

2017 Staff Congress Staff Salary Increase Priorities Survey Final Results 1/26/2017

Background

As a corollary to the similar survey issued by the Faculty Senate Budget Committee in fall 2016, Staff Congress surveyed NKU staff to ascertain their priorities for division of a salary increase pool, when one becomes available. These results are being submitted for consideration by the president's executive team as we proceed through the 2017-18 budget planning process.

Definitions

Four choices for salary increase allocation were provided in the survey, using definitions obtained from Lori Southwood, Senior Director of Human Resources:

- **MERIT:** a performance-based increase awarded at the end of the annual evaluation period for meeting or exceeding performance standards established for the evaluation period. The purpose of merit increase is to reward performance and contributions.
- **ACROSS THE BOARD:** a pay increase which provides wage or salary increase (in dollar or percentage terms) to all eligible employees in the same way.
- **COMPRESSION ADJUSTMENT:** increases would be allocated to address the situation which can occur when there are small differences in pay and/or grade between employees, but significant differences in their skills, job level or qualifications; an example would be when the pay of one or more employees is very close to the pay of more experienced employees who hold the same job.
- **EQUITY ADJUSTMENT:** a pay change outside of the normal salary programs (reclassification, merit increase, etc.). Equity increases generally correct a salary issue or address salary inequities such as: correcting internal salary equity/compression between positions of comparable worth; analyzing external equity to ensure an employee's salary reflects the average salary of similar positions in the market; and retention of key individuals whose experience or special skills are uniquely critical to a program or to the completion of high priority projects.

Survey Response Details

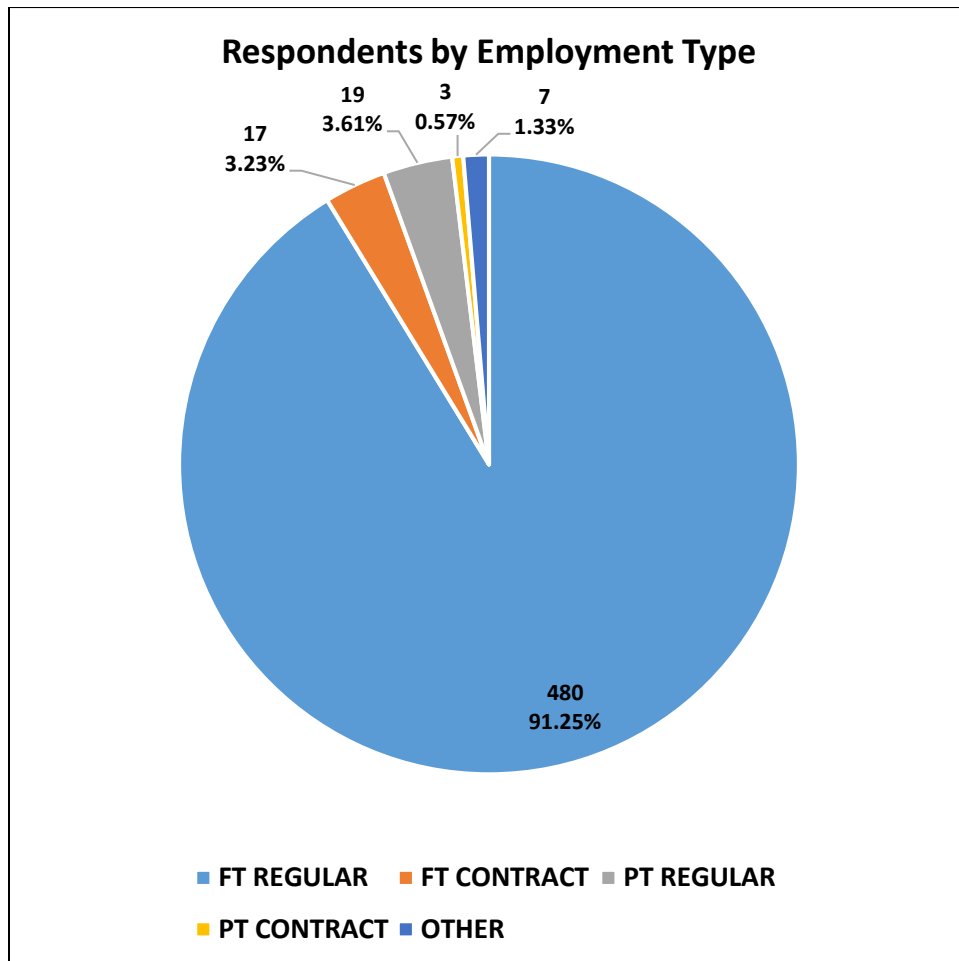
- 526 participants overall, representing approximately 58% of the 909 total staff at NKU.
- 473 responses to the ranking question were valid, due to an apparent "bug" in Qualtrics:
 - 53 responses *appear* to have not prioritized the choices, resulting in blank responses to those questions; follow-up testing revealed a quirk in the software which gives blank results if the options are not actually clicked and moved, which could happen if the respondent likes them in exactly order in which they appear and, therefore, doesn't move them before clicking submit.
 - Under this assumption alone, the 53 responses could have been coded as if the respondent ranked the items in the order they appeared: Merit – 1, Across-the-Board – 2, Compression – 3, Equity – 4. However, anecdotal evidence indicates there were at least some respondents who clicked the button at the bottom of the survey page with the expectation of being taken to a next page where they would rank the items; no such page existed, and clicking the button submitted

