

**1. Please rank by importance the following areas of possible non-classified staff salary raises over the next fiscal year (1 being most important and 3 being least important):**

	1	2	3	Rating Average	Rating Count
Cost of Living Adjustment (COLA)	<b>64.5% (71)</b>	16.4% (18)	19.1% (21)	1.55	110
Equity Pool (including amount, if needed, to correct salary compression)	19.1% (21)	<b>52.7% (58)</b>	28.2% (31)	2.09	110
Merit Pool (added benefit based on performance)	16.4% (18)	30.9% (34)	<b>52.7% (58)</b>	2.36	110
<b>answered question</b>					<b>110</b>
<b>skipped question</b>					<b>1</b>

**2. Please rank by importance the following areas of possible non-classified staff salary raises over the next 5 years (1 being most important and 3 being least important):**

	1	2	3	Rating Average	Rating Count
Cost of Living (COLA)	<b>57.3% (63)</b>	25.5% (28)	17.3% (19)	1.60	110
Equity Pool (including amount, if needed, to correct salary compression)	24.5% (27)	<b>50.0% (55)</b>	25.5% (28)	2.01	110
Merit Pool (added benefit based on performance)	18.2% (20)	24.5% (27)	<b>57.3% (63)</b>	2.39	110
<b>answered question</b>					<b>110</b>
<b>skipped question</b>					<b>1</b>

**3. What non-monetary perks would interest you, if any?**

	<b>Response Count</b>
	68
<b>answered question</b>	<b>68</b>
<b>skipped question</b>	<b>43</b>

**4. Please describe any concerns or issues you have about non-classified staff salaries that you would like the Staff Senate Compensation Committee to consider.**

	<b>Response Count</b>
	51
<b>answered question</b>	<b>51</b>
<b>skipped question</b>	<b>60</b>



### Q3. What non-monetary perks would interest you, if any?

1	Ability to purchase reserved parking space More tickets available for performances - free tickets are limited to 3 performances	Apr 19, 2013 12:04 PM
2	Free parking	Apr 19, 2013 10:53 AM
3	Something simple - like vouchers for a free coffee at Starbucks. That says "we appreciate you" at a relatively low cost - and who can't use a little caffeine pick-me-up on the house every now & again!	Apr 19, 2013 10:36 AM
4	Time off.	Apr 19, 2013 10:17 AM
5	VEHICLES	Apr 19, 2013 9:19 AM
6	True recognition and acknowledgement of excellent work, other than just sending a default message email with the same message to everybody. "I appreciate all you do".	Apr 19, 2013 9:18 AM
7	Health insurance	Apr 18, 2013 11:38 AM
8	one day off each week	Apr 18, 2013 11:23 AM
9	none	Apr 18, 2013 9:08 AM
10	Better insurance benefits and time off work other than vacation / sick leave.	Apr 18, 2013 8:28 AM
11	Nothing is non-monetary. The one thing I'd like the Staff Senate to champion is for the university to reinstate the retiree benefit eliminated when Rita Fleming presented false information to a former Board. She said that retiree benefit was too much of a liability and adversely affected our bond rating. Now we know our bond rating was in trouble because of mismanagement of our finances. The benefit should be reinstated for all UCA retirees. Simply put, It was removed unfairly and should be reinstated.	Apr 17, 2013 4:14 PM
12	Pay for continued education for a degree in my current job status.	Apr 17, 2013 12:17 PM
13	To earn more sick or vacation time. To earn a three day weekend(Friday, Saturday, Sunday. or Saturday. Sunday, Monday)	Apr 17, 2013 11:36 AM
14	Ability to borrow from TIAA-CREF account. Pay for some or all unused sick leave on retirement.	Apr 17, 2013 11:04 AM
15	Assigned Parking Space or Free Parking. Early off on Holidays or Fridays.	Apr 17, 2013 10:58 AM
16	Year-end cash-out for sick time not used. This would cut way down on lost productivity/inefficiency.	Apr 17, 2013 10:54 AM
17	Free Coffee in Breakroom	Apr 17, 2013 10:38 AM
18	flex time, work at home options	Apr 17, 2013 10:36 AM
19	Compensatory time even to those that supervise employees.	Apr 17, 2013 10:22 AM
20	Lower parking fee. Increase UCA match on TIAA- Cref employees to be closer to Teacher employees. Limited but some free visits to cafeteria. Maybe bear bucks	Apr 17, 2013 10:14 AM

