University of Alaska

Total Compensation Review
Webinar for Supervisors

June 2019
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Total Compensation Review

At the direction of the UA President, UA Human Resources conducted a total compensation review to understand our market competitiveness for salary and benefits so that internal equity and retention are optimized.

Elements of the review included:

• Faculty, Staff and Executive salaries in relation to market
• Benefits compared to market

All UA employees will receive a letter that provides their market salary comparison and findings of the benefits review. The pay equity review is still in progress.
Faculty
Represented Faculty Compensation

Methodology:

• Appropriate peers were selected for each university by identifying peer institutions that award similar level degrees, have comparable student enrollment and faculty FTE, and operate with similar budgets.
  – UAF - 70 Peers
  – UAA - 68 Peers
  – UAS - 67 Peers
• UA uses the Classification of Instructional Program (CIP) code and rank to compare individual represented faculty to other faculty at peer institutions in the same discipline.
• The cost of labor was added to the market median for total market comparison.
Non-Represented Faculty Compensation

Methodology:

• Appropriate peers were selected for each university by identifying peer institutions that award similar level degrees, have comparable student enrollment and faculty FTE, and operate with similar budgets.
  – UAF - 70 Peers
  – UAA - 68 Peers
  – UAS - 67 Peers

• UA uses the CIP code to compare individual non-represented faculty to other faculty at peer institutions in the same discipline.
Non-Represented Faculty Compensation

Methodology:

• Added an additional 10% to support administrative responsibilities.
  – Exception: Assistant Directors of the community campuses were benchmarked directly to CUPA-HR Administrator survey.

• The cost of labor was added to the market median for total market comparison.
Staff
Staff Compensation

Methodology:

• UA used job families to compare positions to the higher education market. The College University Professional Association of Human Resources (CUPA-HR) Administrative, Professional and Staff Surveys collect data based on similar institution type and budget levels.

• The cost of labor was added to the market median for total market comparison.
Executive
Executive Compensation

Methodology:

• Executive positions were matched to a CUPA description defined in either the CUPA-HR Administration or Professional survey.

• Appropriate peers were selected for each university by identifying peer institutions that award similar level degrees, have comparable student enrollment and faculty FTE, and operate with similar budgets.
Benefits
Benefits

Methodology:

• UA compared benefits package with peer institutions and the State of Alaska.
  • Voluntary employee life insurance and accidental death & dismemberment insurance (low maximums, no dependent life)
    • Maximums increased this year
  • Long term disability (low maximum benefit)
  • UA Pension (supplemental retirement)
  • PERS retirement
Next Steps

• The university’s goal, over time, is to have all employees paid within a competitive salary range (+/- 10% market median).

• The Board of Regents requested salary funding in FY20 budget

• Funding to address any increases will also be addressed in future budget cycles.

• Information and updates will be shared by university leadership as decisions are made by the legislature.
Talking Points

• Encourage folks to re-review the materials on the SW website so that rumors are minimized.

• Questions can be submitted via the Google form on the website.

• Emphasize the competitive salary range is +/- 10% of the market median.

• Identification of potential pay equity issues is a separate review.

• Salaries will not be reduced as a result of this project.
Talking Points

• For individuals working less than full-time, annual salaries were adjusted to full-time in order to accurately compare against benchmark salaries.

• UA HR will be evaluating how to address market competitiveness issues systemically. Deans, directors and supervisors should not attempt to independently address.

• University leadership will be working closely with HR to chart the best path forward.
Resources

• Project Website
  – https://alaska.edu/classification/compensation-review/

• Request Data Changes
  – https://forms.gle/7dEwCtpkbEzWLneQ9

• Submit Questions for FAQ
  – https://goo.gl/forms/0HOrTzVKpkQKHsId2

• UA HR
  – ua-swhr@alaska.edu, 907-450-8200
Questions?