the survey. This means at least some of the 53 responses may not have intended to rank the items as they appeared. Therefore, consistent with common survey analysis practices, these 53 results are excluded from the ranking data presented.

- This is particularly important to note because the top two overall selections, Across-the-Board and Merit, differ by only 28 responses. While they would still be the top two, if any respondents who did not move the items would have changed the order, the exact rank could change to Merit first and Across-the-Board second.
 - Qualtrics offers alternate ways to allow rank ordering, so the drag-and-drop method will be avoided in the future.
- The charts and numerical summaries on the following pages describe the various data collected according to staff classification, vice presidential division, and salary increase priority ranking.

Respondents by Employment Type

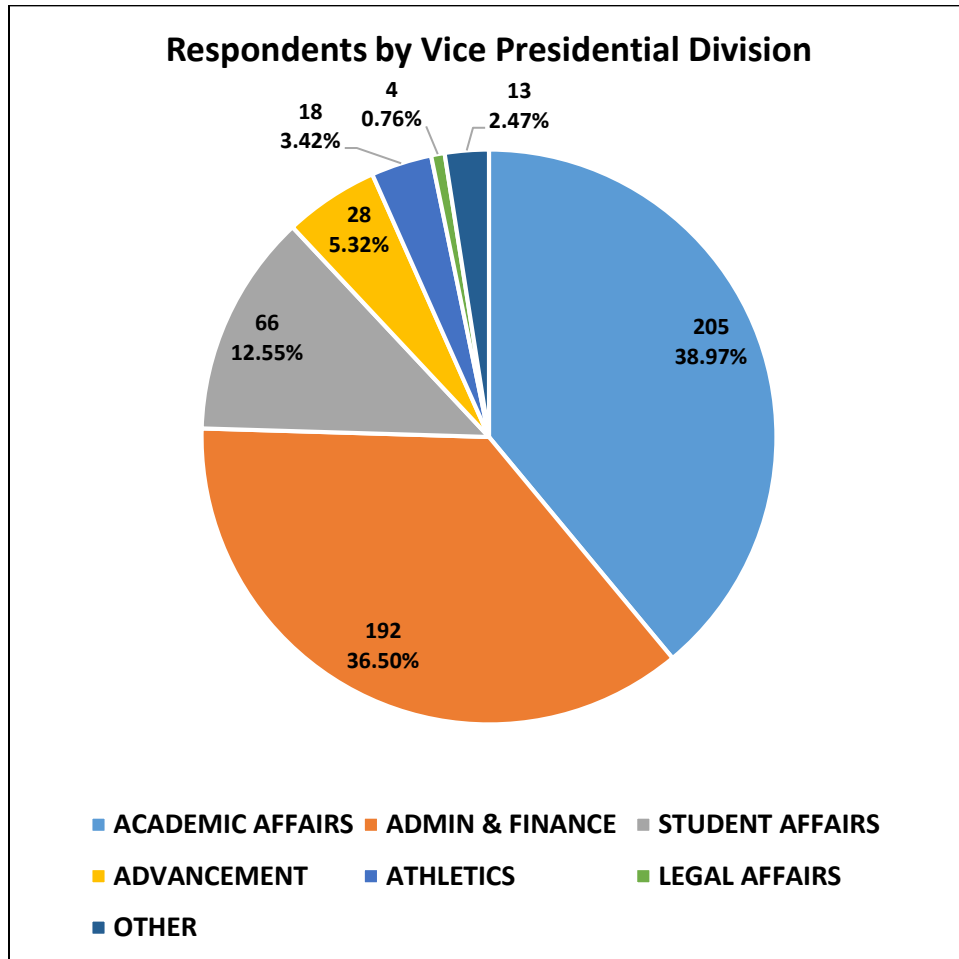
- The 526 participants describe themselves according to these employment types:
 - 480 Full-time regular (91.25%)
 - 19 Part-time regular (3.61%)
 - 17 Full-time contract (3.23%)
 - 3 Part-time contract (0.57%)
 - 7 Other (1.33%), comprising 1 retiree, 2 adjunct faculty, 1 facilities management employee, and 2 blank responses



