



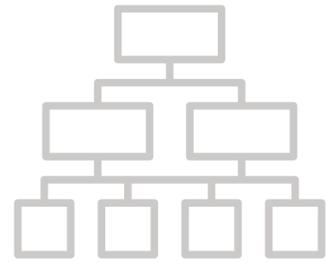
University Analytics  
& Institutional Research

# EXPLORE ARIZONA THROUGH DATA

FOCUS ON EMPLOYEE DATA



# OVERVIEW



- **WELCOME & INTRODUCTIONS**
- **EXPLORING DATA LITERACY**
- **EXPLORING INTERACTIVE FACT BOOK**
- **EXPLORING WORKFORCE**
- **EXPLORING COMPENSATION**
- **CONCLUSION**

# What can I learn from the available data?

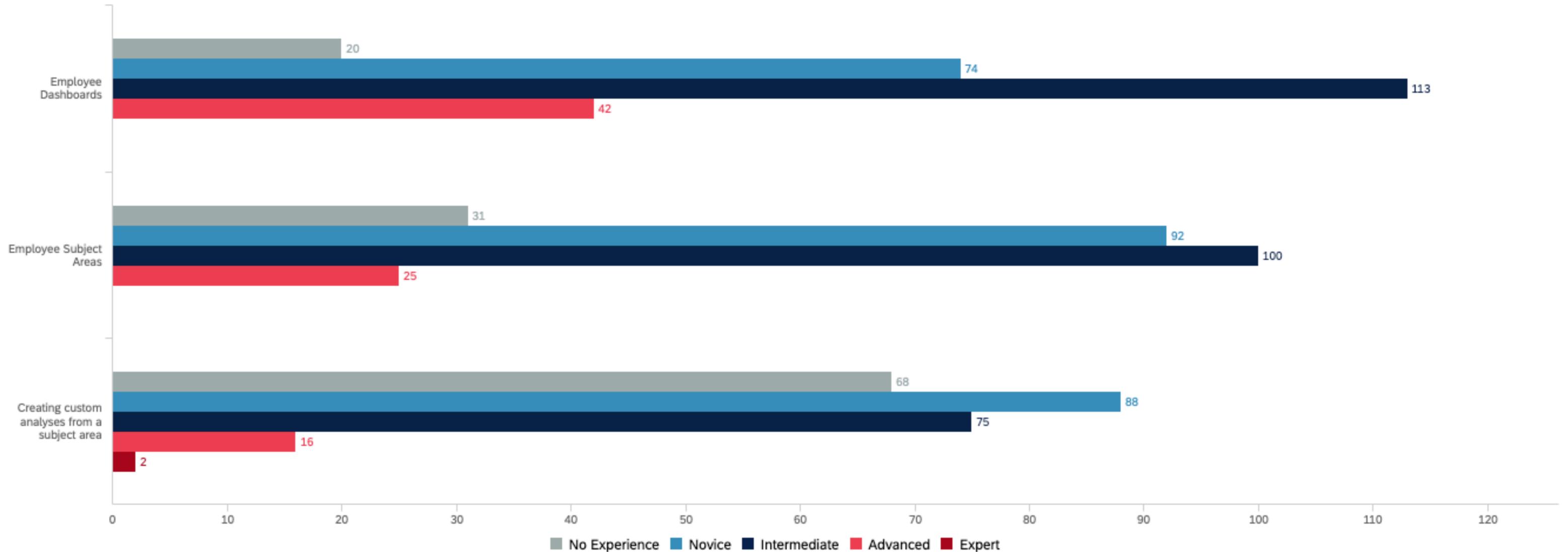


# What do I need to know before exploring employee data?



# WELCOME | Who is here today?

Survey Question 3: Please rank your level of experience with the following UAccess Analytics products/services.



# ACKNOWLEDGEMENTS | UAIR Team Members

## TODAY'S PRESENTERS

- Eddie Caratachea, Program Manager, Administrative Data
- Ashley Hurand, Program Manager, Customer Experience & Support
- Jessica Gerlach, IT Training & Support Specialist

## ADMINISTRATIVE DATA TEAM

- Youpeng Cai, Business Intelligence Developer
- Stacey Goddard, Data Analyst
- Mitch Owen, Senior Business Intelligence Developer
- Jeff Schwarz, Business Intelligence Developer
- Abraham Silva, Data Analyst
- Nick Martin, Data Analyst

## CUSTOMER EXPERIENCE & SUPPORT TEAM

- Karen Flores Data Analyst
- Nick Letson, Communications Specialist
- Jessica Hamar Martinez, Senior Data Analyst
- Amanda Shero, Project Manager
- Lauren Shriver Isely, Data Analyst
- Jenn Schilling, Data Analyst

