



# Flathead Valley Community College Faculty Compensation Study

Gallagher  
Human Resources & Compensation Consulting



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# Agenda

Project Overview

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About Gallagher

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Project Staffing

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Project Approach and Methodology

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Timeline

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Questions

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# Flathead Valley Community College and Gallagher Partnership



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- FVCC has engaged the services of an independent consultant, Gallagher Human Resources and Compensation Consulting (Gallagher), to study our faculty compensation structure.
- Prompted by our need to be fully informed about equity, internally and externally, as well as market competitiveness.
- Goal to come away from the study with a model salary design that will inform hiring and salary progression.
- Inform discussions regarding salary compression, resource requirements, and priorities required for addressing these issues.
- The faculty compensation committee is working in collaboration with the administrative team and Gallagher to ensure the study is informed, transparent and responsive.

# Gallagher's Public Sector and Higher Education Practice



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**Gallagher's Higher Education practice** is committed to the higher education sectors, providing insights based on national and international experience for over 35 years.



Office locations are **nationwide**



Documented **Community College** experience



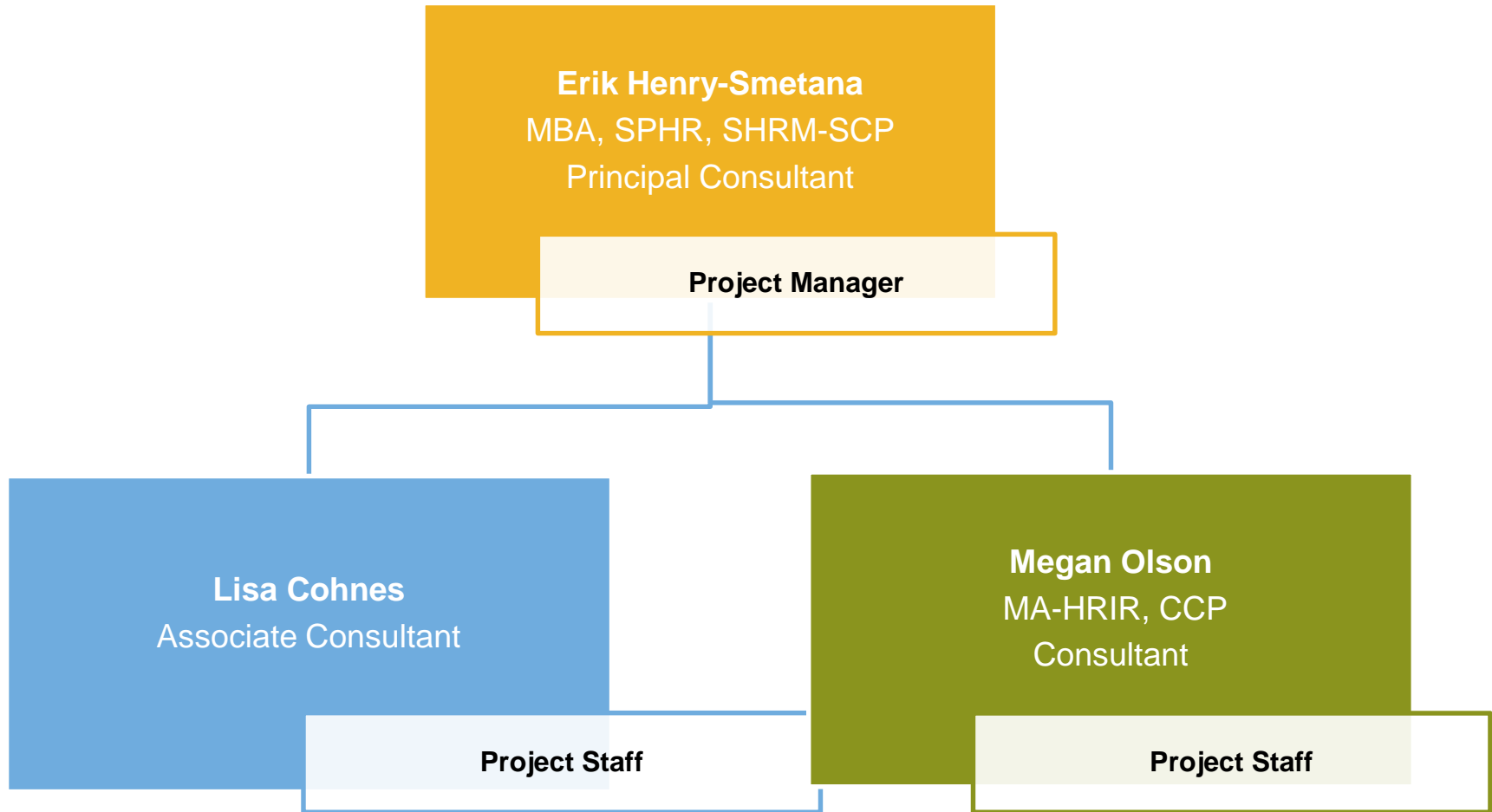
Experience conducting faculty and staff analyses