- The numbers below represent participation rates of NKU employees in each employment type:
 - Full-time regular: 480 of 821 = 58.47% participated
 - Part-time regular: 19 of 31 = 61.29% participated
 - Full-time contract: 17 of 43 = 39.53% participated
 - Part-time contract: 3 of 14 = 21.43% participated

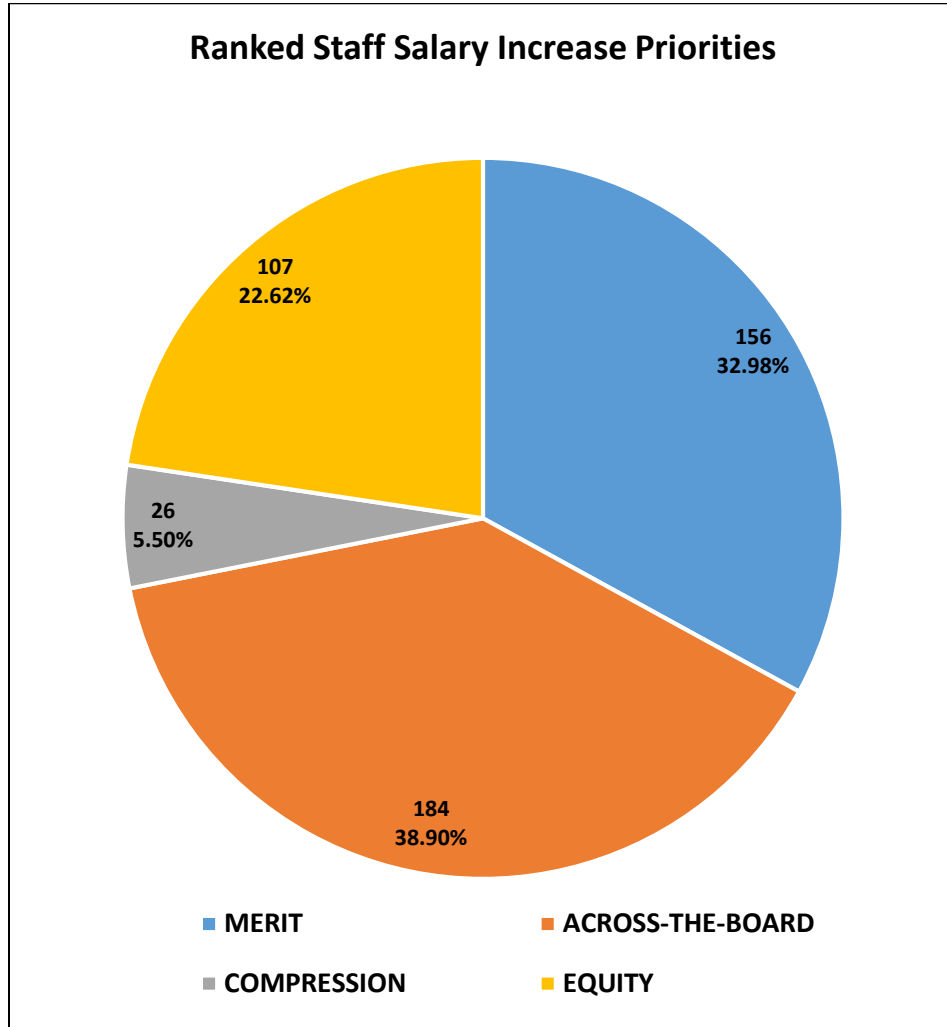
Respondents by Vice Presidential Division

- The 526 participants represent the following vice presidential divisions:
 - 205 Academic Affairs (38.97%)
 - 192 Administration & Finance (36.50%)
 - 66 Student Affairs (12.55%)
 - 28 University Advancement (5.32%)
 - 18 Intercollegiate Athletics (3.42%)
 - 4 Legal Affairs & General Counsel (0.76%)
 - 13 Other (2.47%)



Ranked Staff Salary Increase Priorities - Overall

- The 473 participants submitting valid responses ranked their #1 priority for salary increases as:
 - Across-the-Board: 184 respondents (38.90%)
 - Merit: 156 respondents (32.98%)
 - Equity Adjustment: 107 respondents (22.62%)
 - Compression Adjustment: 26 respondents (5.50%)

