



## CHANCELLOR'S COMMISSION ON THE STATUS OF GENDER EQUITY

Chancellor Jeffery Gold  
EAB 202  
University of Nebraska at Omaha  
6001 Dodge Street  
Omaha, NE

May 3, 2021

Dear Chancellor Gold,

This letter serves to reiterate our ongoing concerns about staff compensation at UNO. CCSGE has advocated for a system-wide or campus-wide salary survey over the past three years. During that time, staff attrition has continued to be an issue, as evidenced by attrition rates ranging from 9%-14% over the past five years. Based on the most recent qualitative information gathering completed by CCSGE (Fall 2020), we have determined the following are the top concerns with staff compensation:

1. HR has authority to act only in an advisory role. Unit leadership is responsible for ensuring that staff are compensated equitably and appropriately.
2. Many in unit leadership and staff members themselves are not currently aware of the NU Values Compensation Guidelines and how staff pay zones are structured.
3. Many staff are reluctant and fearful of retribution/intimidation by their supervisor if they request to move forward with examining alignment of their job to compensation or seek raises.
4. Job descriptions, titles, and job classifications do not align with many staff members' current tasks and workloads.
5. Backlogs in processing changes to job descriptions, titles, and classifications can take many months due to unengaged supervisors. The status of the process is not automatically communicated to staff (sometimes not at all).

CCSGE has brainstormed several potential ways to address these issues (see p. 2). We would like to meet with you in June 2021 to review our requests and discuss future steps with incoming Chancellor Li. We look forward to continuing our collaboration with you and campus leadership by taking actionable steps toward retaining UNO's valuable staff members.

Thank you on behalf of the CCSGE Faculty and Staff Co-Chairs and Campus Climate Committee:  
Dr. Ferial Pearson    Taricka Burton    Laura Sherwin    Dr. Julie Bell  
Dr. Heidi Blackburn    Maria Sorick



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### **Specific CCSGE Asks to Address Staff Compensation Concerns**

**Ask:** Staff should be able to request/initiate the process for HR to research updated/relevant pay range data to the staff member and their supervisor.

**Ask:** Mandatory annual training for *all* supervisors and staff on pay zone structures, salary bands, pay advancement options, and the compensation increase process.

**Ask:** Provide individual pay range and range penetration data with notification of annual performance evaluation communications for all staff and their supervisors.

**Ask:** If a staff member's current compensation rate is shown to be 10% or more below the pay rate shown by HR's market comparison, then upper-level campus leadership (e.g., VC Academic Affairs and Chancellor) should be notified of the discrepancy.

### **Sources**

[https://www.unomaha.edu/human-resources/\\_documents/Compensation/class-compensation-guidelines-updated%206.29.17.pdf](https://www.unomaha.edu/human-resources/_documents/Compensation/class-compensation-guidelines-updated%206.29.17.pdf)

<https://nebraska.bridgeapp.com/learner/library?search=compensation>