

ISSUE: MULTIPLE COMPONENTS OF PAY

The MCAFA (administrative supplement) will now be considered part of base salary.

BACKGROUND:

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. In the PeopleSoft screenshot example shown below, the base salary reported to IPEDS would include only the base salary of **75,000** (NAANL).

SOLUTION:

The MCAFA supplement, but no other pay supplements, will be added to the base salary amount reported in OneUSG. If an individual has an MCAFA supplement, they are hereafter referred to in this guidance document 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 (NAANL) + 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

Below this, the 'Compensation Rate' is shown as 'xx' with a search icon and 'USD'. The 'Frequency' is set to 'M' (Monthly).

The 'Pay Components' section is expanded, showing a table of components:

*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 NAANL	0	75,000.00	USD	A			

IMPLICATION FOR IPEDS HR REPORTS:

Salary is reported in Part G of the IPEDS HR reports. Now the reported salary will include the MCAFA supplement for administrative faculty.

IMPLICATION FOR DIGEST HR REPORTS:

Average salary is reported in Digest report HRDMX0107. Now the reported salary will include the MCAFA supplement for administrative faculty.