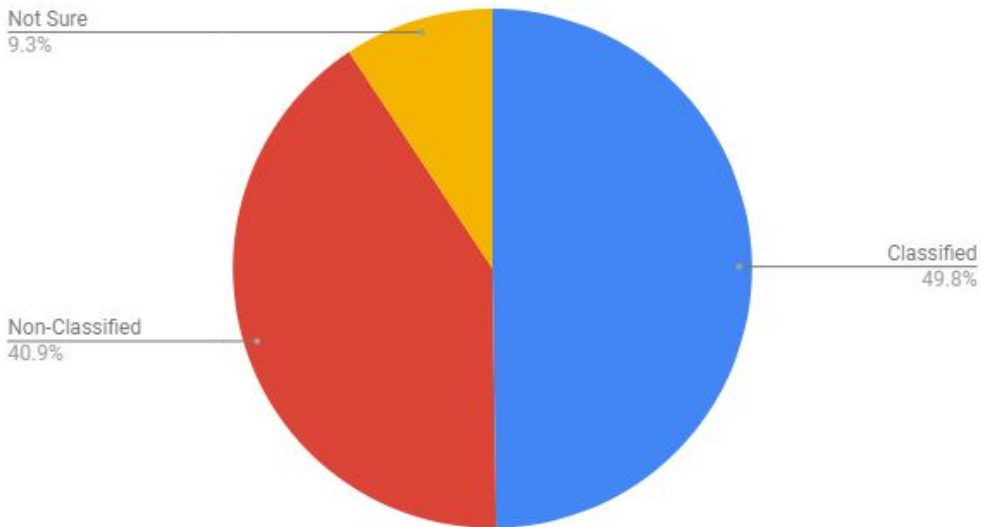


Staff Salary Survey 2018 Report

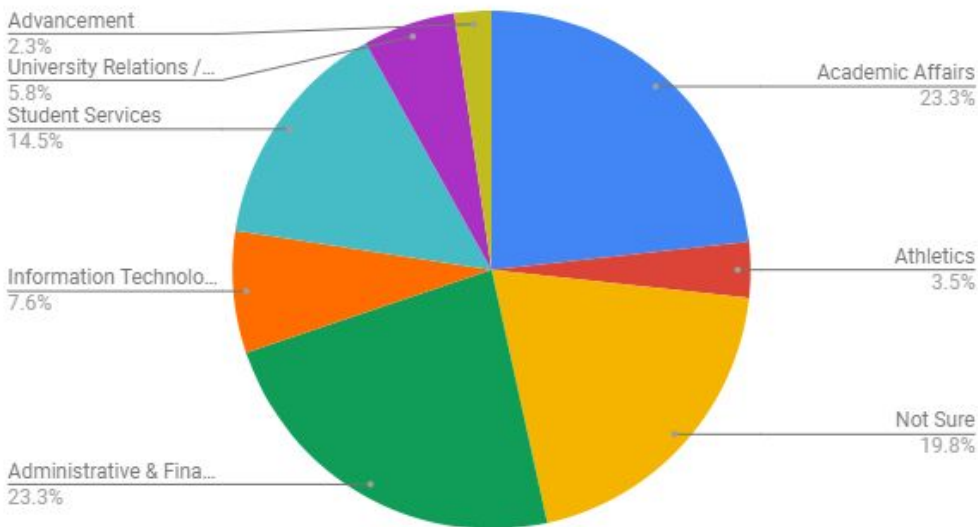
A staff salary survey was conducted in November 2018. The survey was sent to all 890 staff employees identified by HR as of 11/1/18, and 448 responses were received (50% response rate). Information about the respondents is included below.