# EXPLORING DATA LITERACY

Jessica Gerlach, IT Training & Support Specialist



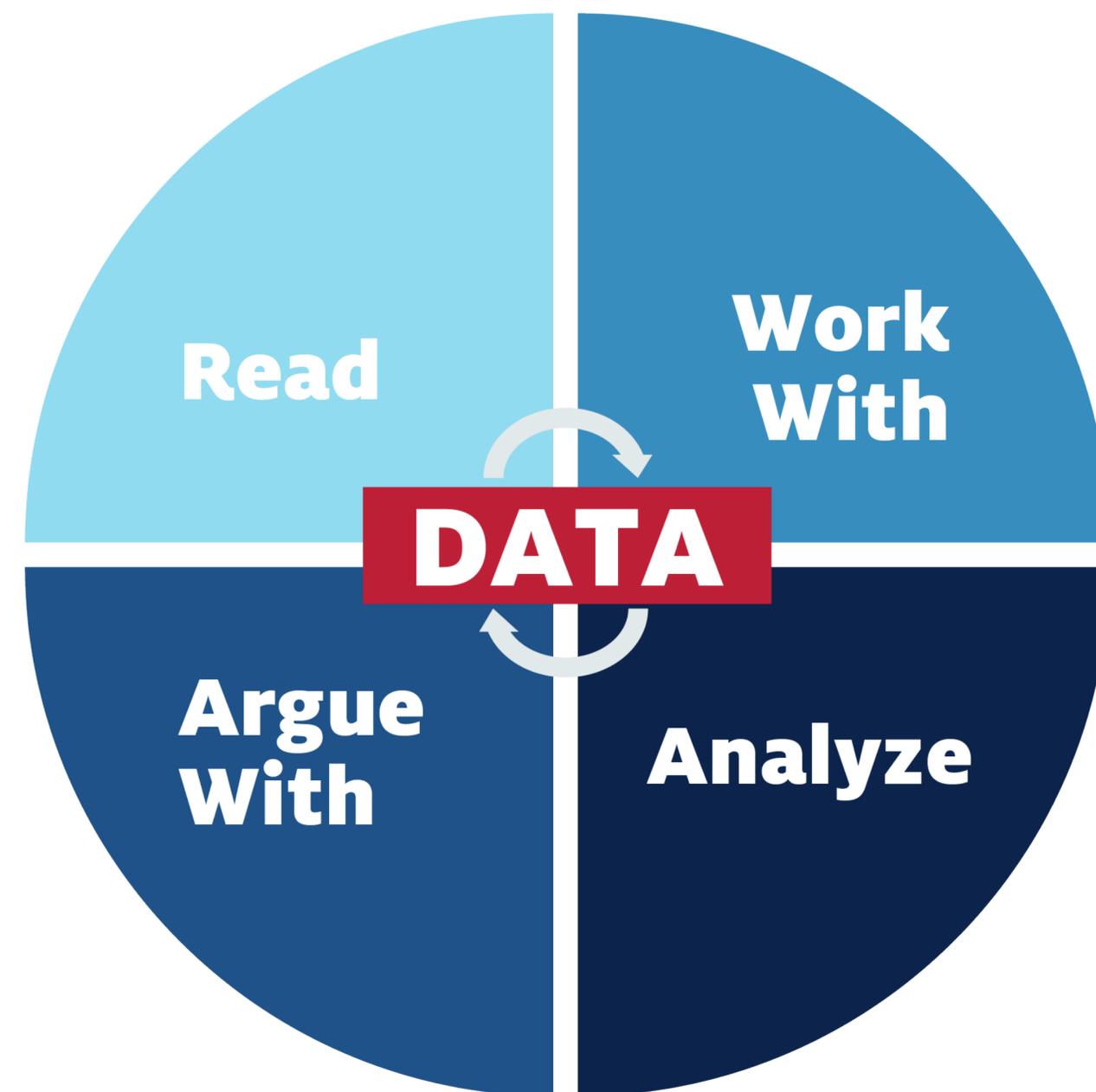
# WHO WE ARE & WHY WE ARE HERE

**UAIR IS COMMITTED TO** providing data that empowers campus decision makers, informs policy and practice, and tells the Arizona story.



# WHAT IS DATA LITERACY?

**DATA LITERACY** is the ability to read, work with, analyze, and argue with data. Improving data literacy hones your decision-making ability.



# DATA-INFORMED DECISION MAKING

**EVERY EMPLOYEE** should be empowered to make data informed decisions. We are committed to empowering the university community to understand and work with data.



# How do I know where my data comes from and if it is accurate?



# HOW MANY OF YOU INPUT DATA INTO UACCESS SYSTEMS?



## STUDENTS

Student Center	●
Guest Center	●
Instructor Center	●
Administrative Staff	●

## ADMINISTRATIVE SYSTEMS

Employee / Manager Self Service	●	Learning	●
Analytics / Reporting 🔒	●	Research 🔒	●
RBC System (Budget)	●	Space 🔒	●
Financials 🔒	●	Adaptive Insights (Planning)	●

## SUPPORT

### 24/7 IT Support Center

- [Request Assistance or Report a Problem](#)

### Requesting Access

- [UAccess Access Provisioning Tool](#) 🔒

### UAccess Community

- [System Resources, Forums and Training](#)

## INFORMATION

### University Business Event Tracking

- [University Business Event Tracking \(UBET\)](#)

### Maintenance Window

- Every Sunday, 6am to 6pm

### Financials Batch Processing

- Mon-Fri, 8pm to 7am
- Sat-Sun, midnight to 5:30am
- Wed of Payroll Weeks, 7pm to 7am

## LEGEND

- = System up
- ▲ = Intermittent or limited access
- = System down
- 🔒 = Restricted Access System  
Requires use of the [UA VPN](#) when accessed from off-campus. For assistance, please contact the [24/7 IT Support Center](#), at [626-TECH \(8324\)](#).

# WHERE DOES THE DATA COME FROM?

**DATA** must be collected, organized, and stored in a data warehouse. The systems that collect this data are often referred to as transaction systems. At the University of Arizona, most of our data originates in the UAccess Systems.



# How can I better leverage employee data in my job?



# When and how do I best use the Interactive Fact Book?



# EXPLORING THE INTERACTIVE FACT BOOK: FACULTY AND STAFF

Jessica Gerlach, IT Training & Support Specialist



# THE VALUE OF THE INTERACTIVE FACT BOOK

**UAIR MAINTAINS THE INTERACTIVE FACT BOOK**, a user friendly and interactive online tool that empowers leaders with information that focuses on student, staff, faculty, and finance data.



