



**Minnesota State Colleges and Universities
Responses to Potential Vendor Questions Regarding an RFP for
a Consultant to Conduct a Faculty Salary Equity Study**

Question:

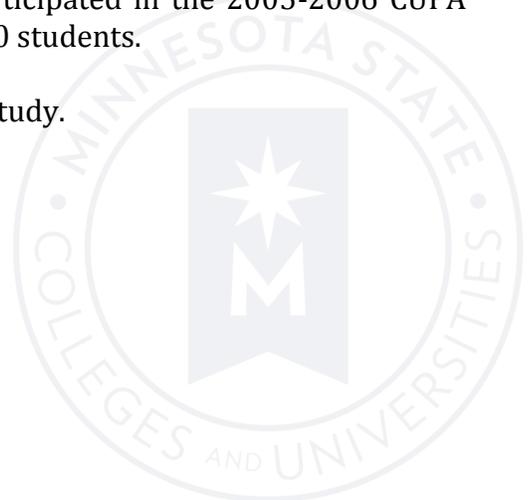
When was the last external benchmarking of faculty salaries completed? Were any actions taken as a result of this competitive analysis? What was the protocol used with respect to peer group identification? Same for all campuses? Different for every campus?

Response:

Minnesota State Colleges and Universities (“Minnesota State”) conducts its own faculty salary comparison analysis biennially for the purpose of assessing the competitiveness of salaries paid to Minnesota State college and university faculty relative to national peers. Minnesota State uses data available through IPED to conduct this analysis. Minnesota State college faculty are compared to all public two-year college faculty. The same comparison group is used for all college campuses. Minnesota State university faculty are compared to all public masters granting institutions. The same comparison group is used for all university campuses.

Minnesota State retained an external consultant to perform an external competitive market faculty salary assessment (“External Study”). The study results were made available on July 25, 2007. The external consultant made suggestions to Minnesota State regarding the peer group to be used for this study and the parties then agreed upon the peer groups. The External Study compared St. Cloud State University and Minnesota State University Mankato to National Public Masters I institutions that participated in the 2005-2006 CUPA National Faculty Survey and that had more than 10,000 students. The External Study compared the remaining five state universities to National Public Masters I institutions that participated in the 2005-2006 CUPA National Faculty Survey and that had 3000 -10,000 students.

No actions were taken as a result of the External Study.



Question:

When was the most recent internal equity study of faculty salaries completed? Were any inequities found? Were any challenges made by employees? How were these resolved?

Response:

Minnesota State retained an external consultant to perform a study of internal equity relative to its state university faculty ("Internal Study"). The results of the Internal Study were made available on July 25, 2007. No statistically significant differences in salaries were found between protected class faculty and white males. Similarly, sex was not a statically significant predictor of salary at six of the seven state universities. At one state university, sex was found to be a statistically significant factor in the variation of salaries. The state universities adjusted a set of salaries, which eliminated the issue. No formal challenges to the results of the study were made by employees.

Question:

The description says that the goal of the study is to "analyze internal equity." Does this mean that no external benchmarking or competitive assessment is included in the study?

Response:

Yes, no external benchmarking or competitive assessment is included in the study.

Question:

What type of meetings and with whom are envisioned for the August 15 - 22 dates? Will there be a centralized location, or will the consultant hold meeting at each campus?

Response:

Two types of meetings with the consultant are envisioned. First one or more meetings with the salary review committee ("SRC"), a committee made up of faculty and management representatives, to discuss the consultant's proposed methodology, to seek the consultant's guidance on the handling of the data base issues, and so that the SRC member's may ask other general study related questions. A second meeting between the consultant and Toni Munos may take place to work through any logistical questions relative to communications, payment, etc., that the consultant may have.

Question:

The RFP states at page 6 that “The System Office desires to enter into a contract with the successful vendor effective on or about June 9, 2017.” Is this a typo?

Response:

Yes. The correct date is referenced in the timeline found on page 5 of the RFP. The System Office desires to enter into a contract with the successful vendor effective on or about August 11, 2017.

Question:

To confirm the vendor will run an internal equity analysis (separately for each of the seven state universities) using the data from FY 2011 to identify disparities and then run an analysis using the data from FY 2016 and determine the extent to which over the five year period disparities have been addressed and new disparities have arisen?

Response:

The purpose of the analysis of FY 2011 data is to determine relative influence of the identified independent variables on the dependent variable, salary. This analysis will be conducted separately for each of the seven state universities, and across the system (all seven state university together).

The purpose of the analysis of FY 2016 data is two-fold: i) to determine relative influence of the identified independent variables on the dependent variable, salary; and ii) to determine whether race or gender are statistically significant factors in determining faculty salaries. With respect to the first purpose, the analysis will be conducted separately for each of the seven state universities, and across the system (all seven state university together). With respect to the second purpose, the race and gender analysis, the analysis will be conducted separately for each of the seven state universities, but will not be conducted across the system. The vendor is not being asked to compare the results of the FY 2011 and the FY 2016 analysis.

Question:

Is the SRC responsible for the completeness and integrity of the data from each of the measurement years?

Response:

Yes.

Question:

Will the SRC or Minnesota State provide the vendor with the data in the format the vendor requires?

Response:

Minnesota State will use good faith efforts to do so.

Question:

Reference is made Appendix D. Will you provide a copy of Appendix D?

Response:

The reference to Appendix D, which is found in Exhibit E, is a typo. The document being referred to was attached to the RFP as Exhibit F.