Respondent Information

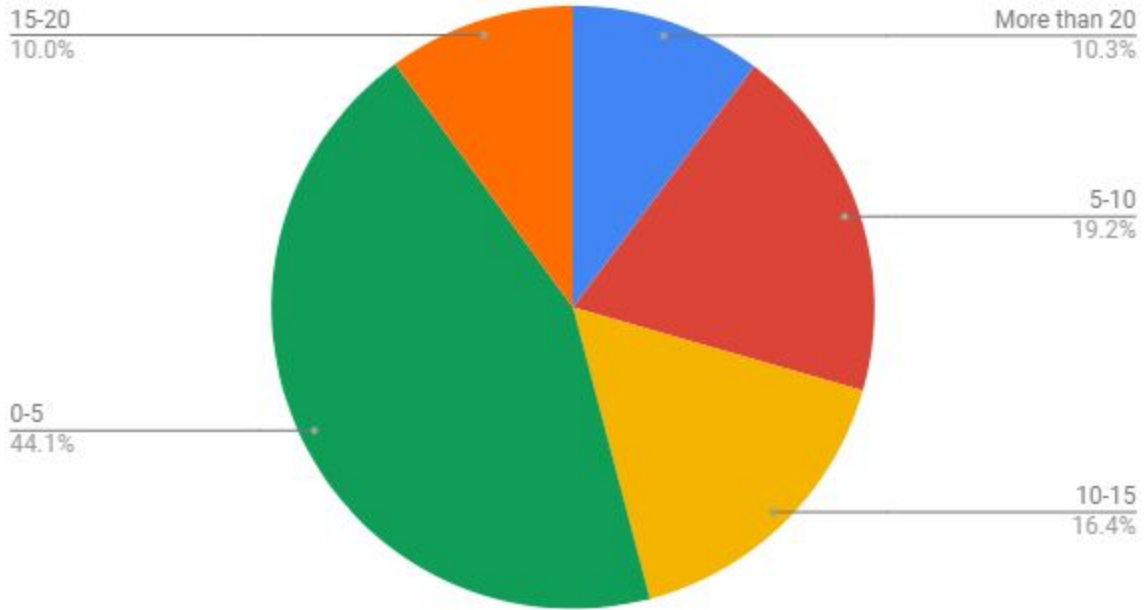
Employee Classification



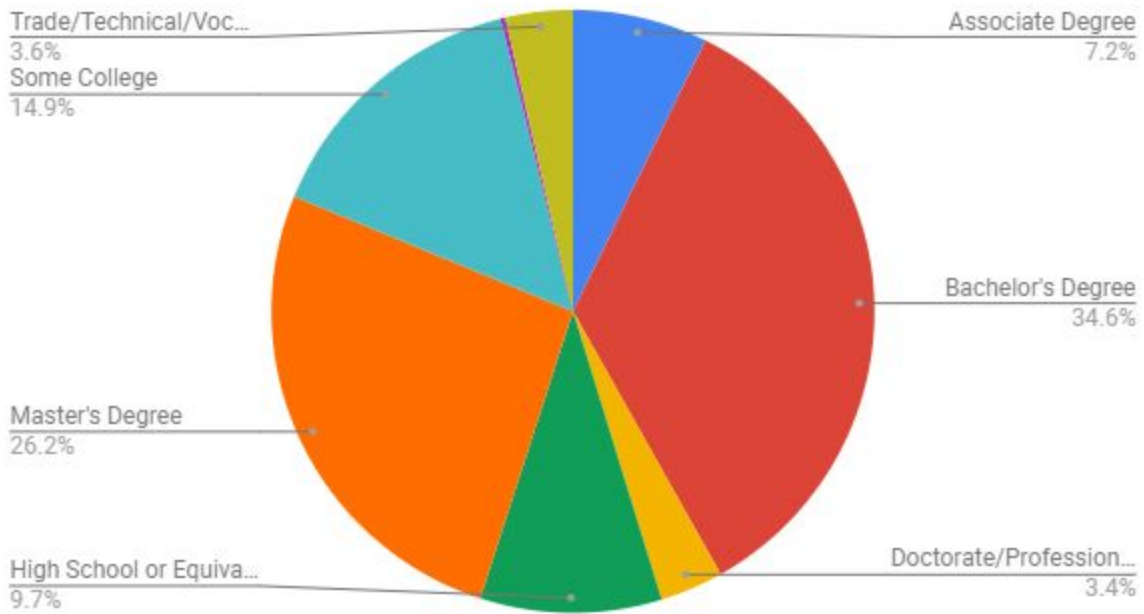
Administrative Division



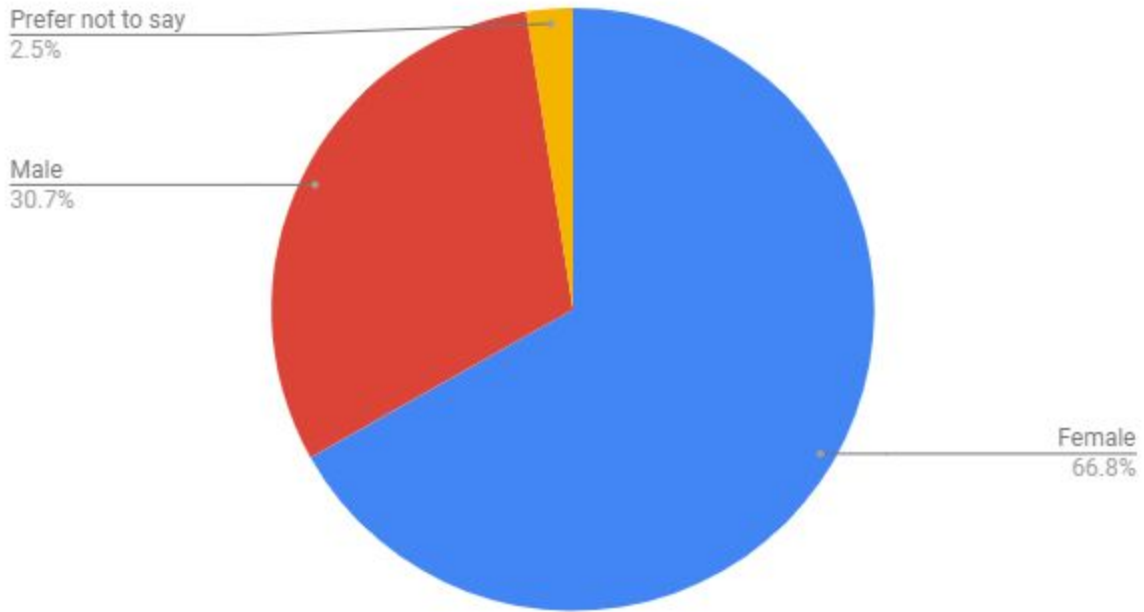
Years Employed at UCA



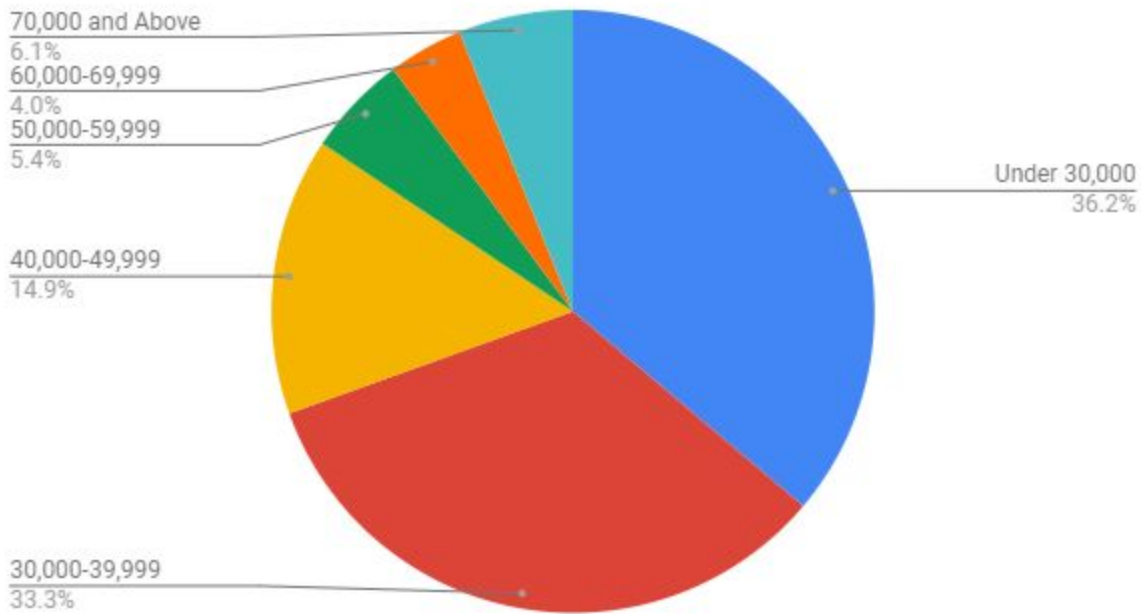
Level of Education



Gender