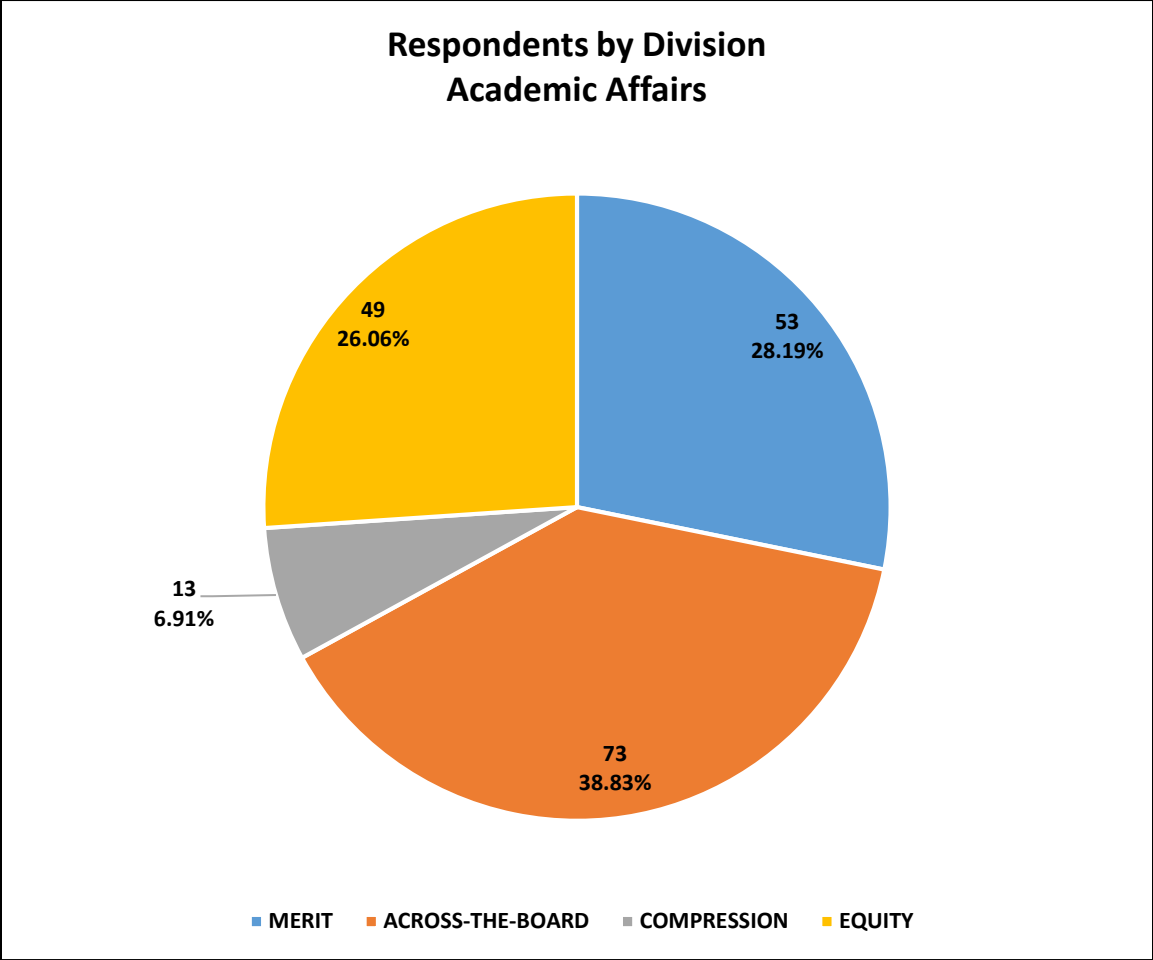


- The charts and tables on the following pages break down the results by vice presidential division, to provide an additional perspective for division heads.

Ranked Staff Salary Increase Priorities by Vice Presidential Division – Academic Affairs

