Planning for Budgets and Salary Increases Using DataOnDemand

February 21, 2018

In This Webinar...

You will learn to:
• Plan a data-driven strategy for creating a salary budget proposal
• Utilize custom CUPA-HR DataOnDemand tools
• Develop a “budget story” by using data and graphics
Poll Question:
Are you a DataOnDemand user?

Strategies for Data-Driven Decisions

Thinking strategically about salary and budgeting is critical to institutional success. Making “data-driven decisions” can be effective, but only if you plan and select the right data to meet your needs. An effective data strategy uses:

- the right data
- Clear communication

Using Trend Data for Projections

- Making Projections
  - Trend data helps projections begin from an accurate starting point
- How long should a trend be?
  - ~3 years
Trends and 3-Year Averages

Using DataOnDemand for Budgeting

What is DataOnDemand?
Administrators
Professionals
Staff
Four-Year Faculty

Need to Purchase DOD?
https://www.cupahr.org/surveys/dataondemand/
Mean vs. Median

An average, or mean is found by adding up all values and dividing by the total:

\[ \frac{40,000 + 40,000 + 50,000 + 50,000 + 50,000 + 60,000 + 200,000}{7} = 70,000 \]

A median is found by putting all values in order from least to greatest, then finding the center-most value:

50,000
NOT THE SAME!!

14-15 to 15-16
15-16 to 16-17
16-17 to 17-18

Comparison Group
2.0 2.0 1.8

Demonstration University
2.2 1.7 2.2

Three Year Averages
(2.0+2.0+1.8)/3 = 1.9
(2.2+1.7+2.2) = 2.0

Comparison Group Medians
Professionals
1.8 1.7 1.5 1.7
Staff
1.5 1.5 1.4 1.5
Making Graphs
From Trend Data

Questions? Our research team is here for you.

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Thank You!

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