Current Annual Salary

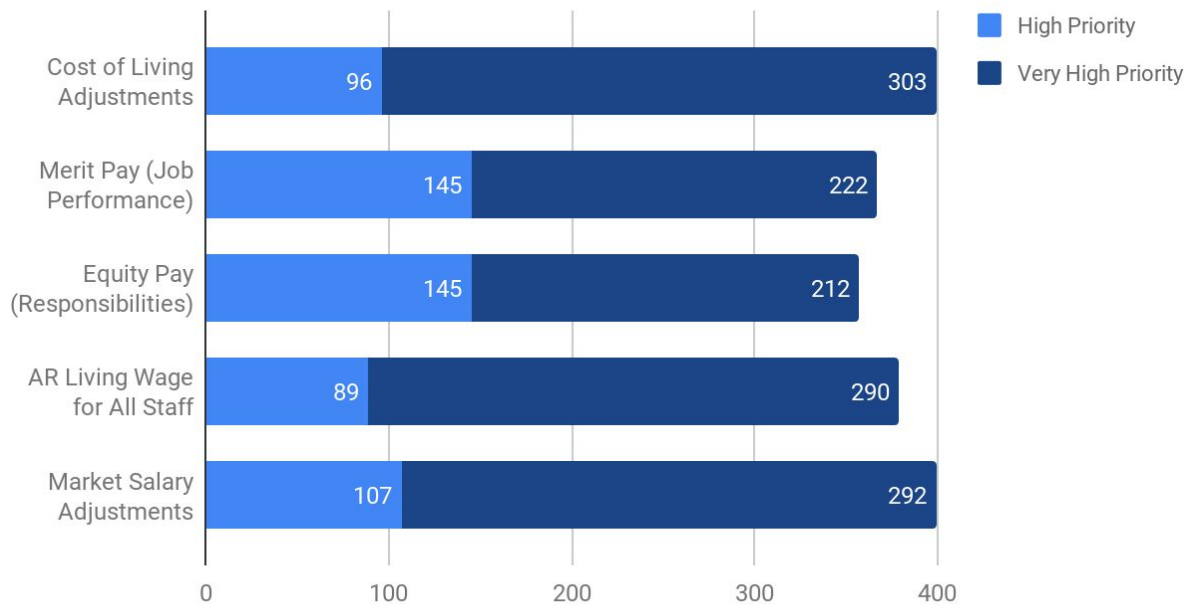


Responses to Questions

The survey asked respondents to rate how high a priority several items were on a scale of 1-5, 1 being not a priority at all and 5 being high priority.

Salary Priorities	Average Score
Cost of Living Adjustments	4.53