# How many faculty and staff are employed at the university?

## THE UNIVERSITY OF ARIZONA Institutional Profile

### ADMISSIONS & ENROLLMENT | FALL 2019

45,918  
Enrolled Students

FALL ENROLLMENT  
**Campus and Career**



### FACULTY & STAFF | FALL 2019

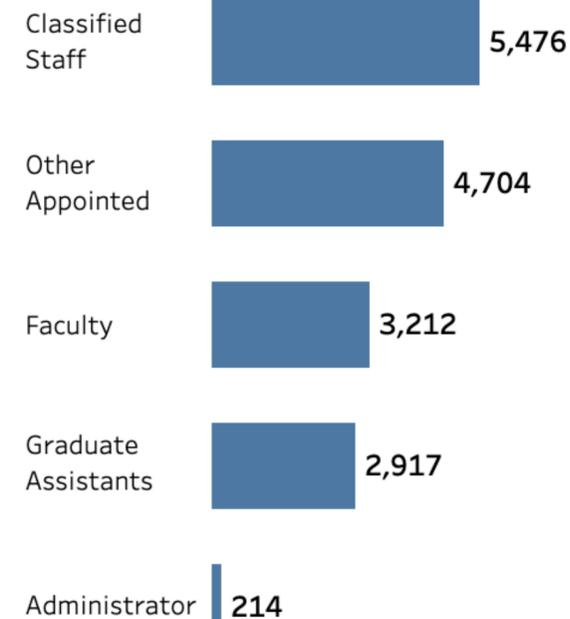
16,523  
Employees

3,212  
Faculty

#### FACULTY Tenure Track

Tenured	1,236
Tenure Eligible	413
Other Faculty	1,563

#### EMPLOYEE HEADCOUNT



#### EMPLOYEE DEMOGRAPHICS

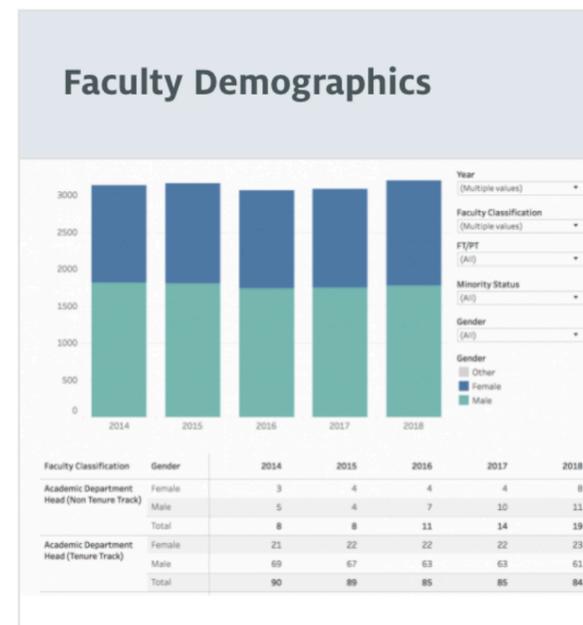
##### Gender and IPEDS Race/Ethnicity

	Fem..	Male
American Indian or Alaska Native	0.6%	0.3%
Asian	2.4%	2.3%
Black or African American	1.1%	0.9%
Hispanic or Latinx	16.6%	10.0%
International	3.7%	5.5%
Native Hawaiian or Other Pacific Islander	0.1%	0.1%
Two or more races	1.0%	0.7%
White	26.8%	23.5%
Not Reported	2.2%	2.3%
Grand Total	54.4%	45.6%



# FREELY AVAILABLE TO EVERYONE

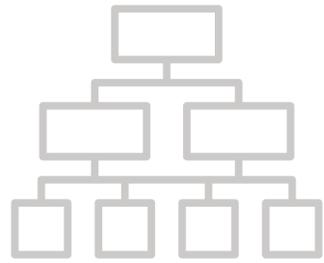
**INTERACTIVE FACT BOOK** contains current and historical data about the University of Arizona, including information on Student, Faculty & Staff, Finance, and Research.



View navigation video: [https://youtu.be/HkSr2z5R\\_o0](https://youtu.be/HkSr2z5R_o0)

The screenshot shows a video player displaying the website for University Analytics & Institutional Research (UAIR) at the University of Arizona. The website has a dark red header with the text "THE UNIVERSITY OF ARIZONA" on the left and a search bar on the right. Below the header is the UAIR logo, which consists of a stylized "A" in a blue square followed by the text "University Analytics & Institutional Research". A navigation menu is located below the logo, with the following items: "HOME", "INTERACTIVE FACT BOOK" (which is highlighted with a mouse cursor), "SERVICES", "NEWS", and "CONTACT". The main content area features the text "EXPLORE ARIZONA THROUGH DATA." in a large, bold, dark blue font. The background of the main content area is a light gray with a pattern of various data-related icons, including pie charts, bar graphs, gears, dollar signs, and binary code. At the bottom of the video player, there is a dark red control bar with a play button, a volume icon, a progress bar showing "0:00 / 1:07", and a subtitle that reads "University Analytics and Institutional Research (UAIR) is committed to providing data that empowers campus decision-makers, informs policy and practice, and tells the Arizona story." There are also icons for settings, full screen, and a close button.

# WHAT QUESTIONS CAN IT ANSWER?



- What is the employee headcount for the university?
- What are the employee demographics?
- How have the number of employees and the demographics changed in the last five years?
- How many tenure-track faculty work on campus?
- How diverse is employment on our campus?
- How many employees are part-time?



# How can I better analyze my college or departments employees?

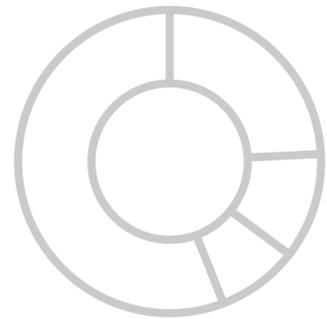
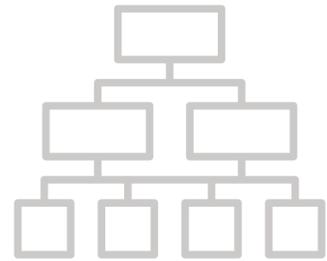


# EXPLORING WORKFORCE DATA

Eddie Caratachea, Program Manager, Administrative Data &  
Ashley Hurand, Program Manager, Customer Experience & Support



# WORKFORCE DATA



## ■ DATA SOURCES: SUBJECT AREAS

- HCM – Census Data\*
- HCM – Employee Job Detail\*
- HCM – Employee Position History
- HCM – Employee Profile

## ■ TOOLS: WORKFORCE DASHBOARDS

- Demographics
- All Active Employees
- Separations
- Hires and Rehires

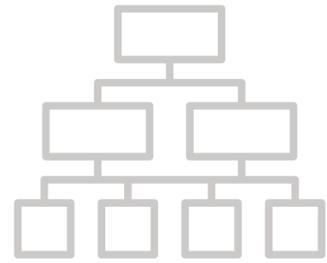
*Security Role: Open to users with Employee Medium or higher*

*\*Subject areas are currently only available to UAIR developers.*

# What is a subject area?



# WORKFORCE DATA



## ■ DATA SOURCES: SUBJECT AREAS

- HCM – Census Data\*
- HCM – Employee Job Detail\*
- HCM – Employee Position History
- HCM – Employee Profile

*\*Subject areas are currently only available to UAIR developers.*

# What information is available on employee demographics for my department or college?

The **Workforce Demographics** dashboard provides employee data based on various snapshots of data for the university. These snapshots occur once per semester (Spring and Fall). The Current snapshot term refers to the most recent collection of data (from the previous day).

