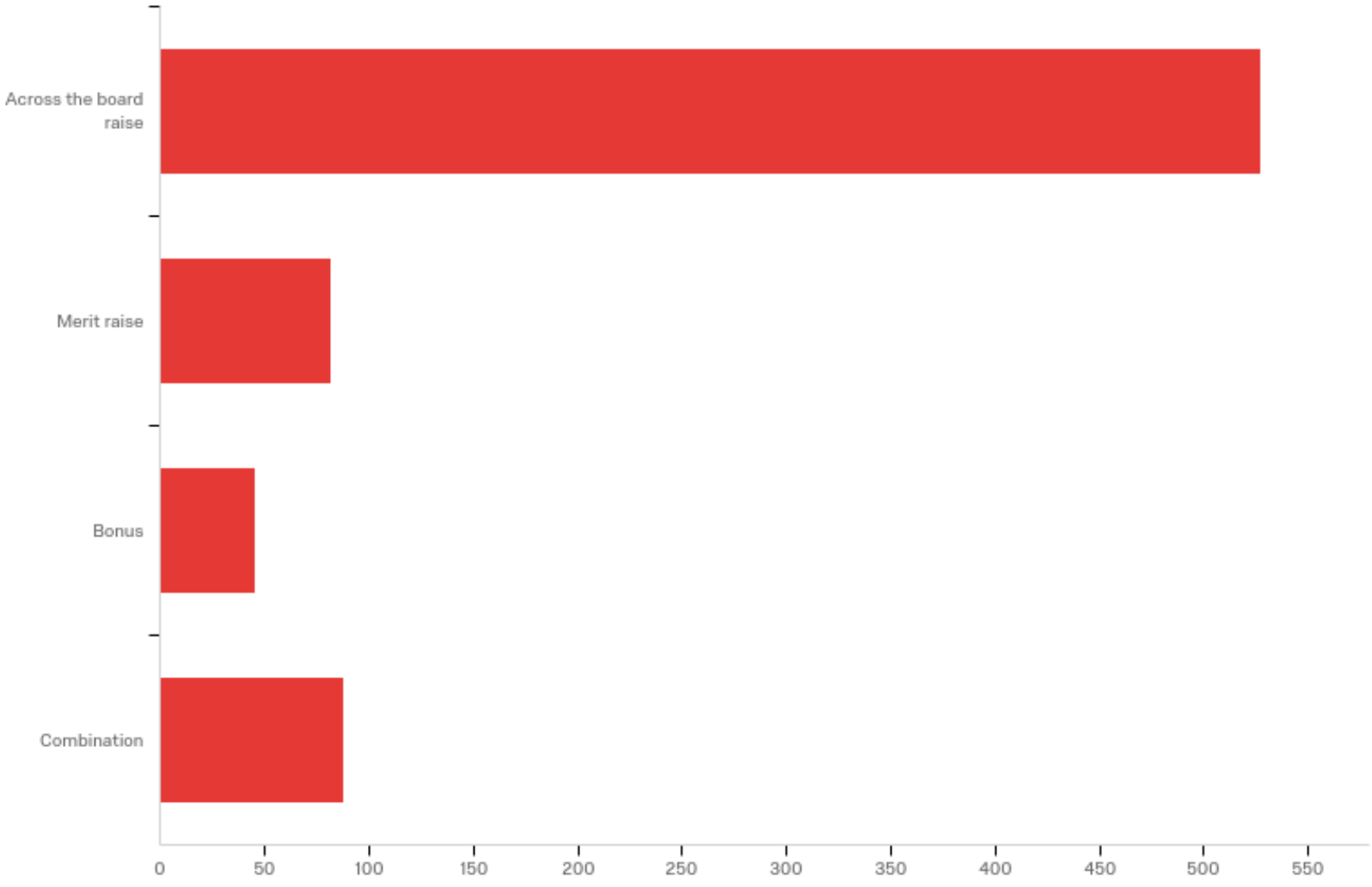
Survey Results

Staff Senate salary pool

March 16th 2017, 5:28 am CDT

Q12 - How should a 3% salary pool be distributed?



How should a 3% salary pool be distributed?

Answer	%	Count
Across the board raise	71.02%	527
Merit raise	11.05%	82
Bonus	6.06%	45
Combination	11.86%	88
Total	100%	742

Please elaborate if Combination is selected. All comments are welcomed.

