

****As we move through the Classification and Compensation Review more FAQs will be added. Please check back frequently or email uhrcc@iastate.edu with any additional questions that are not addressed here.***

What is the Classification and Compensation Review?

UHR is collaborating with Aon Consulting and campus stakeholders with the goal of providing a consistent and modern classification structure that aligns with the university mission – to be fair, market competitive, and enable the recruitment, retention, and reward of P&S employees.

What does the review mean to employees?

The Class/Comp Review will have the following outcomes:

- Create and establish a university-wide compensation philosophy for P&S staff
- Develop defined job titles (i.e. “classifications”) and job families for P&S jobs
- Develop a defined P&S pay structure that balances market competitiveness and performance
- Develop defined best practice oriented pay administration policies and practices to maintain a modern and competitive pay program
- Better define a framework that enables opportunities for P&S career development

What do you mean when you say you will develop and define job titles and job families?

The new structure will have new classifications (or titles) that are broadly defined and will encompass all of the work being performed by P&S employees at the University. Classifications will not be tailor-made for every position, rather, the most important thing is that the classification represents the core of a job and that the employees who hold the title associated with a specific classification are performing the type of work described in the classification description developed.

Will my pay change as a result of the Class/Comp Review?

The intent of this review is to remain cost neutral. While our pay grades and their associated pay ranges will change to align with market pay, in the majority of cases, it is unlikely that individual pay will be effected through this review.

Will my duties change as a result of the Class/Comp Review?

Duties will not change because of this review. What will change is our classifications, their associated titles, and our pay grades.

Will I still report to the same person?

Yes, it is unlikely that reporting structures will be altered because of the review.

Will there be a reclassification freeze as part of this project?

At this time, there are no plans to freeze reclassifications. If there is a need to put a hold on reclassifications, it likely would be toward the end of the project. Should that change, HR Liaisons will be notified and communications will be sent out to the university as a whole.