Compensation

General Information

The Compensation tab provides three views of compensation-related data:

- The **Academic Compensation** view is limited to salary and hourly plan data for positions and jobs within the PeopleSync “NYU - Academic” Job Family Group.
- The **Administrative Compensation** view is limited to salary and hourly plan data for positions and jobs outside of the PeopleSync “NYU - Academic” Job Family Group.
- The **Chartfield** view combines salary plan, hourly plan and activity pay data from PeopleSync with anticipated spend and payroll actuals and with personnel budgets and actuals from fame.

Data Sources

Data are sourced from PeopleSync and are built using the UDW+ Compensation, Activity Based Pay, Salary Expense, and Budget Summary subject areas.

No data is currently available from legacy HR systems.

Use notes

Each view uses a unique set of Dashboard Prompt Filters to run the analyses. Refer to the sub-sections below on definitions, dashboard prompt filters, and available content. Users must have access to Compensation attributes to view this dashboard page.

View Compensation by: Academic Compensation

Definitions

All compensation is limited to salary or hourly plans (Compensation Type = “Salary” or “Hourly”). To normalize plan amounts that may be recorded in hourly, weekly, monthly, or annual increments, an annualized amount is utilized. This amount is not pro-rated for gaps in service during the year. For example, hourly plan amounts are annualized by multiplying the hourly rate by the scheduled weekly hours by a factor of 52.

Dashboard Prompt Filters

The following dashboard prompts are available for filtering results:

<table>
<thead>
<tr>
<th>Filter</th>
<th>Location</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>School/Division</td>
<td>main filters</td>
<td>Required field. The aggregation of PeopleSync supervisory organizations above Reporting Department in NYU's hierarchy. It allows for analysis at the school or administrative division level of the University.</td>
</tr>
<tr>
<td>Reporting Department</td>
<td>main filters</td>
<td>The aggregation of PeopleSync supervisory organizations at the lowest level of NYU's reporting department hierarchy, used for isolating information for analysis at the administrative or academic department level.</td>
</tr>
<tr>
<td>As Of Date</td>
<td>main filters</td>
<td>Required field. Selecting an As Of Date will limit counts to compensation plans in effect on that particular day. NOTE: Choose an As Of Date that falls within the selected Accounting Month.</td>
</tr>
<tr>
<td>Job Family</td>
<td>main filters</td>
<td>Required field. The grouping of Job Profiles in PeopleSync. Job Families are limited to members of the “NYU - Academic” Job Family Group. One or more Job Family may be selected.</td>
</tr>
<tr>
<td>Job Profile</td>
<td>main filters</td>
<td>Required field. Job Profiles are limited to members of the “NYU - Academic” Job Family Group. One or more Job Family may be selected.</td>
</tr>
</tbody>
</table>

Average Compensation by Job Family and Job Rank

A bar graph displays the total compensation plan amount (limited to salary and hourly plans) for each person having a position within the selected Job Family/Job Profile combination(s). Compensation plan amounts are based on plans in effect on the As Of date selected.
A point is displayed to represent the mean plan amount by Job Profile. It is important to note that selecting multiple Job Profiles will result in multiple means being displayed—corresponding to the Job Profile for each employee displayed. Average calculations are confined to the dashboard filter parameters selected and to a user’s security privileges.

**Average Salary by Gender and Rank**

A table displays headcount and average compensation by gender for each combination of academic rank and job family.

**Security Notes:**
- users without data access to Bio/Demo attributes will see only total counts, undifferentiated by gender. A message will display notifying a user of this access limitation
- users without data access to Compensation attributes will be unable to view this metric
- see About this Dashboard: Security for additional security restrictions

**View Compensation by: Administrative Compensation**

**Definitions**

All compensation is limited to salary or hourly plans (Compensation Type = “Salary” or “Hourly”). To normalize plan amounts that may be recorded in hourly, weekly, monthly, or annual increments, an annualized amount is utilized. This amount is not pro-rated for gaps in service during the year. For example, hourly plan amounts are annualized by multiplying the hourly rate by the scheduled weekly hours by a factor of 52.

**Dashboard Prompt Filters**

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<td>main filters</td>
<td>Required field. Selecting an As Of Date will limit counts to compensation plans in effect on that particular day.</td>
</tr>
</tbody>
</table>
| Job Family | main filters | Required field. The grouping of Job Profiles in PeopleSync. Job Families are limited to members of the following Job Family Groups:  
  - NYU - Administrative/Professional  
  - NYU - Casual  
  - NYU - Non-Exempt / Non-Union  
  - NYU - Student  
  - NYU - Union  
  One or more Job Family may be selected. |
| Job Profile | main filters | Required field. Job Profiles are limited to members of the following Job Family Groups:  
  - NYU - Administrative/Professional  
  - NYU - Casual  
  - NYU - Non-Exempt / Non-Union  
  - NYU - Student  
  - NYU - Union  
  One or more Job Profile may be selected. |

**Average Compensation by Job Family and Job Profile**

A bar graph displays the total compensation plan amount (limited to salary and hourly plans) for each person having a position within the selected Job Family/Job Profile combination(s). Compensation plan amounts are based on plans in effect on the As Of date selected. A yellow point is displayed to represent the mean plan amount by Job Profile. It is important to note that selecting multiple Job Profiles will result in multiple means being displayed—corresponding to the Job Profile for each employee displayed.
Average calculations are confined to the dashboard filter parameters selected and to a user’s security privilege. Two additional points are displayed to represent the compensation grade minimum and compensation grade maximum values for the selected Job Profile(s). Selecting multiple Job Profiles will result in multiple maximum/minimum values being displayed. A table below the graph displays the detail.