Merit Pay for Job Performance	4.25
Equity Pay for Responsibilities	4.23
All Staff Earning an Arkansas Living Wage	4.45
Market Salary Adjustments, Starting with Furthest from the Target Salary	4.51

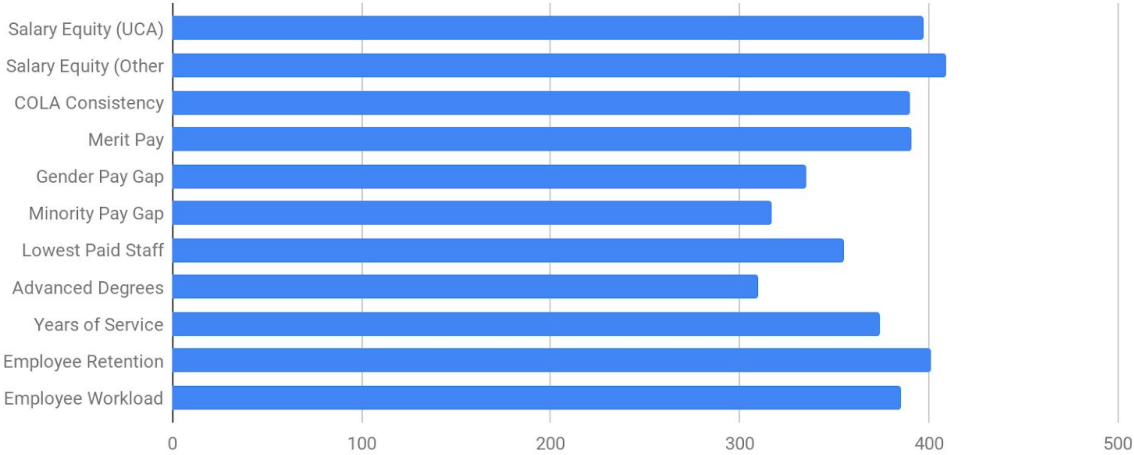
Salary Priorities (High Priority / Very High Priority)