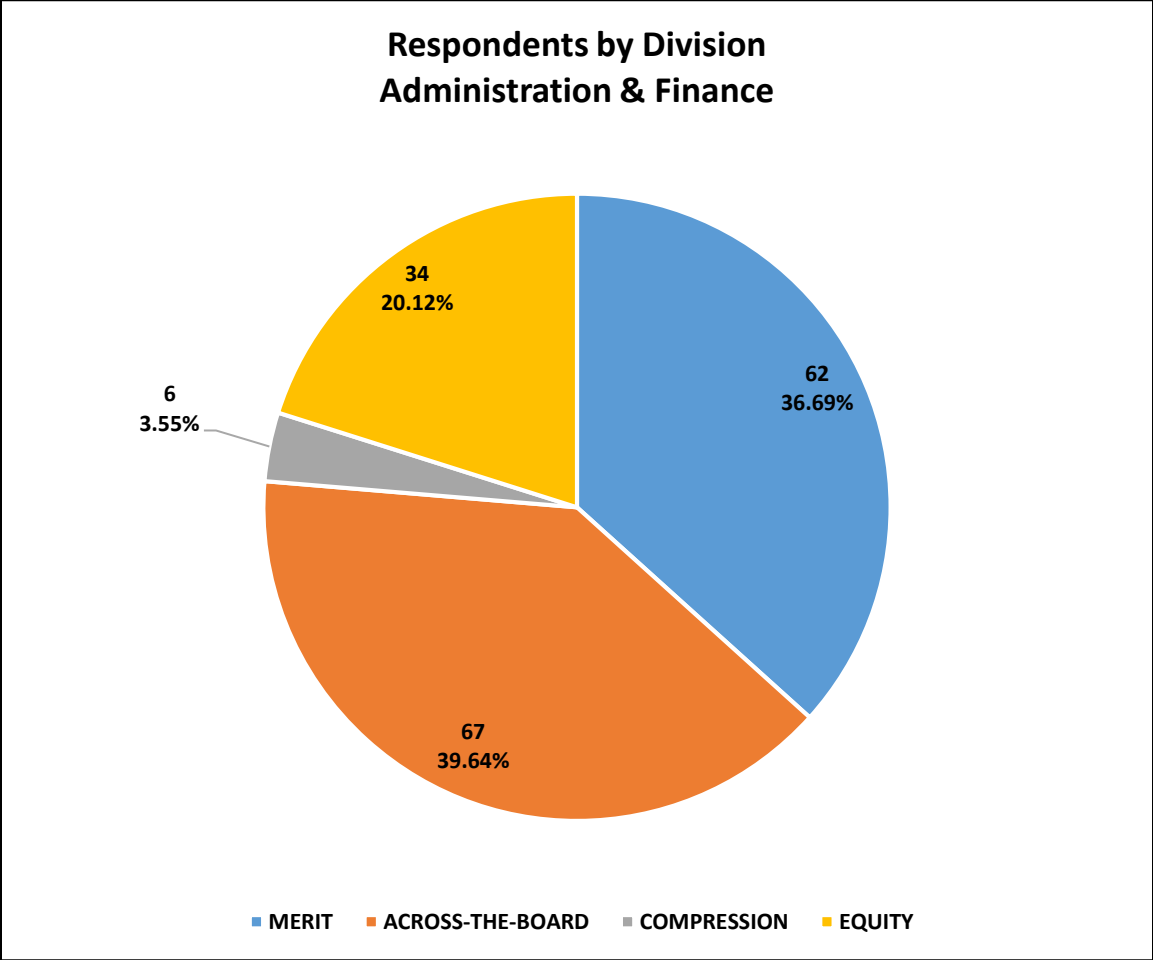
- Across-the-Board: 73 respondents (38.83%)
- Merit: 53 respondents (28.19%)
- Equity Adjustment: 49 respondents (26.06%)
- Compression Adjustment: 13 respondents (6.91%)

**Total 99.99% due to rounding*



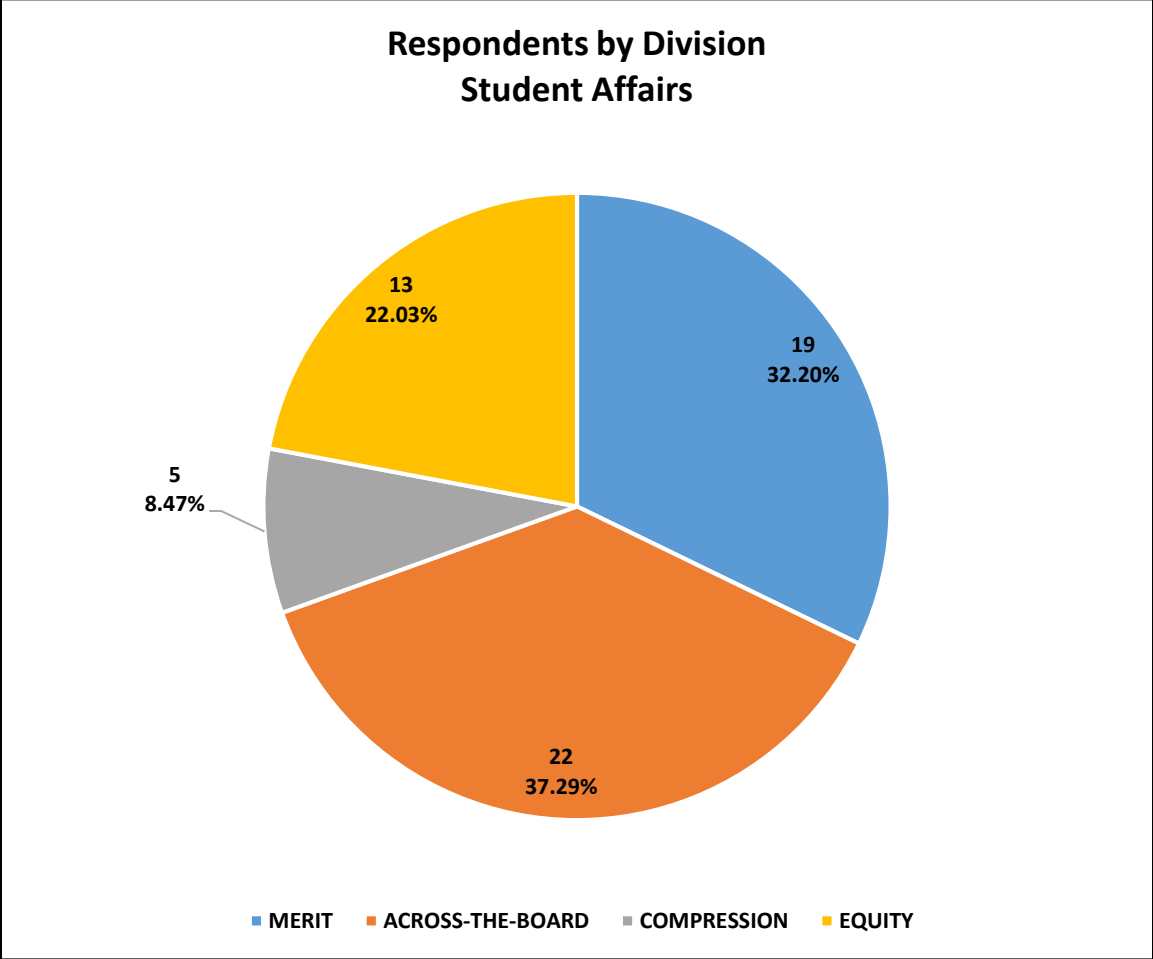
Ranked Staff Salary Increase Priorities by Vice Presidential Division – Admin & Finance