**Average Salary by Gender and Pay Band**

A table displays headcount and average compensation by gender for each combination of compensation grade band (NYU band) and job family.

**Security Notes:**

- users without data access to Bio/Demo attributes will see only total counts, undifferentiated by gender. A message will display notifying a user of this access limitation
- users without data access to Compensation attributes will be unable to view this metric
- see About this Dashboard: Security for additional security restrictions

**View Compensation by: Chartfield**

**Definitions**

The Chartfield view combines salary plans (Compensation Type = “Salary”), annualized hourly plans (Compensation Type = “Hourly”), and activity pay amounts with general ledger data (budgets, actuals, anticipated spend) and salary expense data (actuals, anticipated spend). To normalize plan amounts that may be recorded in hourly, weekly, monthly, or annual increments, an annualized amount is utilized. This amount is not pro-rated for gaps in service during the year. For example, hourly plan amounts are annualized by multiplying the hourly rate by the scheduled weekly hours by a factor of 52.

**Dashboard Prompt Filters**

The following dashboard prompts are available for filtering results:

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<tr>
<td>Business Unit</td>
<td>main filters</td>
<td>Required field. Selecting one or more business unit will limit compensation to results with a corresponding costing allocation value and will limit general ledger and salary expense to results with a corresponding fame chartfield value. Values are limited to the chartfield sets for which user access has been granted.</td>
</tr>
<tr>
<td>Fund</td>
<td>main filters</td>
<td>Required field. Selecting one or more fund will limit compensation to results with a corresponding costing allocation value and will limit general ledger and salary expense to results with a corresponding fame chartfield value. Values are limited to the chartfield sets for which user access has been granted.</td>
</tr>
<tr>
<td>Org</td>
<td>main filters</td>
<td>Required field. Selecting one or more org will limit compensation to results with a corresponding costing allocation cost center value and will limit general ledger and salary expense to results with a corresponding fame chartfield value. Values are limited to the chartfield sets for which user access has been granted.</td>
</tr>
<tr>
<td>Program</td>
<td>main filters</td>
<td>Selecting one or more value will limit compensation to results with a corresponding costing allocation value and will limit general ledger and salary expense to results with a corresponding fame chartfield value. Values are limited to the chartfield sets for which user access has been granted.</td>
</tr>
<tr>
<td>Project</td>
<td>main filters</td>
<td>Selecting one or more value will limit compensation to results with a corresponding costing allocation value and will limit general ledger and salary expense to results with a corresponding fame chartfield value. Values are limited to the chartfield sets for which user access has been granted.</td>
</tr>
<tr>
<td>Account</td>
<td>main filters</td>
<td>Selecting one or more value will limit compensation to results with a corresponding costing allocation value and will limit general ledger and salary expense to results with a corresponding fame chartfield value. Values are limited to the chartfield sets for which user access has been granted.</td>
</tr>
<tr>
<td>Accounting Month</td>
<td>main filters</td>
<td>Required field. The accounting month will limit general ledger and salary expense results to the accounting period selected. By default, the current accounting period is selected.</td>
</tr>
<tr>
<td>Fiscal Year</td>
<td>main filters</td>
<td>Required field. The fiscal year will limit general ledger and salary expense results to the fiscal year selected. By default, the current fiscal year is selected.</td>
</tr>
</tbody>
</table>
As Of Date filters

Required field. This filter will limit compensation and activity pay to plans in effect on the date selected. The As Of Date should be within the selected Accounting Month and Fiscal Year to avoid unexpected results. By default, today’s date is selected.

**Annual Projected Expenses: Current fiscal year by Chartfield**

A pivot table displays fact amounts by chartfield. Multiple chartfield combination views are available:

- Roll Up to Org
- Roll Up to Program
- Roll Up to Project
- Display All (full chartfield set)

For each chartfield row, the following fact amounts are displayed:

**From the General Ledger**

- Revised Budget
- Actuals and Exception amounts combined
- Anticipated Spend (includes anticipated fringe)

In addition, an Hourly Amount Remaining is projected based on the following formula derived from data in PeopleSync:

For all hourly plan amounts for positions in the NYU - Student Job Family Group, multiply the hourly rate amount by the scheduled weekly hours recorded by the number of weeks remaining in the fiscal year as of the As Of Date selected.

The final column, Annual Projected Spend, is the sum of the following fact amounts:

- Actuals and Exception amounts combined
- Anticipated Spend
- Hourly Amount Remaining

**Annual Projected Payroll Expenses: Current fiscal year by Employee**

A pivot table displays fact amounts by chartfield. Multiple chartfield combination views are available:

- Employee (across all chartfields)
- Employee by chartfield

For each chartfield row, the following fact amounts are displayed:

**From PeopleSync**

- Salary Plan Amount (annualized)
- Hourly Plan Amount (annualized)
- Activity Pay Amount (activities where selected fiscal year equals the activity year)

**From Salary Expense:**

- Fiscal Year-to-Date Actual Amount
- Anticipated Spend

In addition, an Hourly Amount Remaining is projected based on the following formula derived from data in PeopleSync:

For all hourly plan amounts for positions in the NYU - Student Job Family Group, multiply the hourly rate amount by the scheduled weekly hours recorded by the number of weeks remaining in the fiscal year as of the As Of Date selected.

The final column, Total Annual Projected Earnings, is the sum of the following fact amounts:

- Fiscal YTD Actual
- Anticipated Spend
- Hourly Amount Remaining

**Security Notes:**

- users without data access to Compensation attributes will be unable to view compensation data in the tables
- users without data access to fame financial data (fame chartfield security) will be unable to view data sourced from the general ledger
- users without data access to salary expense data (PD3 chartfield security) will be unable to view data sourced from salary expense
- see About this Dashboard: Security for additional security restrictions