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All employees should receive a percentage.
I think some portion should be across the board raise. There could be a small portion for a bonus but I think there is too great a tendency to grant merit increases to just a few and not every employee benefits. Because there isn't a cost of living adjustment, the across the board raise makes the most sense.
Across the board raise is more equitable
2% across the board with 1% merit
It would be more desirable to have both the across the board raise and merit raise, due to the discretion of the merit.
Merit raise and Across the board raise. With the decrease over the years, especially in faculty positions, workloads and responsibilities have increased for staff and performance reviews have been overlooked. I think everyone deserves a cost of living increase (across the board raise) but for those that have continually exceeded in performance with higher levels of responsibility merit raises are long overdue.
I would say merit but since we did not get raises last year I would hate for someone to go without one another year. Combination would be OK also.

Please elaborate if Combination is selected. All comments are welcomed.

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across the board or bonus otherwise most of the hourly people will never see any of the money, it will all go to managers.
People are not evaluated the same way across campus. It is unfair to go by any evaluations. The same folks get the raises.
Across the board raise - it has been so, so, so very long (20 years) since the State of Tennessee employees have had a truly decent raise - please get us more money!
Straight across the Board, but on a sliding scale. For instance someone making 100K a year should not get as high a percentage as someone making under 30k a year.
I would like to say merit raise but sometimes they are not distributed fairly. In my case, I learned of the merit raise after I had been here for 7 years-received 2%. I was the only support staff in my office. My question has always been (for six years) who received the merit raises?
I would like to have a living wage where I can see it and feel it in my pocket for food and clothes and a roof continued or my family head can you say that our insurance want go up and take the raises
I believe that an across the board raise should be given because of the dedicated staff at our University has gone without a significant increase of any kind over the last several years.

Please elaborate if Combination is selected. All comments are welcomed.
Those of us who are instructors were the only faculty who received no raise this fiscal year. In the history department, we teach a 4/4 for $35,000/year as our tenure track faculty teach a 2/2 and a new hire assistant professor makes $62,000/year. There is not even an illusion in our department that tenure track professors focus on scholarship as we teach. Those of us who are instructors are publishing at a greater rater and with greater impact in our fields than many of the tenure track faculty. We also serve on graduate committees, teach graduate classes and perform all service in the department other than voting on hires and tenure and promotion. We are not unique on this campus. Instructors in every department are exploited in similar fashion. In this environment, an across the board or merit raise that prioritizes the tenure track professors would be horribly unjust. Addressing the demoralizing pay for instructors should be prioritized.
Everyone is not measured the same or equally. When you get into distributing based on merit it won't be the same for all because levels and measurements are different. Everyone should be treated equally and it be given across the board regardless of position held. Also distributing across the board can be an incentive to morale and uplift and inspire.
It is fair and equitable for all.
Graduate Teaching Assistants in the Department of English need to earn a living wage.

Please elaborate if Combination is selected. All comments are welcomed.
2% across the board 1% merit
Some combination of across the board to address general cost of living issues and merit that rewards exemplary performance.
Across the board is not a fair way to distribute a raise, because some employee have better skills than others, and the performance appraisals don't work when we all get raises across the board. That's why I believe a combination approach like a Merit raise or Bonus will be a better way.
I believe you should get an across the board raise every year and that would be a cost of living raise. I believe in a merit raise because an employee that preform there job well should get a increase on their salary and you score that with a over all score on the employee evaluation. I also believe in a bonus because if the employer did well as far as profit share it with the employee and that make good morale throughout the work place. Incentives in the work place are great motivators.
As a custodian worker in ResLife we should get the 3% raise increase. We work very hard at keeping the sudents body safe and clean.Thank you for for allowing us to participate in this survey.
I hate to see everyone not receive something...perhaps a 1% across the board, and the other 2% for merit. Some employees haven't received performance appraisals in years, though.

Please elaborate if Combination is selected. All comments are welcomed.
The across-the-board pay increase means a raise for all employees.
Thank you for allowing the staff to participate in the direction of our pay raise. I believe to be fair it would be most profitable for a 3% across the board raise for all employees. If there is extra funds remaining then a merit raise would be acceptable. I don't agree with a merit raise as the primary way to support the massive, because there is no true performance appraisal evaluation guideline that are implemented campus wide. Some people are able to evaluate themselves, other don't get any evaluation at all for entire fiscal year. So the across the board raise is the best we can fairly compensate the most employees at this time.
Across the board is best because it keeps everyone working as an EQUAL TEAM and avoids any empowerment over one employee to another. Likewise, an across the board raise avoids salary discussions among employees as everyone feels rightfully awarded because it's all the same. Moreover, there will always be supervisors who do not have the integrity or gumption to stand up to bad employees during annual evaluations, so they mark them as "average." On the other hand, there will always be supervisors who use a Merit raise at their discretion and over-compensate an employee based on favoritism, or longevity, versus true Merit. Therefore, across the board raises are the clear winner!
Merit raises are necessary to motivate people to do well, something that has been absent in many years. The only way to move up is to move out now. Some of the funds should be across the board, but some held for merit raises.