### Q3. What non-monetary perks would interest you, if any?

	credits. Be creative to make UCA a better place to work.	
21	market based perks relative to peers in the industry	Apr 17, 2013 10:14 AM
22	work from home options cross-training & career progression role models	Apr 17, 2013 10:13 AM
23	A 4 day work week or flex time, campus wide. It happens in the University HR office and seems to work well.	Apr 17, 2013 10:09 AM
24	More vacation days	Apr 17, 2013 9:53 AM
25	Meals in cafeteria - a few per semester.	Apr 17, 2013 9:51 AM
26	Flex-Time office schedules. Especially in the summer.	Apr 17, 2013 9:47 AM
27	Free parking after 10yrs of service to the university	Apr 17, 2013 9:44 AM
28	time off for working overtime	Apr 17, 2013 9:44 AM
29	Training, ie Conferences No Insurance Premium Increases Early closing near holidays	Apr 17, 2013 9:44 AM
30	Option to sell extra vacation hours back to the university.	Apr 16, 2013 4:44 PM
31	better employee wellness programs	Apr 16, 2013 12:28 PM
32	Flexible work schedule, upgraded computer/office equipment	Apr 16, 2013 10:46 AM
33	free parking	Apr 16, 2013 10:18 AM
34	All offices to have the option of working 4 days 10 hours per day.	Apr 16, 2013 8:43 AM
35	Day-care for children of employees, flexible work hours during the week, and four day weeks during the summer.	Apr 16, 2013 8:34 AM
36	None	Apr 15, 2013 1:55 PM
37	Training programs to aid in career development for various career paths; flexible working arrangements; on campus/ off campus mentoring program; on site or subsidized childcare; campus wide staff activities (kickball games, softball games, etc); a well stocked employee break room area; promotion opportunities.	Apr 15, 2013 1:48 PM
38	extra vacation time	Apr 15, 2013 1:27 PM
39	Working 4 10 hour days This is done in some areas od campus now. As long as each department has the area covered I think it should be left up to each department. This would allow people to spend less on fuel each month.	Apr 15, 2013 12:36 PM
40	Increased professional development opportunities and a universal evaluation, so I can know how I am doing in my job and what I need to improve.	Apr 15, 2013 12:17 PM
41	Fridays off in the summer. Free employee education. Earn volunteer hours monthly. cafe lunch discount. yearly clothing stipend for those positions who represent UCA in the public.	Apr 15, 2013 11:49 AM

**Q3. What non-monetary perks would interest you, if any?**

42	cross-training and career progression (job shadow). volunteer hours given each semester for employee use. Flexible working hours (come in early, leave early etc)	Apr 15, 2013 11:14 AM
43	I'm sure might be some worthwhile benefits, but I can't think of anything right now besides what we are already granted.	Apr 15, 2013 11:11 AM
44	Free parking, increase in amount of time off in summer or holidays	Apr 15, 2013 11:00 AM
45	Reserved parking space	Apr 15, 2013 10:43 AM
46	Starting with a permanent annual COLA, looking at equity, and THEN focusing on improving health benefits, dental benefits, and finally funding for professional development all are significant needs at UCA.	Apr 15, 2013 10:38 AM
47	I would like to be paid at least HALF of the market value of what I should make. Jeez. Stop giving all those administrators huge salaries/raises and stop creating new positions for high paid positions.	Apr 15, 2013 10:17 AM
48	Working in the basement of McCastlian Hall is difficult when staff are forced to deal with sewage orders and frequent flooding. I hope one day that financial aid staff can work in a nicer facility because we service over 70% of the students at UCA.	Apr 15, 2013 10:16 AM
49	big discounts on concerts and events. Free meals, gifts such as bags, note pads with our names and UCA Logo, Higher discounts in the Bookstore (40% always)	Apr 15, 2013 9:22 AM
50	n/a	Apr 15, 2013 9:15 AM
51	1) Free access to the HPER center and/or pool for immediate family members, 2) free parking	Apr 15, 2013 8:57 AM
52	lower insurance rates....tickets to Reynolds Events...food vouchers....staff picnics such as the upcoming fish fry	Apr 15, 2013 8:50 AM
53	Some kind of protection that would guarantee a parking space that would justify having to pay to park.	Apr 15, 2013 8:44 AM
54	I like the Healthy UCA program	Apr 15, 2013 8:38 AM
55	Closing Campus During certain breaks, Spring Break, etc.	Apr 15, 2013 8:27 AM
56	more vacation days	Apr 15, 2013 8:22 AM
57	Increase in vacation hours accrued after 2 years instead of 3	Apr 15, 2013 8:16 AM
58	University-wide focus on retention	Apr 15, 2013 8:06 AM
59	vacation time	Apr 15, 2013 7:37 AM
60	Free faculty/staff parking	Apr 14, 2013 10:27 PM
61	Assigned and reserved staff parking	Apr 14, 2013 9:56 PM