*Please note: The data presented in this dashboard excludes employees in the “supplemental compensation” paygroup.*

*Path to Reports: UAccess Analytics Dashboards > Employee > Workforce > Demographics*

View navigation video: <https://youtu.be/ru9Je0nTbbs>

The screenshot displays the UAccess Analytics Workforce Demographics dashboard. At the top, there is a navigation bar with the UAccess Analytics logo and a menu including Home, My Roles, Catalog, Favorites, Dashboards, New, Open, and Signed In As: perfectly. Below the navigation bar, there is a sub-menu for Workforce with options like Overview, Demographics, All Active Employees, All Personnel Relationships, Separations, Hires and Retires, Designated Campus Colleagues, FLSA Impact Report, Inter-Department Transfers, and NSF Position Survey. The main content area is titled "Workforce Demographics" and includes a detailed filter section with dropdown menus for Fiscal Year, College, Job Department, ABOR Code, Employee Group Major, Employee Group Detail, Snapshot Term, Budget Department, Benefit Eligibility, Employee Group Minor, and Employee Group Incl. Below the filters is a "Current Highlights" section with four key metrics: Headcount (1,832), Female (38.3%), Part-Time (56.7%), and URM Grouping (32.9%). The URM Grouping section includes a detailed definition of the metric. At the bottom, there is a "Fall Snapshot Trends" section with three stacked bar charts: Gender, IPEDS Race / Ethnicity, and Age Range. The Gender chart shows the percentage of Female and Male employees. The IPEDS Race / Ethnicity chart shows the distribution of various racial and ethnic groups. The Age Range chart shows the distribution of employees across different age groups. The video player interface at the bottom indicates the video is at 0:09 / 1:10.

# Why is demographics data important?

One example of the importance of demographics data can be found in the university work to develop a comprehensive approach to increase diversity within faculty ranks. Deans, heads, chairs, and directors may be required to know the current state of their respective units to tackle these issues and develop appropriate plans in coordination with University goals.

<https://provost.arizona.edu/content/salary-equity-review-tenure-tenure-eligible-faculty>

# Why is demographics data important?

As an Arizona land grant institution, the University is committed to serving the community, people and economy of Arizona.

As a result, there are many initiatives in the strategic plan including:

1. Institutionalizing commitment to Hispanic advancement
2. Increasing Native American Advancement & Tribal engagement

These efforts may begin to reflect in the demographic composition of workforce in the next few years.

*Pillar 3: The Arizona Advantage // Driving Social, Cultural, and Economic Impact*

<https://strategicplan.arizona.edu/arizona-advantage>

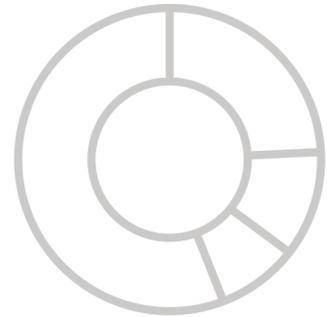
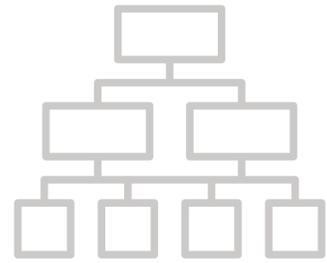
# Why is demographics data important?

University of Arizona has ranked nationally on *Forbes'* third annual “Best Employers for Diversity” list, placing 241 out of 500 businesses with at least 1000 employees.

University of Arizona initiatives that support inclusive workplace environments have been credited as a leading contributor to this achievement. Fostering inclusive environments for UA colleges/departments has become increasingly important to retain and attract new talent.

<https://hr.arizona.edu/news/2020/01/forbes-names-uarizona-best-employer-diversity>

# What questions can be answered using this tool?



- How many employees are currently in my unit (excluding supplemental compensation paygroup)?
- What are the demographic counts and percentages of employees by gender, ethnicity, age range, tenure/contract status, or ABOR code?
- How are our demographic groups changing over time?

# How many active employees and positions are in my college or department?

The **Workforce All Active Employees** dashboard provides employee data based on on active employees as of the most recent data in the system. The data can be filtered by several different prompts including college, department, employee, and position information.

*Path to Reports: UAccess Analytics Dashboards > Employee > Workforce > All Active Employees*

View navigation video: <https://youtu.be/PVvYCKRjTIU>

The screenshot displays the UAccess Analytics dashboard for 'All Active Employees'. The interface includes a navigation menu with options like 'Overview', 'Demographics', and 'All Active Employees'. A filter section allows users to refine results by Home Department, Budget Department, Employee ID, Name, Position Number, UA Title, Supervisor Name, Supervisor Position Number, Visa Expiration Date, and Expected End Date. Summary statistics are provided: Headcount (617), Total # of Positions (632), and Total Job FTE (543.16). A horizontal bar chart compares these metrics across categories: Administrative, Classified Staff, Professional, Service Professional, and University Staff. The 'University Staff' category shows the highest values for all three metrics. A 'Details' section at the bottom offers a 'View Report by' dropdown menu.

Category	Headcount	# of Positions	Total Job FTE
Administrative	~20	~20	~20
Classified Staff	~120	~120	~120
Professional	~40	~40	~40
Service Professional	~10	~10	~10
University Staff	~450	~450	~450

# How do I find an active employee's Jobcode Description or other employee data?

To include additional active employee data, **right click on the data table** on the dashboard page and click 'Include column.' From there you can choose from the list of data available.

The screenshot shows a dashboard titled "Details" with a table of employee data. The table has columns for College for Job Dept., Job Department, Job Department ID, Employee ID, Name, UA Title, ABOR Code, and Employee Status. A context menu is open over the table with options: Sort Column, Exclude column, Include column, and Move Column. To the right, a list of available data fields is displayed, including College Id for Job Department, Position Number, Job FTE, Alternate Title, Expected End Day Date, Cat Card Number, Compensation Rate Code, Components of Pay - ADMSPD, Components of Pay - FISCNV, Components of Pay - OTHSTP, Components of Pay - PRVPFM, Paygroup, Employee Class Indicator Descripti..., Supervisor Employee Id, Home Title Department, Home Title Department Name, Supervisor Position Number, Email Address, Contract Length, Jobcode Description (highlighted), Highest Education Level Description, Full Time or Part Time, Job Effective Day Date, Military Status Desc, Original Hire Day Date, Years of Service, and Job Family Description.

# Why is active employee data important?

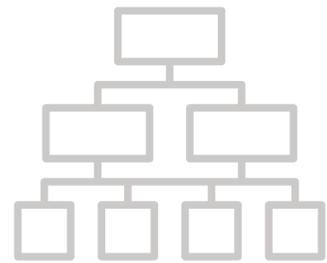
Supporting excellent education, scientific explorations and innovations requires the unique skills and contributions of UArizona employees.

Having data for active employees readily available facilitates colleges' and departments' efforts to maintain and support their current workforce by providing aggregated counts as well as details at the individual level.

*Pillar 5: Institutional Excellence // Ensuring UA Lives its Values and Innovative Culture to Enable an Efficient, High Performing Academic and Administrative Enterprise*

<https://strategicplan.arizona.edu/institutional-excellence>

# What questions can be answered using this tool?



- How many active employees are in my unit?
- What are the number of total positions?
- What is the total Job FTE in my college/department?
- Where can I find a list of current employees?
- What is the Institutional Base Salary for employees?
- Who works under a specific supervisor?