Please elaborate if Combination is selected. All comments are welcomed.
All employees deserves a 3% increase in their salary!!
There are many staff, doing a great work in a very difficult situations and for very little thanks and very low wages. The increases in cost of living rises seem to affect these staff more than others. Therefore, I'm in favor of a raises that will impact these staff. But at the same time, there are staff who demonstrate outstanding vision and leadership and they should be rewarded for "a job well done" with a merit raise regardless of their pay range. No doubt, it's a very difficult decision to decide how to raise the salary of those who work hard in hard jobs, as well as those who excel in leadership positions.
Some acceptable percentage given across the board, but a clear description of HOW to earn a merit raise and/or bonus. In my department, raises are only given with a title change and more responsibility assumed.
Maybe make 2% for across board but have the other 1% for employees who have had exceptional year.
It would also be nice if everyone gets the same % -- one year the Admin staff got 6% or more while the rest of us got 2-3%.
2% across the board and 1% for merit.

Please elaborate if Combination is selected. All comments are welcomed.
I understand the need for across-the-board raises, but it has been a long, long, long, long time since we've received merit raises, and that can be very, very discouraging. We have been asked over and over again to "do more with less," to take on tasks above our pay grades because vacated positions won't be filled for a while, to take on work that used to be done by people who made 2-3x as much as we do ... and there is ZERO reward for those who step up. Those who maintain the status quo get the exact same financial gain as those who take on the extra tasks and go the extra miles. When you consistently exceed expectations & you get the exact same raise as the person next to you who consistently does the bare minimum ... well, eventually, why bother?
The cost of living goes up every year and if there is not going to be a cost of living increase then all employees should receive some % of available funds for morale purposes. However there are those who do better jobs than others and they all do not receive awards so any slight merit raise would be a great way to acknowledge those who give more to their jobs. NOTE: I am retiring in 2 months but as an overachiever who has given my all for 23 years I sincerely wanted to answer this question.
1.5% ATB; 1.5% Merit to be allocated within departments
An across the board raise with a percentage reserved for depts to use for merit increases.

Please elaborate if Combination is selected. All comments are welcomed.
Not sure if it's possible to do a combination of Merit and Bonus but my experience is that Merit raises are a good mechanism to further motivate staff. I also feel that given the lower than average pay for state higher education employees in relation to salaries for similar type work in the private sector some sort of across the board bonus for everyone else is a good compromise
While a 3% raise is a large salary increase for some employees, it is basically a small increase for employees who make lower salaries. Merit raise will exclude many of the UofM employees since all employees are not recognized as outstanding achievers when they actually are outstanding achievers. A Bonus for all employees is also recommended since it is equivalent to the "Across the board raise" and the bonus, of course, would include all UofM employees.
The employees at this university have been without a decent raise since before the recession. It would be nice for all to receive an across the board raise that we have gone without for years while remaining dedicated to this institution. I would understand moving to this merit type bonus or a combination of both in future years, but would also add that evaluations should be done in a fair and equitable manner.
I feel that an across-the-board-raise may be viewed negatively due to the small amount. When I was working in healthcare management, we used these small budget increases to correct pay equality issues and to reward high-performing employees.

Please elaborate if Combination is selected. All comments are welcomed.
3% across the board raise for everyone; plus additional bonuses for outstanding & advanced performances.
3% raise across the board; plus bonuses for outstanding & advanced performances as shown on this link: http://tseaonline.org/wp-content/uploads/2016/12/PFP-Dec-2016.pdf
I think a combination should be used. Several employees at the University of Memphis have done and continue to do an exceptional job, and go beyond what is required. They desired merit raises and bonuses. Why give any percentage to individuals that don't perform? This would not be fair.
Offer a 2% across the board raise and reserve 1% merit to be distributed by chairs and department heads as they determine; e.g., one employee may be recommended for a 2% merit while another only .5% . Avoid using a "bonus." It is taxed at a higher rate and does not move the salary range.
1% across the board; 2% merit
We're in this together...
It should be used to address the pay disparity between men and women.

