Professional & Scientific Council Update
May 4, 2017
P&S Classification/Compensation Review

**Primary Goal:** Review current P&S jobs and pay practices in order to design a new, market-driven structure and pay philosophy that enables the attraction, retention, and reward of P&S employees at Iowa State that is aligned with our mission, and is fair, equitable and compliant.

- **Expected Outcomes:**
  - Create and establish a University-wide Compensation philosophy for P&S staff;
  - Develop defined job classifications and job families for P&S jobs;
  - Develop a defined P&S pay structure (including a nonexempt pay structure) that balances market, equity, and performance;
  - Develop defined pay administration policies and practices to maintain a modern and competitive pay program; and
  - Better define pathways for P&S career development.
Class/Comp Update

Phase 1 (Current)
- Project Planning
- Compensation Philosophy Development
- Job Documentation and Collection

Phase 2
- Review of Job Documentation
- Market Assessment
- Salary Structure Development

Phase 3
- Benchmarking and Slotting
- Financial Impact and Planning
- Implementation Planning

Communication Strategy Implementation
ERP Planning and Integration
Current Project State

• Kick-off meeting with Aon Hewitt took place April 14th
• Key focus areas for engagement with campus:
  • Transparency
  • Consistency
  • Engagement with all relevant stakeholder groups
• Current Initiatives Underway:
  • Developing communication for campus
  • Developing materials for executive interviews
  • Formation of key project committees:
    • Extended Project Team
    • Advisory Committee
  • Development of Job Collection Tool
Communication Plan

- UHR Website
- Inside Iowa State
- Direct Email Communication
- Face to Face Connections (Presentations or in person meetings with HR Liaisons)
Questions and Comments