# What data is available on employees who are no longer employed at the university?

The **Separations** dashboard presents a count of employee separations from the University of Arizona during each chosen fiscal year, as captured in the UAccess Employee system. The data can be filtered by several different prompts including fiscal year, college, department, employee, and position information.

*Please note: These counts will not include employees who transferred to a different department within the university, as well as employees with a UA Title that is temporary or part of a clinical role.*

*Path to Reports: UAccess Analytics Dashboards > Employee > Workforce > Separations*

View navigation video: <https://youtu.be/KfIm6JTCQ2U>

**UAccess ANALYTICS**

Workforce Administration Sign Out

Home My Roles Catalog Favorites Dashboards New Open Signed In As gertachj

Overview Demographics All Active Employees All Personnel Relationships **Separations** Hires and Rehires Designated Campus Colleagues FLSA Impact Report Inter-Department Transfers NSF Postdoc Survey

Separations Separations - Details

### Separations

This dashboard presents a count of employee separations from the University of Arizona during each chosen fiscal year, as captured in the UAccess Employee system. These counts will not include employees who transferred to a different department within the university, as well as employees with a UA Title that is temporary or part of a clinical role. For data regarding employee transfers, please use the [Inter-Department Transfers Dashboard](#).

Current fiscal year data is updated nightly.

**Fiscal Year:** 2016;2017;2018;2019;2021

**Job College:** [Dropdown]

**Job Department:** --Select Value--

**Budget Department:** --Select Value--

**Employee ID:** [Text]

**Name:** --Select Value--

**Job Effective Date:** Between [Text] - [Text]

**ABOR Code:** --Select Value--

**Paygroup:** --Select Value--

**Tenure/Continuing Status:** --Select Value--

**Primary Employee Group:** --Select Value--

**Benefits Eligibility Status:** --Select Value--

Apply

#### Overall Trends

Select a view: Graph | Fiscal Year Trends

Metric	Value
Total	3,057
Average	606
Current	25

Total number of separations over the course of fiscal year range prompted.

Average number of separations over the prompted fiscal year range, not including the current fiscal year.

Total number of separations in the current fiscal year.

Separations

Fiscal Year

2016 2017 2018 2019 2020 2021

- Involuntary Termination
- Layoff
- Non-Renewal
- Other Termination
- Retirement
- Termination During Probation Period
- Voluntary Termination

#### Detailed Trends

**Gender**

Total Female Separations: 1,084

**IPEDS Race / Ethnicity**

Total International Separations: 683

**Age Range**

Select a view: Graph | Fiscal Year Trends

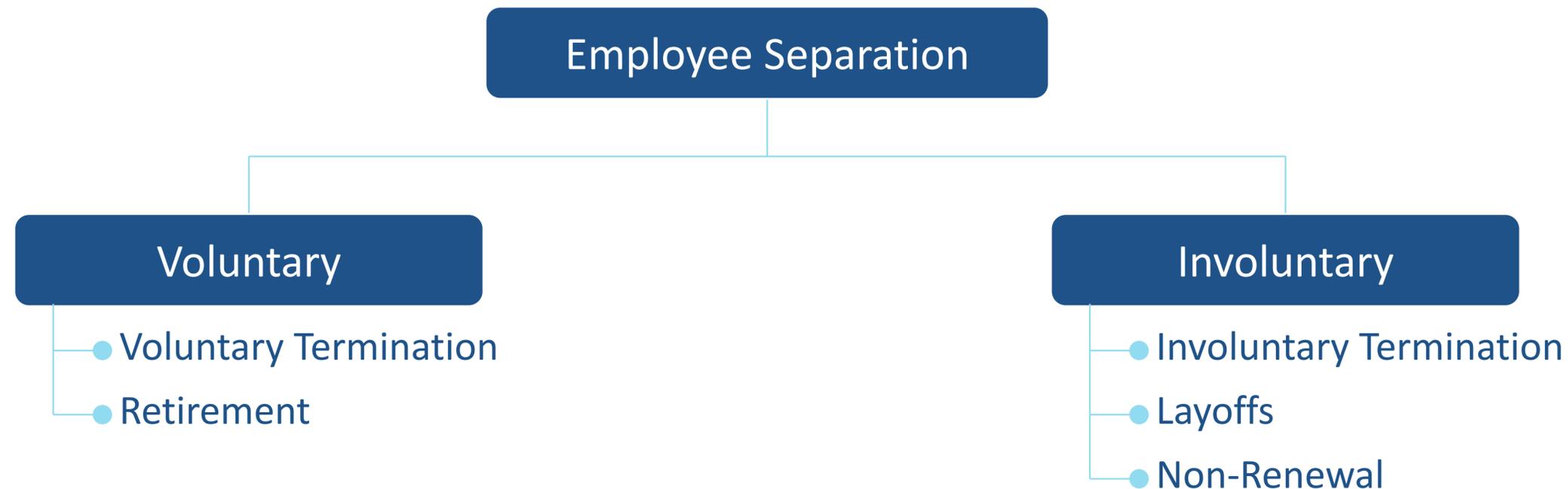
Select a view: Graph | Fiscal Year Trends

Select a view: Graph | Fiscal Year Trends

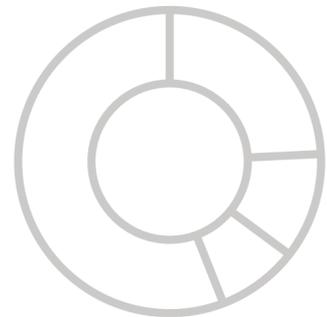
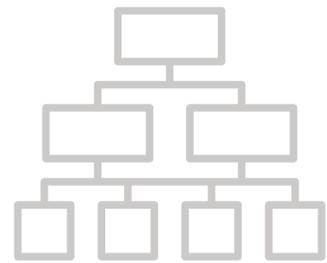
0:23 / 1:28

# Why is employee separation data important?

Employee separation can be a sensitive issue for any organization. There are many reasons for separation of employees. Understanding these reasons can help improve upon the performance of managers and units. Tracking the trends of employee separations can be a valuable tool.



# What questions can be answered using this tool?



- How many retirements occurred in my unit?
- What are the number of layoffs that occurred in a specific time period?
- How many employees voluntarily left the university?
- What age group has the highest number of employees separating from the institution?
- What are the ethnicity demographics of separations?
- What kind of separation trends can be discovered using multiple years of data?

# What employment data is available on the university's hires and rehires?

The **Hires and Rehires** dashboard provides a count of employee hires and rehires from the University of Arizona during each chosen fiscal year, as captured in the UAccess Employee system. The data can be filtered by several different prompts including college, department, employee, and position information.