Please elaborate if Combination is selected. All comments are welcomed.
Everyone needs a raise
1 time bonus of 1% and the 3% salary raise to all those under $90,000 per year. Those above will just have to deal. IF you can't make it on $90,000 a year already - in Memphis - you're doing something wrong.....
2% across the board 1% between merit and bonus
1/2 Across the board and 1/2 Bonus
50% of pool across the board and 50% merit/equity
There have been 6 years between 2007 and 2015 where there were either no increase or a "bonus" which does not equal to a pay raise since it is only a one time event. It only just covers increases such as health care and parking for the year. This puts every behind in pay even for the area market, forever. This would be the reason for the across the board increase. As of 2007 there have been many cut backs which means lots of employees have increased work loads since that time. An employee who has successfully maneuvered the workload should be rewarded with a merit increase as well as a COL increase.
Some across the board with enough to handle some cases of merit and equity

Please elaborate if Combination is selected. All comments are welcomed.
I would vote for a combination of across the board raise at a lower than 3% percentage (2%?), with an additional merit raise for those carefully selected staff and middle/lower management who take on ownership and responsibility for their work and put their effort into providing the best results, staying and working late into the night and weekends (unpaid) in order to get the job done.
Across the board raise for STAFF. The staff are the wheels that keep everything moving and many of us feel unappreciated because of the low pay compared to similar positions in Memphis. Make your staff more content - pay them well!
Merit Raise and bonus if you are doing your job well
If it is given across the board no ONE will be left out. That way it will be appreciated much more.
I've selected a combination of across the board raise (2%) and merit raise (1%) as this method will provide an opportunity for the University to reward employees who have gone the extra mile and provided continual exceptional customer service to the University and community.
It would have been helpful to include a description of each option. I'm sure several people will not know the difference.

Please elaborate if Combination is selected. All comments are welcomed.
I advocate for an equal raise for all staff. Thank you for hearing our opinions.
2% across the board 1% merit
Staff members who have never had a raise should get a raise and the staff who have received a raise but it's been a while should get a bonus.
Merit raises are great when there is a year over year cost of living wage or in corporate settings. Merit raises on their own are not effective, especially in higher education where departments are limited on budgets and many ideas from employees cannot be implemented without significant change or financial resources.
Everyone should get a slight raise, maybe 2%, and the leftover money should be distributed for additional merit raise funds.
Allocate some percentage to across the board, the remainder would be awarded for merit raises and bonuses.
We have not had a cost-of-living increase in a while and it would be helpful to all. Bonuses to do not have any kind of long-term impact for dealing with increased expenses.
For years, everyone has received the same amount of pay raise, no matter if they were exemplary employees or not. There is no reason for one employee to work harder or do better than others if they are not going to be rewarded for their extra effort. So, I could see everyone getting 1 or 1.5% across the board (to keep up with cost of living) but the rest should be awarded based on merit. It will show the employees that put in extra effort that the effort did not go unnoticed.

Please elaborate if Combination is selected. All comments are welcomed.
so every one can get some
Across the board raises, albeit a low percentage, gives everyone a raise. Merit raises are good to acknowledge a staff members work and service for a period of time; however, it is subjective to the head that is selecting the staff members and the amount. If a percentage of the available merit funds is equally divided then that will make that process more equitable. A one time bonus does not increase the base salary of the individual in the long run; however, as with the the merit raise, it might spread the fund, but subjectively.
I think that across the board raises are good to keep up with cost of living, increases in insurance expenses, and the increase in parking fees. (although it seems every time we get a raise, those fees rise as well). Additionally, I think that merit raises would improve employee morale and motivation. What is the purpose of having evaluations done (and receiving high scores) if you are not rewarded for your hard work?
My understanding of Merit Raises and Evaluations is that it's not an objective process.
I think some employees who deserve more raise should be given more based on merit, however, I think everyone should get some type of raise.
Some sort of across the board increase is important, but there has not been a merit increase in the 7 years I have been working here, and I have been told by multiple managers that if there were merit increases I would get one. I expect there are others in the same boat, whose salaries do not include any merit increases they should have been getting.