**Q3. What non-monetary perks would interest you, if any?**

62	flex time	Apr 14, 2013 9:03 PM
63	Offices closed during spring break!	Apr 14, 2013 8:56 PM
64	Free parking	Apr 14, 2013 8:00 PM
65	For the tuition fee waiver for family to go towards undergraduate and graduate work	Apr 14, 2013 6:57 PM
66	work from home options, professional development opportunities to increase skills, support staff training that would assist and support supervisors in management of offices (punctuality, positive attitudes, understanding of evaluations, work ethic...)	Apr 14, 2013 3:01 PM
67	UCA does an adequate job with this...no complaints.	Apr 14, 2013 2:50 PM
68	Comp time	Apr 14, 2013 1:27 PM





**Q4. Please describe any concerns or issues you have about non-classified staff salaries that you would like the Staff Senate Compensation Committee to consider.**

1	Equity/compression is a big problem within and across departments. Non-classified salaries need to be compared to those at other state institutions.	Apr 19, 2013 1:00 PM
2	How certain positions compensation or decided and how positions in some departments are paid much more for the same position while others are paid less and there is no means to adjust that to be paid the same amount for comparable positions.	Apr 19, 2013 12:05 PM
3	Lack of consistent COLA	Apr 19, 2013 12:04 PM
4	I few years ago, I was promoted from an advisor to program coordinator position and received about a \$5000 pay increase above my few advisors. It wasn't long before the state adjusted the salaries for classified staff and advisors received about a \$5000 increase. So, now I am making approximately the same salary as the advisors, but with my position and responsibilities. It's been that way for years now and I continue to enjoy my job, but wish salaries for non-classified in this situation would have been adjusted as well.	Apr 19, 2013 10:53 AM
5	While I understand the need to get COLA going again, I think that this needs to be balanced with having some funds available for Equity Pool adjustments starting with this year. Mostly, I just want to say THANK YOU to this committee for doing this selfless work on behalf of your colleagues. YOU ARE AWESOME!!!	Apr 19, 2013 10:36 AM
6	To make equitable salaries it's top priority.	Apr 19, 2013 9:18 AM
7	I am a full-time employee but I have a non-classified staff working for me and he does a tremendous amount of work. He certainly deserves to get health benefits if possible. Thank you for looking into this.	Apr 18, 2013 11:38 AM
8	Staff who stay in their jobs are not compensated for being loyal employees.I know of several individuals who have left uca for a short time only to return ay a much higher salary.	Apr 18, 2013 11:23 AM
9	none	Apr 18, 2013 9:08 AM
10	Everyone thinks of VP's when it comes to not giving non-classified employees raises, but there are employees who are WAY the other end of the pay scale.	Apr 18, 2013 8:28 AM
11	It is important that if you do try and consider equity that you take into consideration years of employment and quality of service. Compression with non-classified staff happened primarily during the Hardin administration when he added people at a level proportionate with his personal bias and not considering existing salary levels of people in similar positions. You should not try and increase non-classified salaries based on compression caused through mismanagement. Equity needs to be handled on a individual basis and cannot be accomplished whole cloth. It needs to be treated evenly and without consideration to personalities. Collegiality rather than popularity is important. Professionalism should be paramount on any merit or equity list.	Apr 17, 2013 4:14 PM
12	I don't feel that the salary is fairly based on knowledge and years of experience. We do not get paid as others do in our surrounding areas.	Apr 17, 2013 12:17 PM

**Q4. Please describe any concerns or issues you have about non-classified staff salaries that you would like the Staff Senate Compensation Committee to consider.**

