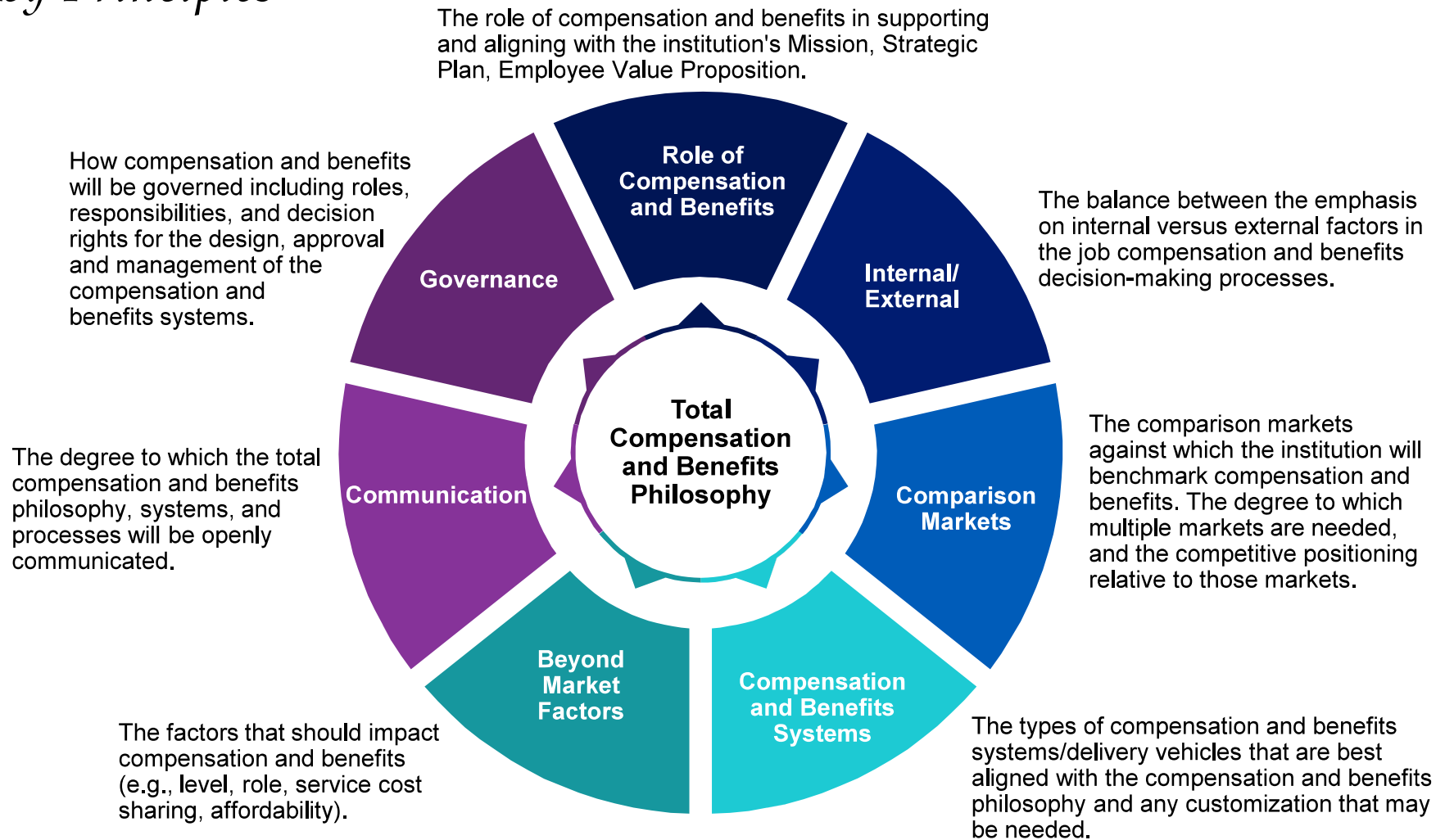


Draft Compensation Philosophy

Key Principles



The Compensation Philosophy is a formal statement documenting that explains the "why" behind employee pay and creates a framework for consistency.

Draft Compensation Philosophy

Vision	<p>Florida Gulf Coast University will achieve national prominence in offering exceptional value in high-quality educational programs that address regional and statewide needs. Our programs, firmly grounded in the liberal arts and sciences, will employ emerging instructional technologies. Possessing an entrepreneurial spirit, graduates will be well prepared for productive lives as civically engaged and environmentally conscious citizens with successful careers, ready to pursue further education.</p>
Mission Statement	<p>Florida Gulf Coast University, a comprehensive institution of higher education, offers undergraduate and graduate degree programs of strategic importance to Southwest Florida and beyond. FGCU seeks academic excellence in the development of selected programs and centers of distinction in science, technology, engineering and mathematics (STEM) disciplines, health professions, business, and marine and environmental sciences. Outstanding faculty and staff supported by a strong community of advisors prepare students for gainful employment and successful lives as responsible, productive and engaged citizens. FGCU emphasizes innovative, student-centered teaching and learning, promotes and practices environmental sustainability, embraces diversity, nurtures community partnerships, values public service, encourages civic responsibility, and cultivates habits of lifelong learning and the discovery of new knowledge.</p>
Compensation Program	<p>FGCU aims to provide a total rewards package that reflects both external market and internal equity balanced with fiscal responsibility. In addition to base compensation, the University focuses on providing benefits, professional development, career opportunities, work-life balance, and a mission-driven environment and inclusive culture.</p>
Market Comparators	<p>The University benchmarks salaries against the markets within which it competes for talent, which may vary across the institution. Market comparators include higher education institutions and organizations outside of higher education as appropriate.</p>
Pay Positioning	<p>FGCU generally targets the <i>market median</i> for competitive pay positioning. This may vary from job to job based on market data and individual factors, such as (but not limited to) education, experience, skills, certifications, internal equity, high demand roles, or jobs with recruitment or retention difficulties.</p>
Beyond Market Factors	<p>The University promotes fair and equitable salaries inclusive of factors that affect compensation decision-making such as level of education, prior experience, length of service, <i>performance</i>, and overall contributions to the University.</p>
Program Communication	<p>FGCU is committed to transparency regarding the development and administration of compensation programs. Clear and easily-understood pay administration guidelines will be developed and regularly communicated to all stakeholders via different vehicles.</p>
Pay Administration	<p>The development, approval, and endorsement of the compensation philosophy will be the responsibility of Human Resources, University Leadership, and the President. Human Resources will have ultimate responsibility for the periodic review, maintenance, and updates to tools, processes, procedures, and policies.</p>