

# **Methodology/Disclaimer**

## **SalariesReview**

### **College Graduate Offer Skill-Based Survey**

**SalariesReview** surveys are on-line, real-time databases quite unlike any traditional surveys you might have used before. SalariesReview was created by and operates under license from **ERI Economic Research Institute** to provide online survey capabilities and, in March of 2005, won the Patent for online interactive salary surveys. Data is gathered from non-copyrighted sources and inputs from on-line Internet participants. For example, if the database contains ten college graduate job offer measures for a position and an eleventh is added, the median salary offer and any incentive/bonus will be adjusted, as will the number of survey participants, by one. Inputted data is tested against a standard error for the position. If within the acceptable range, it is included. Data not included is "flagged," and an e-mail is sent to ERI researchers to have this data reviewed before inclusion.

Survey data is contributed on-line via the Internet. Respondents include college placement and career centers and individual college graduates themselves.

Since data is collected at various times with varying effective dates, as is the case with all surveys, data will be adjusted slightly to reflect a standardized Survey Data Collection Date of the first day of the quarter preceding any inquiry. Data that reflect levels and practices preceding this date by more than 24 months are excluded. Therefore, data collected for an offered salary may decrease in value and sample size from one month to another.

In creating this survey, **ERI Economic Research Institute** has utilized the degrees defined and reported upon by the U.S. National Center for Education Statistics (NCES), Office of Educational Research and Improvement, U.S. Department of Education, 555 New Jersey Avenue, N.W., Washington, DC 20208-5574. This design, although originally an American construct, is applied across 150 separate countries and their colleges.

Definitions and fields are consequently a combination of NCES and ERI terms. Initial seed data were derived from the latter for first year salaries and bonuses for professional positions. Data changes now occur with every additional entry from Internet users.

#### **Use of This Data - Disclaimer**

This data is provided "as-is," and SalariesReview and ERI make no warranty, either express or implied, including but not limited to, warranties of correctness and fitness for a particular purpose. In no event will SalariesReview or ERI be liable for any indirect, special, consequential or other damages however caused.

## **Report Fields and Search Results**

SalariesReview collected data are used to create a report of salary and first year incentive offers to college graduates in any of 7,200 worldwide locations for any one of 1,800 college degrees, using a 5,100 worldwide college/university database.

Internet users are asked to input data for the country, state, and city in which the new college graduate is offered employment. A feature that allows for quick selections by entering a postal or zip code lets the first three of these steps be combined into one.

#### **Country of Employment Offer**

In step 1, any country may be entered. Your computer defaults to the country associated with the language used in your browser.

#### **State/Province**

In step 2, any of over 30,000 states or province names may be entered. This filter is constricted as the country selected decides the state or province names selected.

#### **City of Employment Offer**

In step 3, the research design calls for each country to have at least one area entitled, "Balance of Country," in which all other non-listed cities' data will be consolidated. Initially, this survey will only provide national norm data. As data is developed, state and city specific norms will be reported.

#### **Degree & Discipline**

In step 4, select among any one of over 1,800 degrees and curriculum disciplines. Choose the equivalent within a category, if no exact match can be made.

### **Add to Order**

Add the selected report to your shopping cart and either continue shopping or proceed to checkout.

### **Reduce Costs/Contribute Data**

If an Internet inquirer contributes information regarding college graduate job offers in a city for which he/she knows present offer rates, the contributor will receive a single report for free. For example, if four reports are purchased, the charge will be for three.

## **Additional Report Fields and Search Results**

### **Degree**

Three degree levels are tracked over 1,800 degree areas. Curriculum combinations use the U.S. Department of Education's CIP codes. Master's degrees are a smaller consolidation of this population of bachelor's degrees, and Doctorates are an even smaller consolidation of the Master's degrees. For inter-country comparison purposes, Bachelor's degrees are those earned after three to five years of additional study beyond high school. Masters are those requiring one to three years beyond a Bachelor's. Doctorates are advanced degrees that range in year requirements that earn the recipient the right for a special license, university teaching, or service right for ministering, counseling, law, medicine, etc.