- Across-the-Board: 67 respondents (39.64%)
- Merit: 62 respondents (36.69%)
- Equity Adjustment: 34 respondents (20.12%)
- Compression Adjustment: 6 respondents (3.55%)



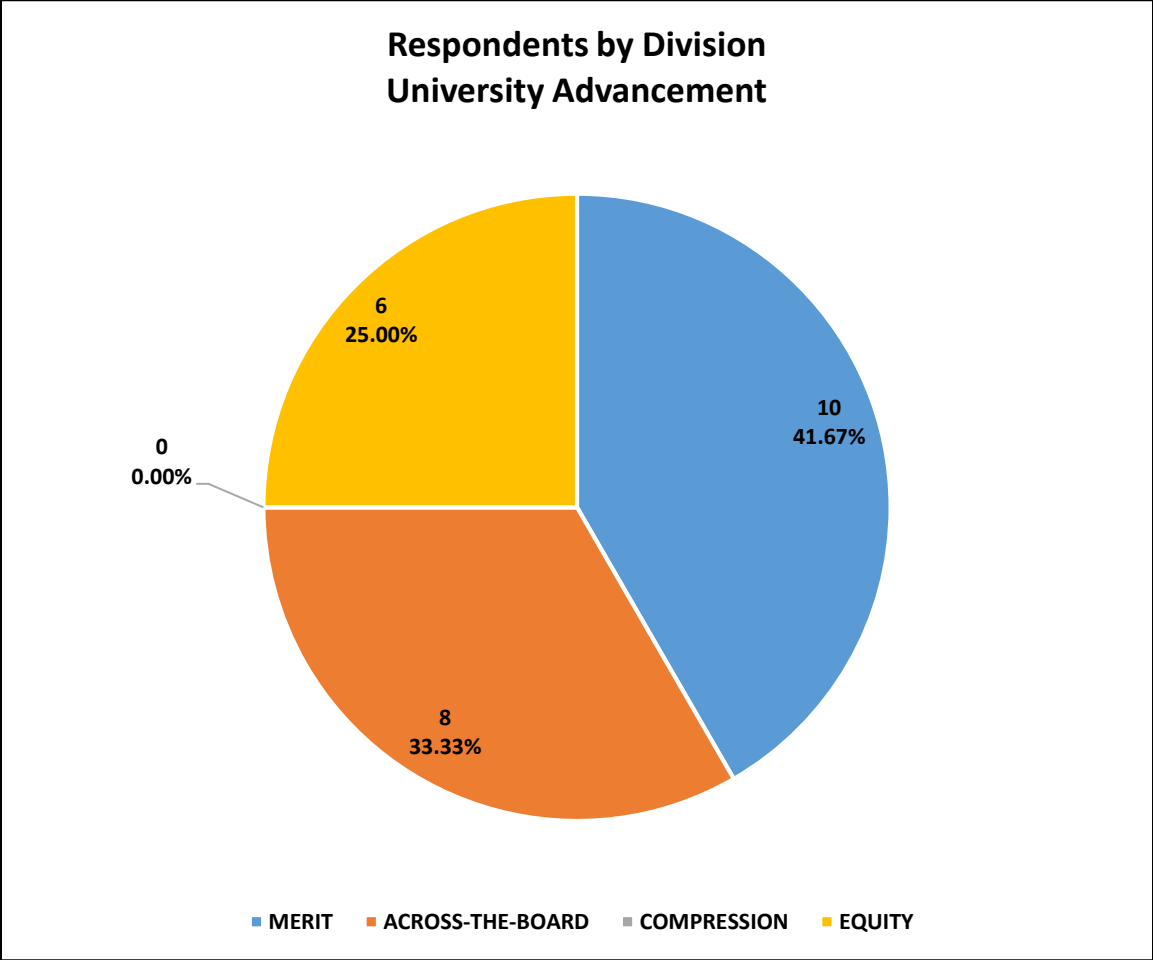
Ranked Staff Salary Increase Priorities by Vice Presidential Division – Student Affairs