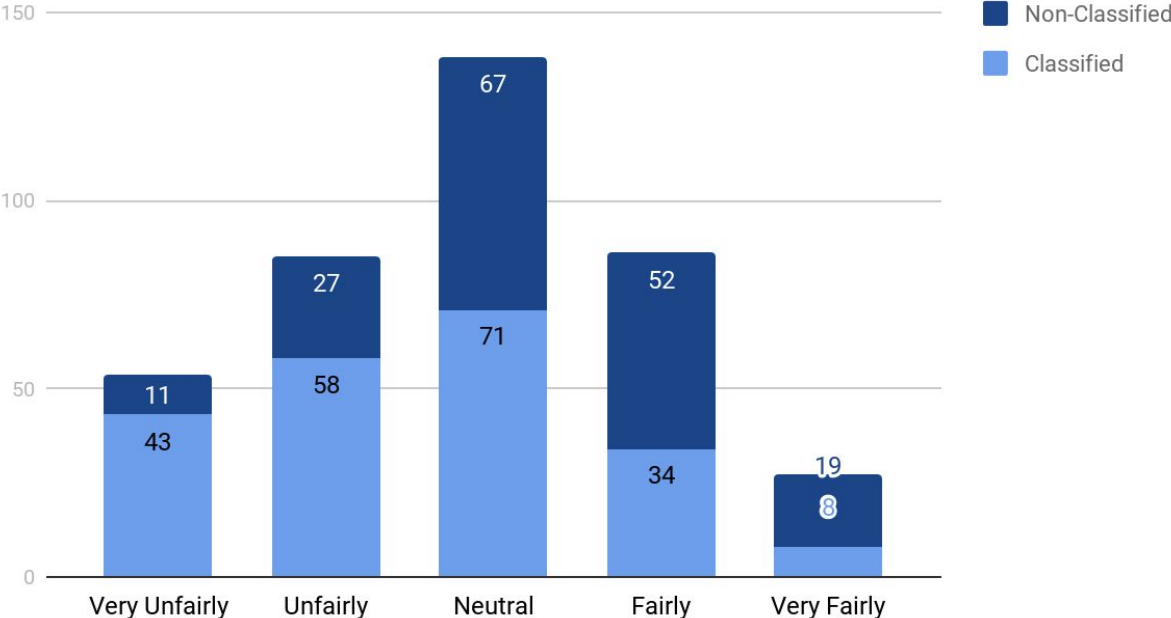
The survey asked respondents to rate the importance of several salary-related concerns on a scale of 1-5, 1 being not important at all and 5 being very important.

Salary Concerns	Average Score
Salary Equity within UCA	4.42
Salary Equity with Other Institutions	4.51
COLA Consistency	4.48
Merit Pay Fairness/Consistency	4.44
Gender Pay Gap	4.14
Minority Pay Gap	4.04
Increased Pay for Lowest-Paid Employees	4.22
Increased Pay for Advanced Degrees	4.00
Increased Pay for Years of Service	4.33
Employee Retention	4.47
Employee Workload	4.39