### **Discipline**

Discipline curriculum divisions and their specialties, or fields of study, are those specified in the *Classification of Instructional Programs* (CIP) which was developed by NCES and is the accepted standard for collecting, reporting, and interpreting education program data.

### **Location of Employment City of Offer**

Any of over 7,200 international city/areas may be selected.

### **School Where Degree Earned**

SalariesReview provides a listing of close to 6,000 universities and colleges offering four year degrees from throughout the world. Should one's school not be included, please email [info@salariesreview.com](mailto:info@salariesreview.com) and provide the name, location, and listing of degrees offered by this institution. SalariesReview has specifically excluded those institutions offering only two year Associate degrees.

### **Beginning Offer Survey Incentives**

Participants are asked to report actual bonus offers. In recent years with low unemployment in some countries and areas, employers have adopted the practice of utilizing signing bonuses or guaranteed first year awards and/or incentives. Again, actual amounts offered are to be reported. The survey will report the median incentive offer, if any.

### **Survey/Source Name**

SalariesReview International Internet Based College Graduate Offer Rates Survey. This is one of several interactive surveys found at SalariesReview.com on the Internet.

### **Survey Publisher**

SalariesReview.com

### **Survey Publication Date**

This is the date on which the salary survey is accessed and printed. SalariesReview assumes that the system date is in fact the correct date.

### **Latest Data Collection Date**

This date is defined as either 1 Jan 200x, 1 Apr 200x, 1 Jul 200x, or 1 Oct 200x using the European/International day, month, year sequence. In reality, if an Internet inquirer submits data for the position for which a report is requested, the data will be adjusted by that input, if only slightly because of sample size. This adjustment, however, will be slightly reduced so as to match the quarter collection date unless, for example, the data is inputted on 1 July when the adjustment would be zero percent. Data entered may or may not affect the median with values expressed as whole numbers.

### **Population**

The number of college job offers traced by this survey.

### **Currency**

Will vary by the country where information is collected. For example, Canadian salaries are reported in Canadian currency.

## Methodology/Description

As found in this prose. Report Date is the date at which the Search Report is generated on the Internet.

## Complete Report and In-Depth Analyses

Because of the limitations of the Internet, mainly caused by the constant need to refresh data input screens, this Survey cannot now take into account university or college size and/or the organization size and industry of the offering employer.

## Definitions

Standard definitions and descriptions of survey methodology and reliability utilized by SalariesReview.com for this and other surveys are as follows:

An **Occupation** is a set of activities or tasks that employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they are in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in the majority of industries.

A **Position** contains a more detailed set of activities than an occupation. That is, many surveyed positions are typically termed "job families" with traditional compensation terminology.

**Survey Position Titles** and the descriptions of these positions are those developed by SalariesReview.

**Incumbents:** SalariesReview counts each Internet input an individual incumbent unless the number in the incumbents field is greater than one (an override in data input available to our Field Researchers). In using ERI data to initially seed this dataset, ERI has added some variability by adding a single "unreal" number. However, this number is required as the basis against which inputted data will be tested, before it is included in the calculation of a mean. Overtime, ERI expects that the seeded value will equal the mean.

A **Mean** wage is an average wage. A mean wage estimate is calculated by summing the wages of all the employees in a given position and then dividing the total wages by the number of employees.

A **Median** wage is a boundary. An occupational median wage estimate is the boundary between the highest paid 50% and the lowest paid 50% of workers in that occupation. Half of the workers in a given occupation earn more than the median wage, and half the workers earn less than the median wage.

**Number of Organizations Employment Estimates** represents the number of inputs to this survey plus any seeded data to test Internet participant input.

**Wage & Salaries** are straight-time, gross pay, exclusive of premium pay. Included are base wage and salary rates, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, and on-call pay. Excluded are back pay, jury duty pay, overtime pay, severance pay, shift differentials, non-production bonuses, and tuition reimbursements.

