

## BACKGROUND INFORMATION ON AASHE STARS SECTION PA-12 EMPLOYEE COMPENSATION

PREPARED BY BRANDON EDGERLY, COMPENSATION SPECIALIST ON JANUARY 25, 2021

Here's info for the AASHE Survey:

Part 1:

- The local living wage (based on a family of four and expressed as an hourly wage): **\$16.44** for Cheshire County
- Percentage of employees that receive a living wage (benefits excluded): **96.39%**

Here's a brief breakdown on that 96.39%. Using data effective June 30<sup>th</sup>, 2020:

PART 1					
FLSA Status	Total Number of Employees	Paid at Living Wage or Above \$16.44*	Percentage	Paid Under Living Wage \$16.44*	Percentage
Hourly Regular Staff Employees	110	109	99.09%	1	0.91%
Salaried Regular Employees	223	221	99.10%	2	0.90%
Faculty 75% & Up	169	169	100.00%	0	0.00%
Adjunct 75% & Up Employees	24	8	33.33%	16	66.67%
<b>OVERALL TOTAL</b>	<b>526</b>	<b>507</b>	<b>96.39%</b>	<b>19</b>	<b>3.61%</b>

Breakdown of Status Employees by Classification Title Making under the Living Wage \$16.44	
No. Of Employees	Classification Title
1	Digital Copy Operator
2	Psychology Intern
<b>3</b>	<b>Total Number of Employees</b>

Breakdown of Adjunct Employees by Area Making Under the Living Wage \$16.44	
No of Employees	Area
13	Academics
1	Sustainability
1	Admissions
1	Alumni Relations
<b>16</b>	<b>Total Number of Employees</b>

Part 2: As discussed, I cannot provide this data.

Part 3:

- Total compensation provided to the institution's lowest paid, regular, part-time or full-time employee: **\$16.66**
- A brief description of the minimum total compensation: **The employee's annual base rate with the institution's fringe rate. This fringe rate is mostly comprised of health insurance, retirement contributions, statutory benefits, and tuition waivers.**

Optional Fields:

Here's a bunch of stuff that you can use how you see fit.

### **Market Philosophy:**

The University System of New Hampshire has a market philosophy that primarily centers upon two surveys that use standard, valid, proven methods of data collection. This philosophy is the same for all benefitted employees, including leadership. The two surveys utilized are CUPA-HR, a higher education-specific survey, and CompAnalyst, a survey for all industries. For each position being analyzed, we benchmark the position responsibilities to a generic job description in each of the surveys.

In CUPA-HR, we have two comparator groups. For each institution within the USNH (UNH, KSC, PSU, GSC), there is a peer group and a revenue group. The peer group is comprised of fifteen or so institutions that match the campus in at least two Carnegie classifications. The revenue group is comprised of all institutions participating in the survey who have a total revenue between one-half and two-times the revenue of the institution. Provided that at least five members of the comparator group report data for a specific job title, the group produces a median salary. If both comparator groups produce a median, we average the two medians together to produce our CUPA median. In CompAnalyst, we compare our hourly, non-exempt employees to all participants of the survey in New Hampshire, and our salaried, exempt employees to all participants of the survey in the Northeast. This produces our CompAnalyst median.

We average the CompAnalyst median and CUPA median together to get our Market Target. By taking plus or minus 15% of the Market Target, we identify the Market Low and Market High and create a Market Range. Our goal is that every employee fall within the Market Range, as the Market Range indicates that one's salary is competitive.

Wage Schedules for status employees: <https://www.usnh.edu/resource/wage-schedules>

USNH Compensation Policy: <https://www.usnh.edu/policy/usy/v-personnel-policies/f-compensation> In particular, V.F.3.2.1 shows how we identify the pay grade for a classification based on the market median. V.F.7 covers all the additional pay options we have at our disposal that are not included in an employee's base rate.

If you need some additional language, the UNH HR page has some info about compensation and classification that is mostly accurate for the whole System, though some is specific to UNH. You're welcome to browse <https://www.unh.edu/hr/classification> and <https://www.unh.edu/hr/compensation>.

Let me know if you have any questions.

Brandon Edgerly

*Compensation Specialist*

University of New Hampshire

Human Resources | 2 Leavitt Lane | Durham, NH 03824

Strengths2.0: Strategic, Achiever, Consistency, Analytical, Deliberative



Email dated 1/25/2021

Hey Cary,

I'll look at your other email, and get back to you soon. This one is fast though, it includes fringe.

The lowest paid regular employee is salaried; their hourly rate equivalent is \$11.86. With Fringe of 40.5%, that's \$16.66.

Brandon Edgerly

*Compensation Specialist*



**From:** Gaunt, Cary <[Cary.Gaunt@keene.edu](mailto:Cary.Gaunt@keene.edu)>  
**Sent:** Monday, January 25, 2021 11:38 AM  
**To:** Edgerly, Brandon <[Brandon.Edgerly@unh.edu](mailto:Brandon.Edgerly@unh.edu)>  
**Subject:** Another question...

Hi Brandon,

Regarding Part 3, how did you come up with **\$16.66**? Is that based on actual people or the wage schedule? Does it include Fringe, or should that be added on top since they are looking for total compensation (including a multiplier for benefits)?

