# **Tips for Navigating GEMCAT 2023**

Open the <u>2023 GEMCAT</u> link to explore NAGAP 2023 Salary Survey results in Tableau.

Move the slide bar to access 14 different dashboards:

			NAGAP 20	23 GEMCAT (Graduate)	Enrollment Mana	gement Compensation	Analytics Tool)	_ Dashboa	rd Slid	le Bar	
Respondent Demograp	hics Respon	dent Experience	Respondent Institutions	Salary by Primary Job Duty	y Salary by Job	Title Salary	by State & Region	Salary by Demogra	ohics Sa	lary Ranges	Sala >
Graduate En	FM	ement Survey ye	ar 2023 Survey	Results	Respondents by (	country & region		Respond	ents by gende	r	
	>2<		986 respond	ents	Country	Region + 🗄		1,000			
NAGAP	CAT				United States of	Midwest	295 ^		Ā		
Compe	insation Analytic	s Tool			America	Northeast	270		The second se		
Bospondonts by racial ide	ntity					Pacific	3	500			
Respondents by racial ide	arcicy					South	287				
	Respondent	s 96 of Total	Hispanic	75		West	100				
Hispanic and/or person of c	olor 218	22%			Canada	British Columbia	6			-	
White only, non-Hispanic	709	7296	Asian	55		Newfoundland and Lab	r <3	200		<b>m</b> in and a second seco	
Not disclosed						Ontario	3	200			
Respondents could select me	ore than one raci	al identity.				Quebec	< 3				
			Black	88	Australia	Oceania	< 3 V				
				F	Regions: https://www.	census.gov/geo/pdfs/maps-	data/maps/reference	e/us readiv.pdf 100			
			Native Americ	an/Alaskan 16	Decoordents by	toto					
Beenondonte by gonoratie	00				Respondents by :	itate					<b>.</b>
Respondents by generation			Pacific Islande	er 4				50			
	Percentage	Average Age			13		time	n			
Boomers (1946-64)	996	63			p	3 4 7 (	MO -	The			
Generation X (1965-80)	39%	49	White	784	(	United	>	and the second			
Millennials (1981-96)	4996	35				States 4	S LA 20	20			
Generation Z (1997-2012)	396	25			E.		YEZ X	20			
Generations: https://www.pewres and-generation-z-begins/	<u>search.org/fact-tar</u>	<u>k/2019/01/17/where-mi</u>	llennials-end- Res	sponses per state				* The rates	Female	Male	Non-binary or not disclosed*
					© 2024 Mapbox © 0	DpenStreetMap		responses	vere combined to	p ensure anonymit	.y.

• Changing the screen and filters does not affect other users.

# Dashboards default to 2023 data:

• You can change the Survey Year filter to view data from 2021 or 2019.

Survey year	2023 Survey Results		
2023 •	986 respondents	SURVAYVASK	
2019 4	beereependente	Survey year	— 2019 Survey Results
2021		2019	1,109 respondents
2023			

# Hover over visualizations to see additional detail in the tooltip box:



# Filter the data using different variables:

Type of institution				
51	Admissions Operations		Diversity Operations	
✓ (AII)	(AII)	•	(All)	•
✓ Public	Alumni Operations		Employee Supervision	
	(AII)	•	(All)	•
Private, non-pront	Assessement		Enrollment/Yield Retention	
✓ Private, for-profit	(AII)	•	(All)	•
				,

#### **Resetting filters:**

- Filters will re-set when you move to a different dashboard.
- Some dashboards have a Clear all Filters button. Clicking this button will reset all of the filters on the dashboard:



For dashboards without a Reset button:

• The filter icon  $\overline{\mathbf{x}}$  will show a red x when the filter is activated.

Admissions Operations	T <sub>x</sub>
Admissions Operations	•

- To clear the filter, click on the red x.
- Filters do not carry over to other dashboards, but will continue to affect the current dashboard until you clear them.

# The last dashboard displays all Salary Survey questions:

• Search by keyword to find questions of interest.

	NAGAP 2023 GEMCAT (Graduate Enrollment Management Compensation Analytics Tool)										
								5			
< n	Salary by Demographics	Salary Ranges	Salary Adjustments	Work Modality	Salary Satisfaction	NAGAP Chapters	Pandemic Impact on Salary	Survey Questions			
Year 2023	<ul> <li>NAGAP Salar</li> <li>Please indicate</li> </ul>	NAGAP Salary Survey Questions     Search for a keyword     salary									
	Please indicate	Please indicate how your <mark>salary</mark> changed (or will change, if already known) in 2023.				Type in a key word then "Enter" on your keyboard.					
	Please indicate	how your <mark>salary</mark> changed	d in 2022.								
	What is your gr	oss annual <mark>salary</mark> ?									