**Mean Annual Salary/Wage** is calculated by multiplying the mean wage by a year-round, full-time hours figure of 2,080 hours per year (52 weeks by 40 hours). Thus, the annual wage estimates may not represent the actual annual pay received by the employee.

**Mean Hourly Salary/Wage** is the estimated total wages for a position divided by its weighted survey employment. All SalariesReview survey data are annualized.

**Bonuses** are all cash equivalent incentives paid during a calendar year and include gainsharing, variable pay, bonuses, awards, commissions, and similar payments. **Average Bonuses** are estimated first year totals if they have been promised to a new employee. If expected, but not contractually promised, they should also be included.

**Salary Survey Weighted Average** is a mean, weighted by the population, and altered over time with the individual additions of Internet respondents. As reported, it equals the mean salary plus the bonus amount reported. It is the sum of the average wage/salary plus any cash payments of incentive pay received during a calendar year.

**Salary in Bonus Paying Organizations** is a mean, weighted by the population, and altered over time by the individual additions of Internet respondents for firms that pay bonuses.

**Variable Pay in Bonus paying Organizations** is synonymous with bonus.

**Salary/Total in Non-Bonus/Bonus Paying Firms** is the sum of Salary in Bonus Paying Organizations and Variable Pay in Bonus paying Organizations. The sum of Average/Mean and Bonus in the bottom table of each printout

reflects bonuses in bonus paying companies.

The **Sampling Frame** for this survey includes all Internet participants.

**Method of Collection:** Data is submitted by participants over the Internet.

**Latest Data Collection Date:** This is the date on which a College Graduate Offer Survey Report is accessed and/or printed.

**Survey Publication Date:** This is the date on which a College Graduate Offer Survey Report is accessed and/or printed.

**Improvement of Data:** Offers are now reported by the degree earned. At some future date, SalariesReview expects it will also be reporting offers received by college/university attended.

Over time, it is expected that SalariesReview.com's datasets will become heavily weighted by inputs from Internet respondents. Initially, one should expect data to be more heavily weighted by the seeding of non-copyrighted and contributing organizations' data. Each Internet inputting inquirer will be counted as a "1" for the incumbent, or population, count.

## **Statement as to the Relevance and Reliability of Data**

Relevance is totally determinable by the circumstances and situation presented. See this Methodology's Disclaimer.

Reliability is described in a four part, non-exclusive summary to match the *Daubert* challenge as now required for statistical evidence in the United States.

### **Theory/Technique Demonstrations**

Methodologies accompany each SalariesReview survey and Internet presentation. These methodologies include definitions of terms, examples of calculations, and identifications of sources and data updates.

### **Subject to Publication and Peer Review**

SalariesReview surveys, SalaryExpert and ERI's Internet visits now exceed 500,000 a month to <http://www.salariesreview.com> and related sites. ERI's peers are its competitors, those firms that also provide data analyses to their clients.

### **Known or Potential Rate of Error**

Each SalariesReview survey illustrate via a "Reliability Statistics" link, the beginning of a statistical overview of ERI data.

### **General Level of Acceptance within the Discipline's Community**

Internet online surveys should be differentiated from free Internet data sites that do not disclose their source data.

Individuals who contribute data are not charged for their first, single data retrieval. Select one of the surveys below:

#### **Salaries, Wages & Remuneration Skill-Based Survey**

A report of any one of 24,000 position title's competitive salary and incentive data in any of 8,400 locations; data is shown in the currency of the country.

#### **Cost-of-Living Survey**

A report listing 18 key cost items affecting housing, transportation, taxes, services, and consumables for 8,400 cities/locations with an area's COL compared to the national average of the country selected.

#### **Employee Benefit Survey**

48 key employee benefit practice measures, including employee and organizations' costs in 49 industries across 76 states, provinces, and territories and 647 metropolitan employment areas; US & Canada only.

#### **College Graduate Offer Skill-Based Survey**

A report of salary and first year incentive offers to college graduates in any of 7,200 worldwide locations for any one of 1,800 degrees using a 5,100 worldwide college/university database.