- Across-the-Board: 22 respondents (37.29%)
 - Merit: 19 respondents (32.20%)
 - Equity Adjustment: 13 respondents (22.03%)
 - Compression Adjustment: 5 respondents (8.47%)
- *Total 99.99% due to rounding*



Ranked Staff Salary Increase Priorities by Vice Presidential Division – University Advancement

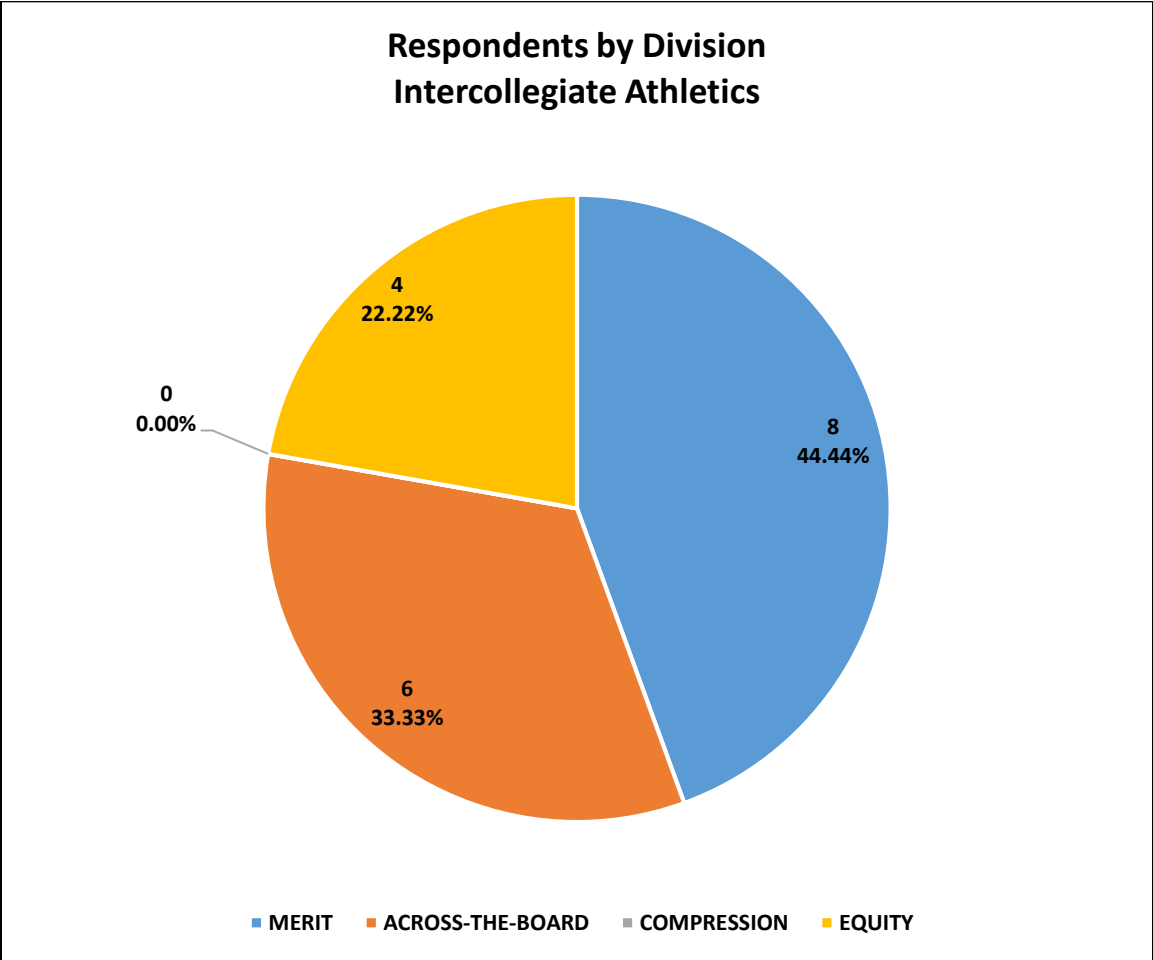
- Merit: 10 respondents (41.67%)
- Across-the-Board: 8 respondents (33.33%)
- Equity Adjustment: 6 respondents (25.00%)
- Compression Adjustment: 0 respondents (0%)