Following is a sampling of other Higher Education Institutions that Gallagher has partnered with:

- ☑ St. Petersburg College
- ☑ Florida State College – Jacksonville
- ☑ William Paterson University
- ☑ Brazosport College, TX
- ☑ Lee College, TX
- ☑ Rowan Cabarrus Community College
- ☑ Nevada System of Higher Education
- ☑ University of Alaska System



# Gallagher Project Team



# Project Roles



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## FVCC Project Team

**Executive Director of Human Resources – Karen Glasser**

**Vice President of Academic and Student Affairs – Chris Clouse**

**Vice President of Finance and Administration – Beckie Christiaens**

## Gallagher Project Team

**Project Manager – Erik Henry-Smetana**

**Project Team – Megan Olson, Lisa Cohnes**



# Project Goals & Objectives

## What this Study IS versus What this Study IS NOT

### Faculty: Compensation Analysis

What this Study IS

Systems that are easy to understand and administer

Policies and procedures to keep the compensation system up to date and equitable

Compensation is competitive and equitable

NOT a strategy to reduce or increase pay

NOT an organizational structure study designed to alter reporting relationships

NOT a strategy designed to cut costs

NOT a strategy to eliminate positions

What this Study is NOT



# Project Approach and Methodology

## Phase 1 – Project Initiation and Administration

### Objective: Project setup and organization understanding

- Collect Flathead Valley Community College's compensation materials.
- Identify possible barriers to implementing and maintaining change.
- Discuss compensation philosophy, strategies, and goals.
- Discuss strengths and weaknesses of the current compensation system.
- Discuss market specifications and confirm labor market.
- Conduct faculty orientation sessions.





# Project Approach and Methodology

## Phase 2 – Compensation Study

### Objective: Competitive analysis against external labor market and recommendations

- Evaluate and develop peer institution list.
- Collect data from published survey sources – College and University Professional Association for Human Resources (CUPA-HR).
- Perform competitive analysis on collected data.
- Develop and recommend pay structure(s).
- Outline transition options and next steps/costs.



# Project Approach and Methodology

## Phase 3 – Project Finalization

### Objective: Prepare and present a final report

- Develop report and conduct quality assurance reviews.
- Provide final report to the College detailing all the analysis, findings, and recommendations.
- Present the study's findings and recommendations to the College.



# Peer Group Review

- Used the Integrated Postsecondary Education Data System (IPEDS) to gather data on several hundred institutions.
- Comparisons to the institution were analyzed multiple ways including, but not limited to:
  - Number of quantitative categories in which institutions are within +/-2 SD of the College, or those with the lowest sum of standard deviations from the College
  - Similar Location (Same or surrounding state, expanding where appropriate)
  - Carnegie Classification (Associate's)
  - Sector of Institution (Public or Private)



# Peer Group Review

- Filtered full IPEDS list by identified factors including Location, Carnegie Classification, Sector of Institution (Public or Private), Enrollment, and Revenue. In this step, we selected hundreds of institutions with similar characteristics.
- Where possible, calculated the standard deviation for comparison to the institution.
- Calculated how far away each institution is from the College in each quantitative category. Each selected institution has a SD score for each category (e.g., in the example below, Institution A Enrollment is 0.107209 SD away).

**Deviations from Institution**  
 (Comp Institute –Institute)/Standard Deviation of Variable

Institution	Total Enrollment	Total Revenue	Sum of Deviation
Institution A	0.107209	0.03641	0.143619
Institution B	0.212973	0.206436	0.419409
Institution C	0.112214	0.182841	0.295055
Institution D	0.094865	0.020445	0.11531



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# Project Approach and Methodology

Project outcomes will be based on:



Pay Strategy



Gallagher's Experience



Market Data Collected



College Decisions



# Project Timeline (Months)

This project is estimated to be complete in five months:

Phase Description		1	2	3	4	5
I	Project Administration	Active	Active	Completed	Completed	Completed
II	Compensation Study	Completed	Active	Active	Active	Completed
III	Project Finalization	Completed	Completed	Completed	Active	Active

# Thank you!

Gallagher  
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