*Please note: These counts will not include employees who transferred to a different department within the university, as well as employees with a UA Title that is temporary or part of a clinical role.*

*Path to Reports: UAccess Analytics Dashboards > Employee > Workforce > Hires and Rehires*

View navigation video: <https://youtu.be/XB-Ehv3ovJg>

**UAccess ANALYTICS**

Workforce

Home My Roles Catalog Favorites Dashboards New Open Signed In As gertachj

Overview Demographics All Active Employees All Personnel Relationships Separations **Hires and Rehires** Designated Campus Colleagues FLSA Impact Report Inter-Department Transfers NSF Postdoc Survey

### Hires and Rehires

This dashboard presents a count of employee hires and rehires from the University of Arizona during each chosen fiscal year, as captured in the UAccess Employee system. These counts will not include employees who transferred to a different department within the university, as well as employees with a UA Title that is temporary or part of a clinical role. For data regarding employee transfers, please use the [Inter-Department Transfers Dashboard](#).

Current fiscal year data is updated nightly.

**Filters:**

- Fiscal Year: 2016;2017;2018;2019;2
- Job College: [Blank]
- Job Department: --Select Value--
- Budget Department: --Select Value--
- Employee ID: [Blank]
- Name: --Select Value--
- Job Effective Date: Between [Blank] - [Blank]
- ABOR Code: --Select Value--
- Paygroup: --Select Value--
- Tenure/Continuing Status: --Select Value--
- Primary Employee Group: --Select Value--
- Benefits Eligibility Status: --Select Value--

**Overall Trends**

Select a view: Graph | Fiscal Year Trends

Metric	Value
Total	3,079
Average	610
Current	25

**Detailed Trends**

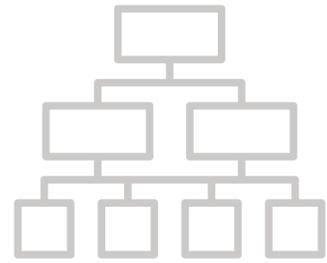
- Gender: Total Female Hires and Rehires: 1,968
- IPEDS Race / Ethnicity: Total International Hires and Rehires: 748
- Age Range: [Blank]

0:23 / 1:20

# Why is employee hire/rehire data important?

Attracting and retaining talent can be a challenge to any institution, especially during a skilled labor shortage. Without analyzing data, predicting employee tenure and candidate compatibility is little more than a guessing game.

# What questions can be answered using this tool?



- How many new employees have been hired or rehired to my unit during a specific time period?
- How many employees were rehired to the university?
- What age group has the highest number of new employees hired at the institution?
- What are the ethnicity demographics of hires and rehires for a specific unit?
- What kind of hiring trends can be discovered using multiple years of data?



# How can I better analyze employee compensation data?

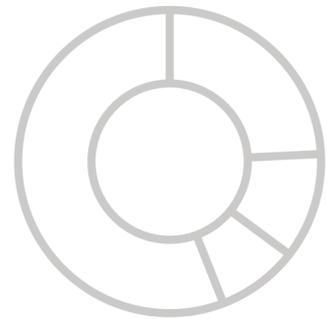
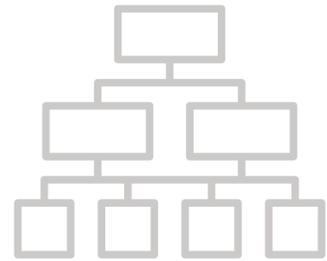


# EXPLORING COMPENSATION DATA

Eddie Caratachea, Program Manager, Administrative Data



# COMPENSATION DATA



## ■ DATA SOURCES: SUBJECT AREAS

- HCM – Census Data\*
- HCM – Employee Job Details\*
- HCM – Employee Position History
- HCM – Employee Profile

## ■ TOOLS: COMPENSATION DASHBOARDS

- Salary Comparison Tool
- All Compensation Changes
- Components of Pay
- Furlough Dashboard

*Security Role: Open to users with Employee Medium or higher*

*\*Subject areas are currently only available to UAIR developers.*

# How do the compensation rates for a given job code vary across colleges, department, and demographics?

The **Salary Comparison Tool** provides data on employee compensation for the university. The dashboard shows the minimum, median, maximum, and average compensation rate by job code.

The user can analyze two datasets, an 'overview group' and a 'comparison group.' The 'comparison group' will always be a sub-set of the 'overview group.'

*Path to Reports: UAccess Analytics Dashboards > Employee > Compensation > Salary Comparison Tool*

View navigation video: <https://youtu.be/vKGIL-W61fc>

**UAccess ANALYTICS** Administration Sign Out

Home My Roles Catalog Favorites Dashboards New Open Signed In As gerlachj

Compensation Overview **Salary Comparison Tool** All Compensation Changes Components of Pay Salary Adjustment Tool UCAP Conversion Crosswalk FLSA Status Change Applied University Staff Pay Structure

### Average Compensation by Job Code | Based on Compensation Rates

Compensation Rate: Base Salary @ 1.00 FTE, not including components of pay.  
Institutional Base Salary: Base Salary @ 1.00 FTE, including the components of pay.  
Hourly Employees: Rates are annualized at 1.00 FTE by taking their hourly rate \* 2080.  
Minimum, Median, Max, and Average values are calculated with current incumbents.

#### 1. Overview: Choose a Job Code.

Define your 'overview group' by first selecting a job code. Then, (optional) narrow your results by selecting UA Titles and/or Campus locations.

The prompts in this section apply to the entire dashboard. By default, all Campus locations (AHSC, MAIN, UNAZ) are selected.

\* Job Code (Required)

UA Title

Campus

Apply Reset

The overview group of [redacted] is held by [redacted] employee(s) in [redacted] position(s) and has an average compensation of \$43,555.

View Compensation Range by: College

College	Positions	Minimum	Median	Maximum	Average
AADV - Academic Affairs Division		\$45,001	\$45,001	\$45,001	\$45,001
AGSC - College of Agric and Life Sci		\$43,501	\$51,888	\$60,274	\$51,888
EDUC - College of Education		\$41,820	\$46,227	\$50,633	\$46,227
ENGR - College of Engineering		\$36,999	\$37,742	\$45,001	\$39,914
ENRL - Enrollment Services		\$42,101	\$44,575	\$47,050	\$44,575
HLGN - Az Health Sciences Division		\$51,099	\$51,099	\$51,099	\$51,099
HMNT - College of Humanities		\$39,302	\$45,034	\$49,999	\$44,842
HRDV - Human Resources Division		\$36,001	\$36,001	\$36,001	\$36,001

Rows 1 - 8  
Analyze - Refresh - Print - Export

#### 2. Compare: Define your comparison group.

Define your 'Comparison Group' (a sub-set of the 'Overview Group'). (Optional) Narrow your results with any of the prompts below.

