

Handout 11/18/2003 for Faculty Senate on Salary Raises in Fall 2003.

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Information provided:

- The official frozen file of all 4131 UMKC employees for FY03, i.e. October 31, 2002.
- The UM System file of 3671 UMKC employees for Fall 2003. The employee file has not yet been frozen officially so the data represent an unofficial November 2003 snapshot of UM System data. However, it is likely to be close to or identical with the official data when frozen for FY04.

My aim in data analyses was to provide factual information of raises given at UMKC as differentiated by various factors.

- To that aim I created a combination file that contained all employees in the FY04 data that were also employed by UMKC in FY03, which was 3105 persons. This means that anyone who left UMKC after 10/31/2002 is not included. This also means that anyone who came to UMKC after 10/31/2002 is not included. Note that this includes both hourly and salaried employees but excludes students.
- The people included are 2054 regular full-time employees, 260 regular part-time employees and 688 temporary employees who are almost exclusively part-time. In addition 103 people who changed from full-time to part-time (or vice versa) and/or from regular to temporary, or vice versa.

Type of analyses:

1. Determine raises in salary categories <\$10,000; \$10,001-\$30,000; \$30,001-\$45,000; \$45,001-\$75,000; and >\$75,000 for all groups of employees that did not change their job, based on UM System coding, and those that did.
 - This calculation has been completed (see table) and is presented as histograms for categories with significant numbers of employees:
 - With an average raise of 4.6% for regular, full-time employees who did not change jobs, raises of 4.1% (10-30K), 4.9% (30-45K), 3.2% (45-75K) and 2.8% (>75K) were calculated.
 - With an average raise of 14.0% for regular, full-time employees who changed jobs, raises were 18.5%, 13.2%, 10.9% and 0.6%, respectively for the same categories.
 - Larger raises were given to temporary employees that remained in the same jobs (12%) or that changed jobs (86%), and to regular part-time employees who changed jobs (27%).
2. Determine raises for Executive and Administrative positions (occupational OCC codes: 11-14), faculty (tutors, instructors, residents) (OCC: 21-26), faculty (assistant, associate and full professors) (OCC: 27-29), Other professionals (OCC: 31-33), technical and paraprofessionals (OCC: 41-43), clerical and secretarial support staff (OCC: 51-53), skilled craft personnel (OCC: 61-63), and service and maintenance personnel (OCC: 71-73). Categories are based on FY04 OCC codes and are limited to regular, full-time employees.
 - This analysis has been completed and is presented as histograms for all employees whose job has remained unchanged; and for all personnel, irrespective of whether a change has occurred.
3. Determine raises in distinct Academic Units and non-academic units, with specific attention for salary and function categories.
 - This analysis is being planned. Requested: what are the specific questions that Senators have?

Which additional analyses should be done?