Ranked Staff Salary Increase Priorities by Vice Presidential Division – Intercollegiate Athletics

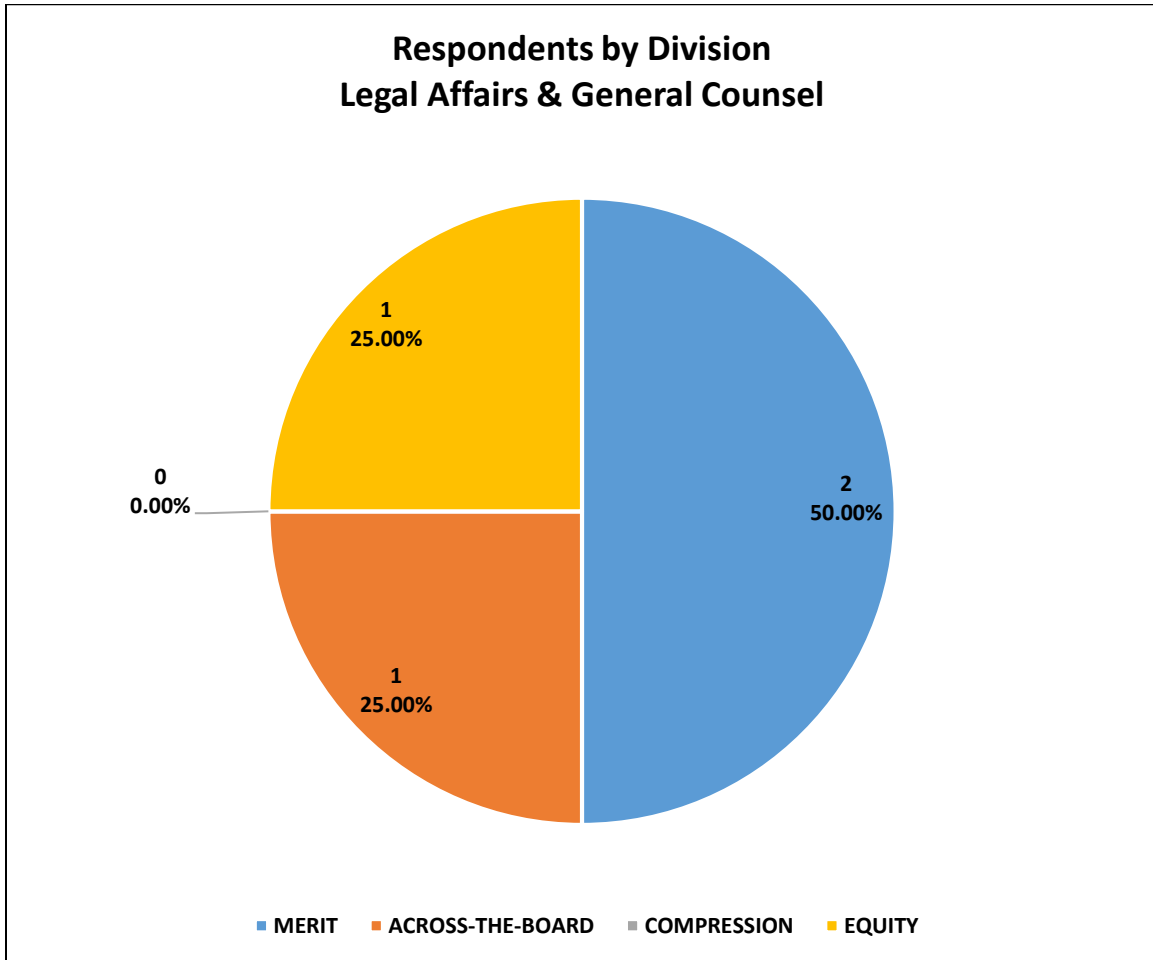
- Merit: 8 respondents (44.44%)
- Across-the-Board: 6 respondents (33.33%)
- Equity Adjustment: 4 respondents (22.22%)
- Compression Adjustment: 0 respondents (0%)

**Total 99.99% due to rounding*



Ranked Staff Salary Increase Priorities by Vice Presidential Division – Legal Affairs

- Merit: 2 respondents (50.00%)
- Across-the-Board: 1 respondent (25.00%)
- Equity Adjustment: 1 respondent (25.00%)
- Compression Adjustment: 0 respondents (0%)



Ranked Staff Salary Increase Priorities by Vice Presidential Division – Other (unidentified)

- Across-the-Board: 7 respondents (63.64%)
- Merit: 2 respondents (18.18%)
- Compression Adjustment: 2 respondents (18.18%)
- Equity Adjustment: 0 respondents (0%)

