

Statistics for GFO Unit Adjustment Survey

Total submissions: 102

* Calculated using numeric values

Multiple choice - one answer (button) Question				Response statistics*	
Please select the Target salary formula that you believe should be used for unit adjustments. Note: Table 2 on final report are best estimates to date. Click here for background on target salary formulas.				Mean	2.24
				Median	2.00
				Mode	2
				Min/Max	1/4
				Standard deviation	1.08
Total responses (N): 95		Did not respond: 7			
Numeric value	Answer	Frequency	Percentage		
1	Method 1: Take the most junior professor's starting salary, increase by 2% for each year of service and 10% for each promotion to get the faculty member's target salary.	27	28.42%		
2	Method 2: Deflate the most junior professor's starting salary using CPI to get a hypothetical starting salary for the faculty member, increase by 2% for each year of service and 10% for each promotion to get the faculty member's target salary.	37	38.95%		
3	Method 3: Take the most junior professor's starting salary, add 10% for each promotion.	12	12.63%		
4	Method 4: Take the faculty member's historical (actual) starting salary, inflate it to current year using CPI, and add 10% for each promotion. (Added by IR and not reviewed by GFO).	19	20.00%		

Short response Question		Statistics are not calculated for this question type.	
Please provide any additional comments you may have.			
Total responses (N): 100		Did not respond: 2	

Multiple choice - one answer (button) Question				Response statistics*	
Please provide your preference for the size of "pool" for compression adjustments: The second draft report from IR provides salary adjustment estimates by school for different "pool" sizes in Tables 2, 3, 4 on pages 6-8.				Mean	2.33
				Median	3.00
				Mode	3
				Min/Max	1/3
				Standard deviation	0.81
Total responses (N): 93		Did not respond: 9			
Numeric value	Answer	Frequency	Percentage		
1	\$237,000 (or 1% of total annual faculty	20	21.51%		

2	compensation) \$355,000 (or 1.5% of total annual faculty compensation)	22	23.66%
3	\$474,000 (or 2% of total annual faculty compensation)	51	54.84%

Short response Question	Statistics are not calculated for this question type.
Please provide an additional comments.	
Total responses (N): 99 Did not respond: 3	

Multiple choice - one answer (button) Question	Please provide your preference on the scenarios for distributing the adjustment pool. The second draft report from IR provides salary adjustment estimates by school for different scenarios in Table 2 on p. 6.		
Total responses (N): 95 Did not respond: 7			
<i>Numeric value</i>	<i>Answer</i>	<i>Frequency</i>	<i>Percentage</i>
1	Scenario 1: Max adjustments for all who are 5% below target salary	29	30.53%
2	Scenario 2: Max adjustments for most compressed individuals, those with salaries more than 10% below target	29	30.53%
3	Scenario 3: Adjustments by graduated scale. Half to all more than 5% below target salary. Half to those more than 10% below target.	37	38.95%

<i>Response statistics*</i>	
<i>Mean</i>	2.08
<i>Median</i>	2.00
<i>Mode</i>	3
<i>Min/Max</i>	1/3
<i>Standard deviation</i>	0.83

Short response Question	Statistics are not calculated for this question type.
Please provide any additional comments here:	
Total responses (N): 102 Did not respond: 0	

Multiple choice - one answer (button) Question	Based on the feedback provided to us by school Elected Faculty Councils, the GFO Executive Council recommends a campus-level adjustment. The Council on Academic Deans also recommends a campus-level unit adjustment. This question is to determine your preference as an individual faculty member. At what level do you think the unit adjustment should occur?		
Total responses (N): 101 Did not respond: 1			
<i>Numeric value</i>	<i>Answer</i>	<i>Frequency</i>	<i>Percentage</i>
1	Unit adjustments should happen at the campus level. One unit	58	57.43%

<i>Response statistics*</i>	
<i>Mean</i>	1.43
<i>Median</i>	1.00
<i>Mode</i>	1
<i>Min/Max</i>	1/2
<i>Standard deviation</i>	0.50

2	adjustment calculation for all faculty Unit adjustments at the school level. Five unit adjustments calculations 1 for each school	43	42.57%
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Multiple choice - one answer (button) Question				<i>Response statistics*</i>	
What school are you from?				<i>Mean</i>	2.78
Total responses (N): 95 Did not respond: 2				<i>Median</i>	3.00
<i>Numeric value</i>	<i>Answer</i>	<i>Frequency</i>	<i>Percentage</i>	<i>Mode</i>	2
1	Nursing and Health Studies	8	8.42%	<i>Min/Max</i>	1/5
2	STEM	37	38.95%	<i>Standard deviation</i>	1.15
3	IAS	32	33.68%		
4	Education	4	4.21%		
5	Business	14	14.74%		

Multiple choice - one answer (button) Question				<i>Response statistics*</i>	
What is your school?				<i>Mean</i>	4.00
Total responses (N): 1 Did not respond: 0				<i>Median</i>	4.00
<i>Numeric value</i>	<i>Answer</i>	<i>Frequency</i>	<i>Percentage</i>	<i>Mode</i>	4
1	Nursing and Health Studies	0	0.00%	<i>Min/Max</i>	4/4
2	STEM	0	0.00%	<i>Standard deviation</i>	0
3	Education	0	0.00%		
4	IAS	1	100.00%		
5	Business	0	0.00%		

Multiple choice - one answer (button) Question				<i>Response statistics*</i>	
What is your rank?				<i>Mean</i>	3.07
Total responses (N): 95 Did not respond: 2				<i>Median</i>	3.00
<i>Numeric value</i>	<i>Answer</i>	<i>Frequency</i>	<i>Percentage</i>	<i>Mode</i>	3
1	Assistant Professor	19	20.00%	<i>Min/Max</i>	1/6
2	Assistant Teaching Professor	9	9.47%	<i>Standard deviation</i>	1.39
3	Associate Professor	33	34.74%		
4	Associate Teaching Professor	16	16.84%		
5	Professor	16	16.84%		
6	Teaching Professor	2	2.11%		