Please elaborate if Combination is selected. All comments are welcomed.
I think merit raise is the best option. Across the board would be my last choice. Across the board rewards everyone regardless of their job performance.
So many times merit raises are given unfairly. At times, I have seen the least deserving people get the most while the more diligent employees are left out.
Across the board and merit
Perhaps a small ATB raise plus merit raises for those who have achieved a score of ? or above on their performance review. Without merit raises there's not much incentive for some people to go beyond the minimum requirements. One-time bonuses seem short-sighted to me.
Salary corrections to persons known to be below established basis should be applied first. Merit and Bonus could be awarded to known persons of exceptional distinction. Can fixed amounts be assigned to payroll centers and allocated by department leaders?
Split across the board increase and bonus 1.5% each
need the raise, the cost of living.
A base raise less than 3% should be allocated across the board with the remainder of the funds set aside for departments / divisions to apply as merit raises.

Please elaborate if Combination is selected. All comments are welcomed.
Unless managers are trained on how to administer the merit raise to where it's fair and equitable to their team members. Then it becomes meaningless. Moreover, when employees have gone for years without an a cross the board raise. Then merit pay doesn't help all employees given that cost of living has went up. If we received regular increases, then merit could have more weight and impact! Understandable, some areas are understaffed so this also could be used as a moral builder!
Perhaps a small bonus across the board similar to what we received in the fall in conjunction with merit based raises.
2% across the board with 1% reserved for merit. Please.
combination of merit and bonus
1.5 percent across the board, and 1.5 percent merit, with priority placed on salary equity
We didn't get an increase the last few years. The cost of living is steady increasing each year. The ones that preformed at a high level should be able to receive more than a 3% increase.
Everybody gets small across the board raise. Significant increases for the top 3 or 4 from each department.

Please elaborate if Combination is selected. All comments are welcomed.
I did not choose the combination but I have comments/questions. Across the board - does that include those who have already been promoted into executive and/or administrative positions more than likely accompanied with hefty raises since the last ATB we received; merit - who/what determines this type of distribution, and will it be fair; bonus - is this structured like the last $750 one time we received? I would imagine that the merit and bonus would exclude a lot of people so my choice is ATB. My prayer is that this much needed proposed 3% increase will become a reality. One last thing, if we are doing as well as being communicated to us, why only 3%? One of the first things Gov. Haslam did after taking office was give hefty increases to his cabinet, but at the same time proposed to cut the state budget by over $1 billion. His reason with no apology "…to get the very best people…". How does he view state employees, especially in higher ed.?
1.5% ATB. 1.5% Merit.
Across the board
It is great to recommend employees who go above and beyond. At the same time, there needs to be a cost of living increase across the board.
Since university salaries increases are small and inconsistent, it would be nice if everyone got a little something (2%) and then the remaining 1% could be a merit raise pool where employees with the highest ratings could get a bit more. However, to ensure that the pool goes further, no employee making a salary of more than $90k would be eligible for the merit portion. 3% is not much...but, in today's economy, every bit counts...and it counts most for those employees making the least.

Please elaborate if Combination is selected. All comments are welcomed.
In the pass most supervisors or chairs did not give out merit raises and some did. This made the whole system unfair across campus. One time bonus is ok, but I would prefer the across the board raise. Thank you
I think there are some positions who have not qualified for a raise but through tenure deserve to receive. Other than that make it merit based in order to reward those whose efforts warrant a raise. It is too hard to work here and too easy to feel underappreciated. There are lots of people who just come for the check and there are lots of people who care about their work. Both are okay but one should benefit more for being better at their work. They've earned it
There should be more opportunities to recieve competitive salaries. I have spent over 10 years at the university and make less than when I started, inflation considered. There are also no opportunities for promotion. My colleagues outside of academia recieve higher pay with less edjucation and experience.
1.5% across the board and 1.5% merit pool
All persons that have been with the University for at least 10 years that are below the median pay for their position should get a raise that brings them to at least the current typical hiring pay for their position. If possible, they should get a raise up to (at least) the median pay. It's disheartening and quite simply not fair to see someone hired new into the same position/title getting paid more than you due to the 4-5 years of no pay raises for State employees that long-time employees have gone through. Employees with less than 3 years of service should get a bonus. Employees with 3-9 years of service should get an across the board raise.

Please elaborate if Combination is selected. All comments are welcomed.
I would go with 1% in each category.
Since merit is too subjective, across the board is the fairer method of increasing pay. However, a percentage increase should be determined based on a salary scale. Lower paid employees should receive a higher percentage from the salary pool.
1 percent across the board: 2 percent awarded based on merit
Give a 2% across the board raise to all full-time positions, use the remaining 1% pool to give a one-time bonus to staff who have been here based on longevity (minimum 1 year service for initial bonus, a larger bonus for those who have been here over 5 years).
Across the board raise and bonus