The prompts in this section (below) will only apply to the 'Comparison Group.' By default, the College ID for your primary position is selected. All prompts in this section are optional, including College ID.

The comparison group of [redacted] is held by [redacted] employee(s) in [redacted] position(s) and has an average compensation of \$41,568.

View Compensation Range by College

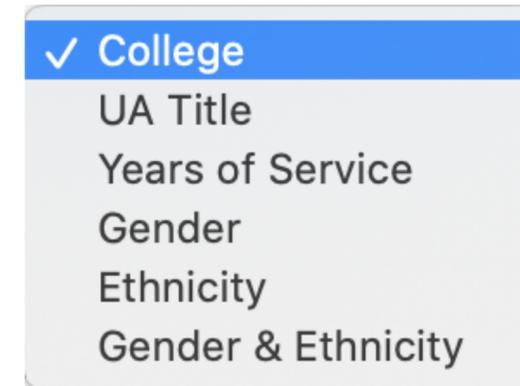
College	Positions	Minimum	Median	Maximum	Average
SBSC - College of Social & Behav Sci		\$40,000	\$40,500	\$44,252	\$41,568

Analyze - Refresh - Print - Export

0:12 / 1:10

# There are multiple ways to access the data.

The default view for each report is by **College**, but you can also view by UA Title, Years of Service, Gender, Ethnicity, and Gender & Ethnicity by using the dropdown menu at the top of the report.



View Compensation Range by:

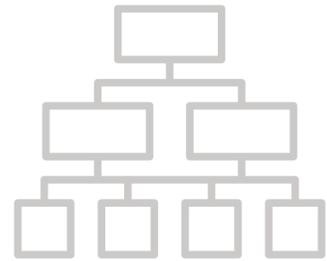
Gender	Positions	Minimum	Median	Maximum	Average
Female	10	\$60,000	\$65,000	\$100,000	\$68,996
Male	7	\$55,500	\$69,360	\$75,500	\$67,613

[Analyze](#) - [Refresh](#) - [Print](#) - [Export](#)

# Why is salary comparison data important?

This tool can be used by managers to see how positions are paid with a given job code across colleges, department, and the university. Exploring and analyzing this data can help to inform decisions on pay equality across campus.

# What questions can be answered using this tool?



- What are the UA Titles being given for a specific job code and does the compensation change depending on the title?
- How do the salaries of a specific job code in my unit compare to other colleges, departments, or the university overall?
- How does salary compensation vary across gender and/or ethnicity in my department, college, or the institution?

# What is the all compensation changes dashboard?

The **All Compensation Changes** dashboard is designed to provide college and departments heads a way to identify what compensation changes have occurred in their unit over a desired time period.

*Please note: These report changes are coming soon to UAccess Analytics.*

*Path to Reports: UAccess Analytics Dashboards > Employee > Compensation > All Compensation Changes*

View navigation video: <https://youtu.be/4qNf5cFVOWg>

The screenshot displays the UAccess Analytics web application interface. At the top, there is a navigation bar with the UAccess Analytics logo and user information. Below this is a sub-navigation menu with various tool options. The main content area is titled "All Compensation Changes" and features a set of filter controls. These filters include dropdown menus for Employee Id, Department Id, Title, Action Description, Employee Class Indicator Description, VP Id, College Id, Action Reason Description, and ABOR Code Description. There is also a date range selector for "Effective Date" with a "Between" label and a time zone indicator. "Apply" and "Reset" buttons are provided for the filters. Below the filters is a data table with the following columns: VP Id, College Id, Department Id, Department Desc, Employee Id, Person Name, Position Number, Job FTE, Title, ABOR Code Description, Effective Date, Action Description, Action Reason Description, Hourly Rate, Previous Comprate, Compensation Rate Change Amount, Compensation Rate, Previous Components of Pay Amount, Components of Pay Change Amount, Components of Pay Amount, and Pre Inst Bas. The table contains multiple rows of data, though the text is somewhat blurred. At the bottom of the screenshot, a video player control bar is visible, showing a play button, a progress bar at 0:14 / 0:48, and other standard video controls.

## ALL COMPENSATION CHANGES DASHBOARD

\* Review Changes of Compensation Rate or IBS?

- Compensation Rate
- Institutional Base Salary

Job VP: --Select Value--  
Job College: --Select Value--  
Job Department: --Select Value--  
Employee Id: --Select Value--  
ABOR Code Description: --Select Value--  
Action Description: --Select Value--  
Action Reason Description: --Select Value--  
Effective Date: Between 07/01/2020 12:00:00 AM

Next Apply Reset

### Total

Headcount (Distinct):  
Total Compensation Change:  
Average Compensation Change:

### Salary

Headcount (Distinct):  
Total Compensation Change:  
Average Compensation Change:

### Hourly

Headcount (Distinct):  
Total Compensation Change:  
Average Compensation Change:

# DASHBOARD SNEAK PEEK

\* Breakdown: Increased Amount

\* Breakdown: Increased Amount

\* Breakdown: Increased Amount

Headcount (Distinct):  
Total Compensation Change:

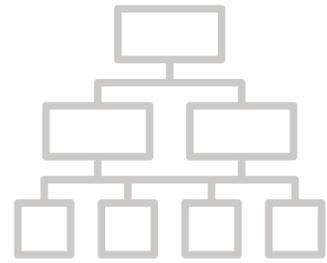
Headcount (Distinct):  
Total Compensation Change:

Headcount (Distinct):  
Total Compensation Change:

# Why are compensation changes important?

This tool can be used by managers to examine how positions were compensated during a specific time period. It can help identify the main reason for compensation changes within a department or college.

# What questions can be answered using this tool?



- What were the compensation changes within my unit during a specific time period (last year)?
- What has been the average compensation change in my unit during a specific time period (year to date)?
- What is the main reason for compensation change in my unit? (i.e. Merit, Minimum Wage req., Promotion, etc.)
- For a specific ABOR classification, what has been the total compensation change during a specific time period?
- How has an individual's compensation changed over time?
- When was the last compensation change for an employee?

# What is the components of pay dashboard?

The **Components of Pay** dashboard provides data on employees' components of pay. The data can be filtered by several different prompts including college, department, employee, and position information. The report is run using a specific snapshot file of the data (e.g. end of the fiscal year).

