

## ISSUE: BASE PAY REDEFINITION

The base pay definition is returning to the 2020 definition; the only additional pay component that will be considered part of base pay is MCAFA (the administrative supplement).

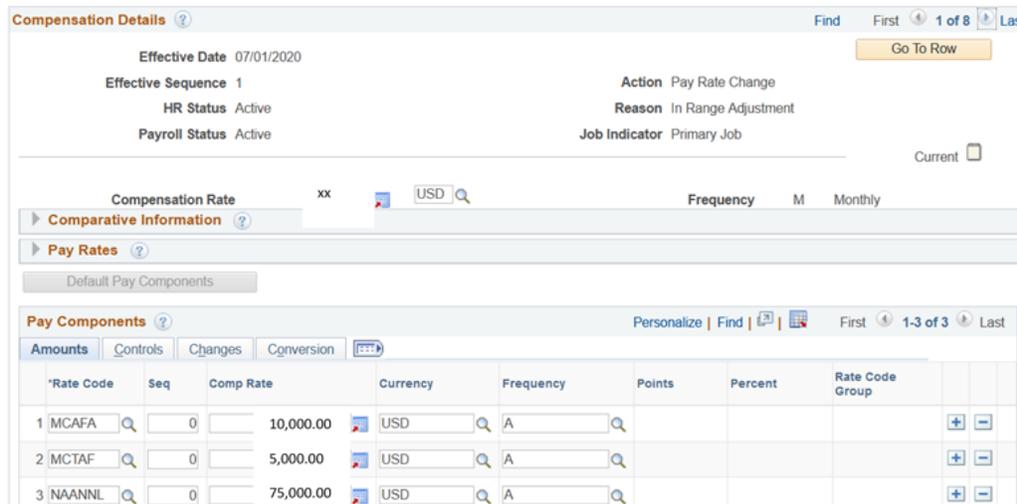
## BACKGROUND:

For the 2023 collection, additional pay components were included in the calculation of base pay. Upon further evaluation of varying system definitions of base pay undergoing definitional changes, the 2023 changes were resolved to be out of line with the IPEDS definitions.

IPEDS requests the reporting of base pay, without supplemental pay. However, as institutions have pointed out, some administrative pay *should* be included as base pay but has been separated as part of the multiple components of pay (MCOP) approach in OneUSG. Other supplements would not be appropriate for inclusion.

## SOLUTION:

The MCAFA supplement, but no other pay supplements, will be added to the base salary amount reported in OneUSG. In this guidance document, individuals receiving an MCAFA supplement are referred to as administrative faculty. The MCAFA supplement is extracted from the ps\_job table and added to the base pay amount. In the PeopleSoft screenshot example shown below, the base salary reported to IPEDS would be the 75,000 base salary (NAANNL) + the 10,000 MCAFA supplement for a total base salary of **85,000**.



The screenshot displays the 'Compensation Details' interface in PeopleSoft. It shows the following information:

- Effective Date: 07/01/2020
- Effective Sequence: 1
- HR Status: Active
- Payroll Status: Active
- Action: Pay Rate Change
- Reason: In Range Adjustment
- Job Indicator: Primary Job
- Current:

Below this, there are sections for 'Comparative Information', 'Pay Rates', and 'Default Pay Components'. The 'Pay Components' section is expanded, showing a table with the following data:

*Rate Code	Seq	Comp Rate	Currency	Frequency	Points	Percent	Rate Code Group
1 MCAFA	0	10,000.00	USD	A			
2 MCTAF	0	5,000.00	USD	A			
3 NAANNL	0	75,000.00	USD	A			

## IMPLICATION FOR IPEDS HR REPORTS:

Salary is reported in Part G of the IPEDS HR reports. The reported salary will include the MCAFA supplement for administrative faculty, and no other supplemental pay.

## IMPLICATION FOR DIGEST HR REPORTS:

Average salary is reported in Digest report HRDMX0107. The reported salary will include the MCAFA supplement for administrative faculty, and no other supplemental pay.