



Florida Agricultural and Mechanical University


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MEMORANDUM

To: Provost, Vice Presidents, Deans, Directors and Department Heads

From: Larry Robinson, Ph.D. 
President

Through: Donald Palm, Ph.D., Executive Vice President, Chief Operating Officer
W. Rebecca Brown, Senior Vice President for Finance & Administration/CFO
Allyson Watson, Ph.D., Provost and Vice President for Academic Affairs
Terrisa Brown, Interim Assistant Vice President for Human Resources

Subject: Compensation Study Update

Date: May 9, 2024

I am pleased to provide a brief update concerning the compensation study. As you may know, the compensation study falls under Strategic Priority Five: Organizational Effectiveness and Transformation. Florida A&M University has worked with Segal, a reputable human resources consulting firm with expertise in higher education, for the past year. Segal has been working collaboratively with the university to conduct a classification review for full-time staff employees and a compensation assessment for full-time staff and teaching faculty.

The purpose of the project was to:

1. Review current staff job classifications and develop a process for reviewing staff job families and job levels.
2. Ensure market-appropriate base salary compensation for staff and teaching faculty to attract and retain top talent.

We aim to create a smooth transition and roll out of the compensation program for faculty and staff. An initiative of this magnitude requires a comprehensive approach that involves continuous collaboration with Segal and internal stakeholders. To ensure transparency, the campus community can expect the following to occur:

- ❖ A detailed timeline outlining the implementation strategy that will take place in the new fiscal year, including a frequently asked question guide, will be created for easy reference.
- ❖ Segal and university administrators will host dates of webinars or virtual town halls for all university employees.

I will continue to provide periodic updates, which will be posted and shared on the Office of Human Resources website.

There are no plans to reduce or eliminate any faculty or staff positions based on the findings of this compensation study.

Thank you.

Copy: D. Denise Wallace, J.D., General Counsel
Herbert Bailey, Associate Vice President, Fiscal Affairs
Reginald Perry, Ph.D., Associate Provost, Academic Affairs
Linda Barge-Miles, J.D., University Chief of Staff
Nichole Murry, Chief Budget Officer
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