13	Some salaries are way higher than private industry would pay for same skills (esp. upper managers). Mine is way less than private industry pays, moreover.	Apr 17, 2013 11:04 AM
14	Merit Pool = Good Ol' Boy System	Apr 17, 2013 10:32 AM
15	It would be a positive move in the right direction if there was a merit process in place and salary equity was reviewed and addressed	Apr 17, 2013 10:22 AM
16	salaries and compensation based on merit and in line with peers	Apr 17, 2013 10:14 AM
17	All raises (COLA, Equity, Merit) on equal terms all across the campus for each position regardless of years of service or education levels.	Apr 17, 2013 10:09 AM
18	To my knowledge, there is not a consistent evaluation process for non-classified employees. Raises should be based on merit and derived from a mandatory, fair and consistent evaluation process for every non-classified employee including staff, faculty and administration.	Apr 17, 2013 9:53 AM
19	Salaries compared to our peer institutions in the state. We pay our staff less and lose good people every year because of it.	Apr 17, 2013 9:47 AM
20	Non-classified staff salaries in an academic department are solely dependent on the discretion of the Chair. Job titles come with max salaries, but normally start at a base salary range. The employee has no power to control there on destiny. Non-classified staff should be able to apply for raises every so often, depending on years worked. This could mirror image the application process faculty go through for raises. This will give non-classified staff members incentives to continue doing their best. In my case, my job description doesn't compare to anyone else on campus. I have been told that due to that, they have no clue as to how much I should be getting paid. In my case, I am defined by a job title and not a description. My job description is specialized and does not fit within my job title. Thanks.	Apr 16, 2013 2:52 PM
21	In our area some management are tied together, as in only if another gets a raise will the other mid-management employee get a raise versus each person getting the raise on there own merit.	Apr 16, 2013 2:13 PM
22	I believe the Staff Senate does a wonderful job but sometimes I think the non-classified people get lost in the shuffle. Some think that non-classified people are making lots of money, when in fact, there are a LOT of us who are not in Wingo and do not make a lot of money. You need to remember that we do not automatically get a raise when the legislature says classified employees get a COLA or raise or anything else. I certainly believe that classified employees DESERVE their raise, but some of us non-classifieds are being forgotten.	Apr 16, 2013 10:18 AM
23	The inconsistency in pay for people of the same title.	Apr 16, 2013 8:34 AM
24	Non-Classified salaries are not consistent across departments like classified salaries are.	Apr 15, 2013 4:29 PM
25	In additin to the existing inequities, is the lack of performance evaluation to justify and support merit increases.	Apr 15, 2013 1:55 PM

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26	The majority of non-classified staff members are put on the back burner when it comes to raises. We work just as hard and if not harder than those that are considered classified. "Merit Pool" shouldn't be an option due too some supervisors playing favoritism and not being fair to the other staff members. Favoritism and unfairness in the workplace is illegal and unethical. Thanks!	Apr 15, 2013 1:19 PM
27	Give at least a cost of living each year. I have been at the same salary since July 2006. If I made 60,000 or hire I would not feel the cruch as bad. It is wrong for the adminastation to say no raises foe anyone they you find out that some department head got a raise and they already make over 80,000 a year and those that make under them can get a raise. That not right.	Apr 15, 2013 12:36 PM
28	Salaries are across the board for a "position title," which leads to decreased motivation to excel and take on other responsibilities in our work. There is no evaluation of our output as an employee. We should have regular evaluations and opportunities for raises based on those and our merit. This will produce better workers!!	Apr 15, 2013 12:17 PM
29	retro activate COLA	Apr 15, 2013 11:49 AM
30	I definitely think UCA needs to implement a raise system this year. It is absolutely sad and discouraging that UCA employees have not had raises in years. If UCA wants to stay competitive with other institutions, they should increase pay. I know A LOT of co-workers that are looking for other jobs, outisde of UCA, because of the fact that no one (except upper level management) has gotten a raise in so long. This has got to change, we will lose very talented people if nothing changes. Also, why in the world are we paying people who are basically personal assistants so much money on this campus????!! Politics on this campus are ridiculous.	Apr 15, 2013 11:14 AM
31	UCA salaries seem to be on another scale when compared to some other Arkansas universities of comparable size.	Apr 15, 2013 11:11 AM
32	Look at the titles and salaries of every administrative unit and see how the correspond. You will find gender inequity.	Apr 15, 2013 10:43 AM
33	I do not get regular performance evaluations and never get raises. Because I am non-classified, I seem to get screwed. It's ridiculous. If I were a friend of an admin, my salary would be where it should be. But as I am not; I get screwed. The unfairness and inequity has got to stop. The fat cats have to stop taking UCA for everything it has.	Apr 15, 2013 10:17 AM
34	I have never worked any where so hard for so long without a raise.	Apr 15, 2013 9:44 AM
35	I don't like it that Faculty raises are considered ahead of staff.	Apr 15, 2013 9:22 AM
36	To evaluate the fairness of raises to non-classified employees across the campus (not by department) for completing major projects. For example, many non-classified employees were given raises (to base salary) for their work and time spent to implement Banner. However, not all non-classified employees that worked on that project were given a raise. It all depended upon the departments that had the money. If this continues, UCA will continue to lose well qualified	Apr 15, 2013 9:20 AM

**Q4. Please describe any concerns or issues you have about non-classified staff salaries that you would like the Staff Senate Compensation Committee to consider.**

employees to companies that are willing to recognize the employee's efforts.