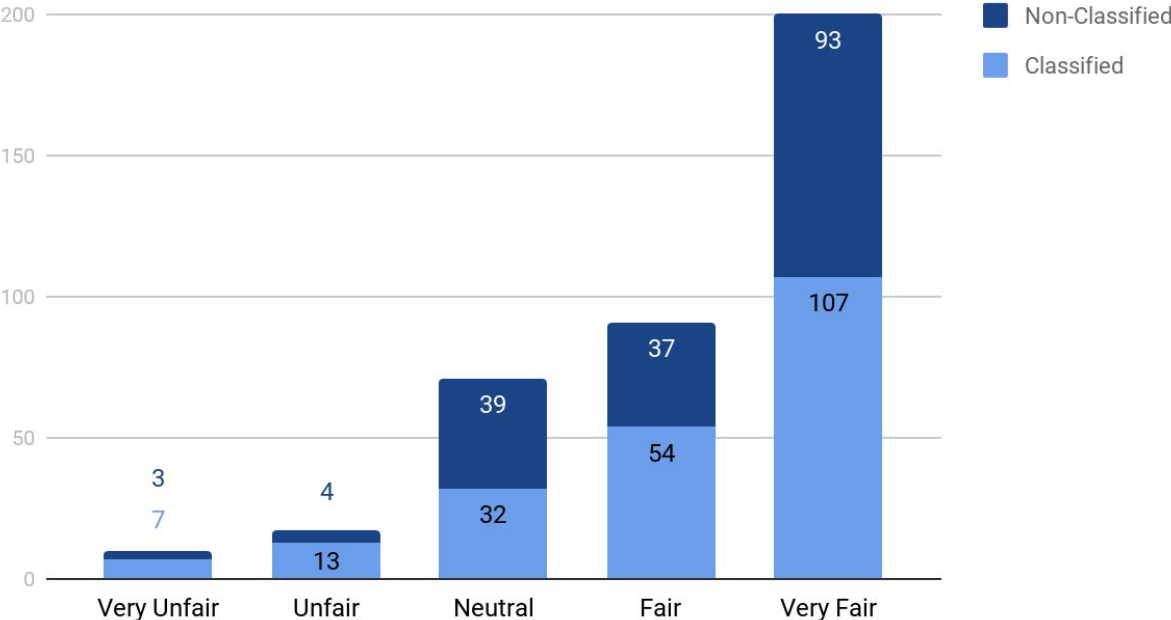
Salary Concerns (Important / Very Important)



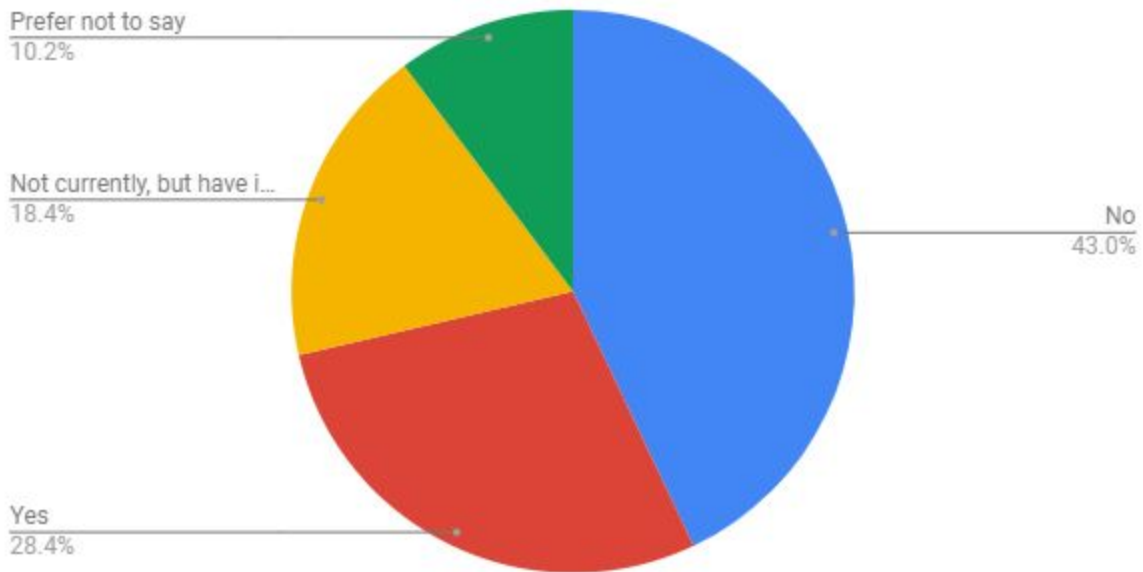
How fairly do you believe you are compensated?



