with which Winthrop is likely to compete and, generally, will be used to identify salary comparison data. The national peer group was determined by selecting public doctoral and master's institutions whose indicators met a comparable range to ours in all seven of the following criteria: total expenses; student retention rate; tuition and fees as a percentage of core revenues; total student headcount; the number of regular staff employees; the number of regular faculty; and graduation rate.

8) What is a pay philosophy?

A **pay philosophy** is a formal statement documenting the University's position about employee pay. It documents pay strategy and essentially explains the "why" behind faculty and staff pay. It also can create a framework for consistency. A well-designed pay philosophy supports the university's strategic plan, initiatives, goals, competitive outlook, operating objectives, and pay strategies.

9) Once the study is complete will everyone whose salary is found to be lower than the market data receive a salary increase?

There may be a resulting salary increase for some faculty and staff members, though any increases will be implemented gradually, over several years, and in a way that is fiscally responsible for the university.

**This document will be updated with additional information as the project continues.*