- |    |  |                      |
|----|--|----------------------|
| 37 | Recognition and a salary increase to those who have gotten a degree Bachelors or Masters since taking a position. I was told once I received my degree I could have a raise to what the salary the position was originally advertised at. I have gone to my supervisor and was told it wasn't possible due to the budgets being already turned in for next fiscal year.  | Apr 15, 2013 9:15 AM |
| 38 | 1) Some confusion exists about the current procedure for obtaining raises for non-classified staff. If a procedure exists it should be published to the campus.<br>2) Establish some kind of regular raise increase interval for non-classified staff. Some staff have not seen a raise in several years and don't know if/when they will ever see one.  | Apr 15, 2013 8:57 AM |
| 39 | Many times in the past few years, I have felt that as an older, loyal employee I have been pushed aside when younger inexperienced employees have been hired at much higher salaries, with fewer qualifications and responsibilities. These very same employees have to be trained by me for at least a year before they get up to speed, sometimes longer, I have trained 7 full-time staff, 2 supervisors, 30+ graduate assistants, and many student workers. I don't feel that salaries are at all equitable and haven't been for many years. First I was told that I had to have a degree to get a raise. I got one. Then I was told that I needed a Masters degree before I could get a raise. I got one of those too in the very same field that most of my work is centered around. Then after I went to all this expense and taking the time away from my family, i still didn't get my equity raise or even a promotion. I got a minimal raise and I was told then there wasn't enough money for what had been promised to me nor could they give me a promotion of any kind. However, there was enough to hire in another employee making more than me and give a raise to another employee that didn't even have an undergraduate degree. I love UCA, but I'm getting to the stage where my disappointment is starting to affect me. I am six years away from retirement and seriously trying to figure out how I can swing it sooner. I don't want to leave UCA but it makes me very sad to see not only what I have gone through, but other older employees being treated the same way. It is disheartening when promises are not kept. | Apr 15, 2013 8:55 AM |
| 40 | the regularity of raises. We need at a minimum a cola each year  | Apr 15, 2013 8:50 AM |
| 41 | Grant-funded positions need the flexibility to adjust salaries based upon continuing changes in grant requirements and beginning and end dates. There is little incentive to obtain additional grant funding for the university if the salary remains unchanged while the work load increases.   | Apr 15, 2013 8:46 AM |
| 42 | Maybe not such a long period between any increase--but I am grateful for what I have.  | Apr 15, 2013 8:44 AM |
| 43 | Going this long without any sort of adjustment to our salaries while vice presidents are hired with six-figure compensation is galling.  | Apr 15, 2013 8:08 AM |
| 44 | salaries so below what the state allows, not competitive with comparable positions at other Arkansas institutions, hiring practices when the administration and some VPs can opt NOT to utilize search processes, opportunities to   | Apr 15, 2013 8:06 AM |

**Q4. Please describe any concerns or issues you have about non-classified staff salaries that you would like the Staff Senate Compensation Committee to consider.**

	advance at UCA.	
45	i'm falling behind in taking care of my family	Apr 14, 2013 9:03 PM
46	Compare our salaries to other in state universities as well as schools our size from our conference etc.	Apr 14, 2013 8:56 PM
47	Our positions pay considerably less compared to the same positions at other universities in our state.	Apr 14, 2013 8:00 PM
48	Hiring of non-classified positions without searches	Apr 14, 2013 6:34 PM
49	It is important to understand that just because you have a title as a director that it doesn't mean that your position may not carry the same weight or level of responsibility that another director has. For example, a director may have little to no budget responsibility and another director may have responsibility for millions of dollars. In addition, some directors supervise small staff and others much larger staff.	Apr 14, 2013 3:01 PM
50	Equal opportunity and some amount of fairness in salary's. There is some discrimination on this campus and many of us prefer to remain quiet about it.	Apr 14, 2013 2:50 PM
51	Why is emphasis always put on faculty SREB averages and staff salary comparisons never discussed. UCA's non-classified salaries were already way behind those of other state schools before the cash crisis occurred. How can we ever catch up?	Apr 14, 2013 1:21 PM