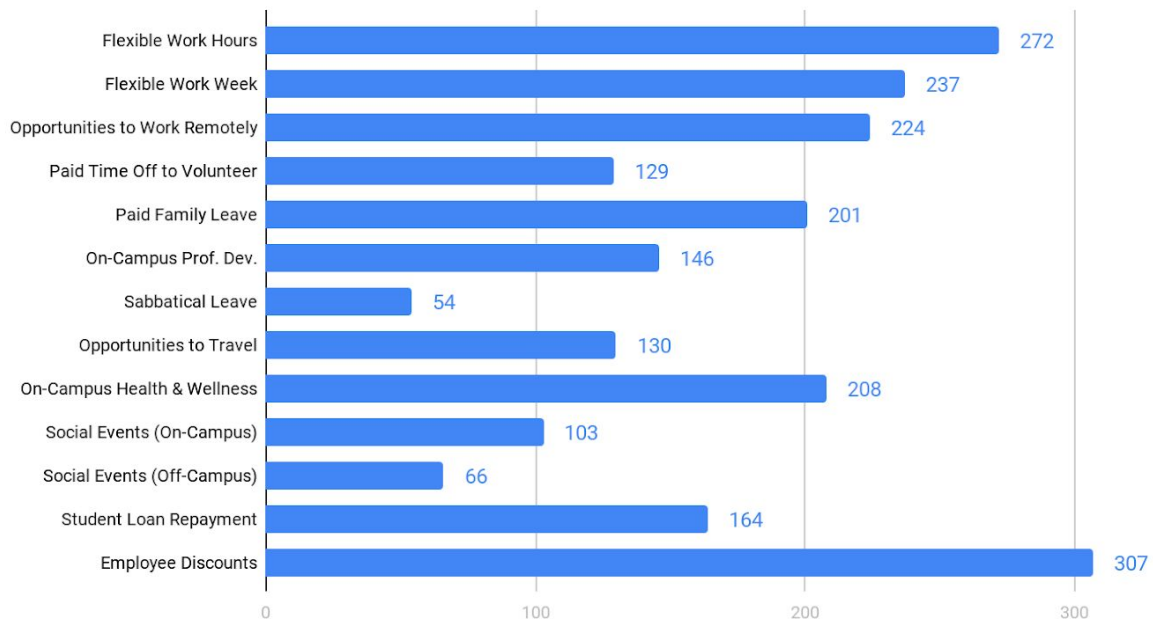
How fair do you believe your annual evaluation is?



Do you work another job or require assistance to meet basic needs of food, housing, health care, etc?



Other than compensation, what types of benefits for employees interest you?



Respondents also had the option to add "other" options to this question. Suggestions included

- Free parking for employees
- Closing campus for fall and/or spring break
- Not having to use leave time for days that university is closed winter holiday

- Overtime pay
- On-campus child care
- Off-campus fitness center membership discounts
- More 30-minute fitness classes for staff
- Annual conference for classified staff

Open-Ended Responses (Comments)

Employees were also given the opportunity to provide feedback on any compensated-related topic in an open-ended comment box. Below are some of the overall themes that emerged from these responses:

- Many staff expressed having taken a pay cut to come to UCA and that other factors (such as good relationships with coworkers, valuable benefits, or love of the university and students) were the primary motivation to continue in their position.
- Respondents generally perceived their evaluation process to be fair and positive, although some suggested including evaluation by peers in addition to supervisors. Respondents were more likely to feel that their salary was not commensurate with their evaluated performance than to express dissatisfaction with the evaluation process.
- Respondents perceived that departments and divisions varied in their considerations of staff, including reclassifying or promoting staff, awarding merit pay increases, or allowing flexible work schedules. Overall, having opportunities for staff to advance within the university, more specifically within their department or division, was a priority.
- Respondents shared concerns related to several specific types of employees:
 - Long-term employees, specifically those whose responsibilities have increased without any change in salary and those who are earning an entry level salary after many years in the position
 - Skilled employees and supervisors, specifically those who earn less than the staff they are being hired to supervise or than less-experienced new hires in their area, as well as those who are required to maintain licenses or certifications or who complete coursework relevant to their positions
 - Classified staff, specifically the inflexibility of these positions and the extent to which the lowest paid employees are further disadvantaged by flat costs (such as parking passes and insurance premiums) and by pay increases based on a percentage of total salary.
- Overall, respondents expressed the need for a transparent, formal process and increased training for supervisors to ensure that classified positions can be upgraded or reclassified to reflect responsibilities and workload.