*Please note: 'Employees with Components Only' option in the [Report Level Detail] prompt will display only employees with components of pay. 'ALL Employees' option will display all employees even if they do not have components of pay.*

*Path to Reports: UAccess Analytics Dashboards > Employee > Compensation > Components of Pay*

View navigation video: <https://youtu.be/LLI7XDmVq0g>

The screenshot displays the 'Components of Pay Report' interface within the UAccess Analytics system. The browser address bar shows the URL 'analytics.uaccess.arizona.edu/analytics/saw.dll?Dashboard'. The page header includes the 'UAccess ANALYTICS' logo and navigation links for 'Administration' and 'Sign Out'. Below the header, a navigation menu lists various tools: 'Overview', 'Salary Comparison Tool', 'All Compensation Changes', 'Components of Pay' (selected), 'Salary Adjustment Tool', 'UCAP Conversion Crosswalk', 'FLSA Status Change Applied', and 'University Staff Pay Structure'. The main content area features a search and filter section with dropdown menus for 'College Id', 'College Name', 'Department Id', 'Department Name', 'Employee Id', 'Employee Name', 'Position Number', 'Jobcode Title', 'Report Detail Level' (set to 'All Employees'), and 'Snapshot Date' (set to '08/04/2020 12:00'). 'Apply' and 'Reset' buttons are present. Below the filters is a data table with the following columns: 'Snapshot Date', 'College Id for Job Department', 'College Name for Job Department', 'Job Department Id', 'Job Department Description', 'ABOR Code Description', 'Employee Id', 'Name', 'Position Number', 'FTE', 'UA Title', 'Paygroup', 'Compensation Rate Code', 'Compensation Rate by FTE', 'Administrative Stipend by FTE', 'Fiscal Salary Conversion by FTE', 'Other Stipend by FTE', 'Faculty Annual Performance Based Amount by FTE', and 'Total Annual Base Benefits Rate by FTE'. The table contains multiple rows of employee data, with a 'Faculty' section highlighted in blue. At the bottom, a video player interface shows a progress bar at 0:35 / 1:05 and standard playback controls.

# Employees can be compensated in several different ways at the university.

Compensation  
Rate by FTE  
(Regular Salary)

Administrative  
Stipend  
by FTE

Fiscal Salary  
Conversion  
by FTE

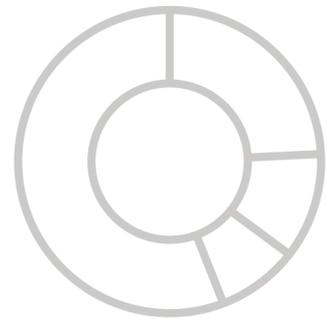
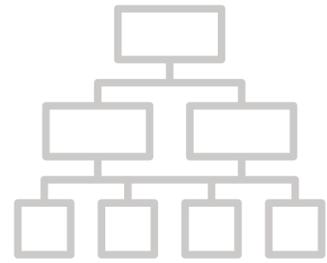
Other Stipend  
by FTE

Faculty Annual  
Performance  
Based Amount  
by FTE

The **Components of Pay** tool can help you keep track of your employee's compensation structure.



# What questions can be answered using this tool?



- Are there employee's receiving multiple components of pay within my college or department?
- What components of pay make up a specific employee's compensation?
- Which employees in my unit are being paid an administrative stipend?
- Did any faculty in my department receive a Faculty Annual Performance Based salary?

# Where do I go to find data on my unit's furlough, pay reductions, and flex-time?

The **Furlough and Furlough-Based Programs** dashboard is a tool designed to provide an overview of the Furlough and Furlough-Based Salary Programs at the individual employee level. Savings amount and hours are projected based on the job attributes at the time of the chosen snapshot. New snapshots are taken at the end of each pay period.

*Please note: These reports are coming soon to UAccess Analytics.*

<https://hr.arizona.edu/FY-2020-2021-Furlough-Program>



## Furlough and Furlough-Based Salary Programs

This dashboard is a tool designed to provide an overview of the Furlough and Furlough-Based Salary Programs at the individual employee level. Savings amount and hours are projected based on the job attributes at the time of the chosen snapshot. New snapshots are taken at the end of each pay period.

For additional and up to date details about the programs visit [HR Furlough and Furlough-Based Salary Programs](#)

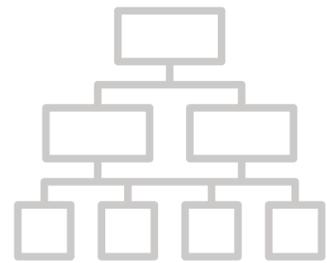
**Job College**  **Job Department**  **\* Show Excluded Positions?**

**Employee Id**  **Employee Name**  **\* Snapshot Date**

Job College	Job Department	Furlough or Pay Reduction	ABOR Code Description	Employee Id	Position Number	Employee Name	UA Title	Jobcode Description	Job FTE	Reduction Percentage	Original IBS	Original IBS (at FTE)	Reduced IBS (at FTE)	IBS Savings Amount (at FTE)	Projected Furlough-Flex Days (at FTE)	Projected Furlough-Flex Hours (at FTE)	Actual Approved Hours

**DASHBOARD SNEAK PEEK**

# What questions can be answered using this tool?



- How many people in my unit are participating in the Furlough and Furlough-Based Salary program?
- What are my units projected furlough/salary reduction savings?
- What are my units projected furlough/salary reduction hours?
- How many furlough/salary hours have been approved in my unit?
- What is the impact by ABOR Classification?
- Where can I get individual level details about participation in the furlough/salary reduction program?



# THE VALUE OF CUSTOMER EXPERIENCE

UAIR is here to provide ongoing customer experience, training, and support. We want the campus community to have the knowledge and the know-how to take full advantage of our products and services.



# STILL WANT TO KNOW MORE?

**TAKE ADVANTAGE OF OUR KNOWLEDGE.** UAIR is here to enhance data literacy and customer experience for campus.

- **UAIR Newsletter**  
(providing information and news to the campus community)
- **UAccess Analytics Training**  
(basic & intermediate level workshops)
- **Analytics Office Hours**  
(visit with our staff to have your individual questions answered)
- **UAccess Community**  
(a community of users and resources)
- **Data Exploration Series**  
(providing quarterly data literacy presentations)

Visit our website for more information or to sign-up: <https://uair.arizona.edu/>

# Connect with us.

[uair.arizona.edu](http://uair.arizona.edu)

[uair@arizona.edu](mailto:uair@arizona.edu)





# University Analytics & Institutional Research

## THANK YOU

Let us know how we did. Please take our survey!