Thanks,

Cary

Full-time. I interpreted the question to want the lowest-paid "regular" employee, whether part-time or full-time. Thus I identified the lowest-paid status employee, and found that hourly rate. If you're interpreting it differently, we can discuss and I can look it up again.

Brandon

**From:** Gaunt, Cary <[Cary.Gaunt@keene.edu](mailto:Cary.Gaunt@keene.edu)>  
**Sent:** Monday, January 25, 2021 12:02 PM  
**To:** Edgerly, Brandon <[Brandon.Edgerly@unh.edu](mailto:Brandon.Edgerly@unh.edu)>  
**Subject:** RE: Another question...

Was that for a full-time 100% load or a part-time schedule?

Hey Cary,

The lowest paid full-time regular employee would be the same one used for Part 3 of the Living Wage section, one of our Psychology Interns. They make \$24,660, or \$11.86/hour. President Treadwell is the highest paid – she makes \$308,000, or \$148.08/hour. So our ratio is  $24,660 : 308,000$ , which reduces to approximately  $1 : 12.49$ .

It looks like they'll accept "text or upload" so I'm assuming the line above for justification is sufficient? This is effective 06/30/2020 like the Living Wage data.

For a contact, you're welcome to put me, I suppose? [Brandon.Edgerly@unh.edu](mailto:Brandon.Edgerly@unh.edu) and (603) 862 0502.

Brandon Edgerly

*Compensation Specialist*

University of New Hampshire

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Hey Cary,

Our Psychology Interns are actually PAT staff like you and me, receiving the same benefits, so I assumed we should include them.

The next lowest paid full-time regular employee is the Digital Copy Operator, at \$16.26/hour. With Fringe for part 3, that would be \$22.85 Total Comp. For the ratio, that would be  $\$16.26 : \$148.08$ , which is  $1 : 9.11$ .

Brandon Edgerly

*Compensation Specialist*



**From:** Gaunt, Cary <[Cary.Gaunt@keene.edu](mailto:Cary.Gaunt@keene.edu)>  
**Sent:** Monday, January 25, 2021 4:04 PM  
**To:** Edgerly, Brandon <[Brandon.Edgerly@unh.edu](mailto:Brandon.Edgerly@unh.edu)>  
**Subject:** RE: AASHE Survey--Gigantic Thanks... and one question

Thanks Brandon,

I'm interested in the Interns. When I was looking through the salary books before I contacted you, I saw them, but didn't include them because they were interns... thinking that would not count as a status employee. But I guess they do?

Just for curiosity, if we do not include the interns, what would the results be? What is the next lowest paid if that is not too difficult a run for you.

Thanks,

Cary

**From:** Edgerly, Brandon <[Brandon.Edgerly@unh.edu](mailto:Brandon.Edgerly@unh.edu)>  
**Sent:** Monday, January 25, 2021 3:57 PM  
**To:** Gaunt, Cary <[Cary.Gaunt@keene.edu](mailto:Cary.Gaunt@keene.edu)>  
**Subject:** RE: AASHE Survey--Gigantic Thanks... and one question

Hey Cary,

The lowest paid full-time regular employee would be the same one used for Part 3 of the Living Wage section, one of our Psychology Interns. They make \$24,660, or \$11.86/hour. President Treadwell is the

highest paid – she makes \$308,000, or \$148.08/hour. So our ratio is 24,660 : 308,000, which reduces to approximately 1 : 12.49.

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Brandon Edgerly

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**From:** Gaunt, Cary <[Cary.Gaunt@keene.edu](mailto:Cary.Gaunt@keene.edu)>

**Sent:** Monday, January 25, 2021 11:12 AM

**To:** Edgerly, Brandon <[Brandon.Edgerly@unh.edu](mailto:Brandon.Edgerly@unh.edu)>

**Subject:** RE: AASHE Survey--Gigantic Thanks... and one question

One last favor, on the phone you calculated the "factor by which the compensation of the highest compensated senior administrator exceeds that of the lowest compensated full-time employee (1:X)." I don't have that piece of paper in front of me at the moment, but I believe it was 12.69 or something like that. This is to get us bonus points (again, much needed) ... but to qualify AASHE needs documentation.

Would you be able to pull that together, too? The exact information they seek is defined below.

Thanks so much Brandon. You are the BEST!!!!

Cary

# Pay Scale Equity

0.5 bonus points available

## Rationale

This credit recognizes institutions that exceed the criteria outlined in the *Employee Compensation* credit by achieving a sustainable level of pay equity between workers and administrators.

## Criteria

Institution has a maximum compensation scale ratio of 1:15, where 1 represents the compensation of the lowest-paid full-time employee and 15 represents the compensation of the highest paid senior administrator (e.g. president or chancellor).

## Reporting Fields

### Required

- The factor by which the compensation of the highest compensated senior administrator exceeds that of the lowest compensated full-time employee (1:X)
- Documentation supporting the institution's reported pay scale ratio (text or upload)

### Optional

- The website URL where information about the programs or initiatives is available
- Additional documentation to support the submission (upload)
- Data source(s) and notes about the submission
- Contact information for a responsible party (a staff member, faculty member, or administrator who can respond to questions regarding the data once it is submitted and available to the public)