P&S Classification and Compensation Review:

P&S Seminar Series

September 10, 2019
Agenda

- Project Overview and Key Messages
- Project Status Update
- Resource Development
- Upcoming Activities
- Project Engagement
- Questions
Project Overview and Key Messages

• The P&S Classification and Compensation project continues to move forward!

• **Primary Purpose** – to identify and better define P&S jobs in order to facilitate a more thoughtful approach to compensation

• **Overarching Goal** – to improve attraction and retention of P&S employees

• **Desired Outcome** – to provide better tools for classification and compensation (meaningful job profiles and competitive market-based pay)

The project will NOT fix everything immediately. Improvements will be proactive and ongoing.
Project Overview and Key Messages

The Class/Comp Review Project WILL NOT:
• Affect an employee’s job
• Result in promotions, demotions, etc.
• Change an employee’s current pay

The Class/Comp Review Project WILL:
• Change your title
• Change your pay grade
• Change how we talk about classification and compensation
Project Update

• University’s focus has been on ISD and Workday implementations – the project has been quiet to help facilitate the transition

• We have begun working with Senior Leaders (President and SVPs) to discuss implementation strategies

• The project teams will begin building more communication and resources as new information becomes available
Project Update

• Identification of jobs – complete
• Benchmarking of jobs – complete
• Job Evaluation – complete
• Job Profile (i.e. Classification) Description Development – in progress; almost complete
• Implementation Planning – in progress
  • Primarily focused on education up to now
  • Will begin implementation communication when details are available
What Has Already Been Shared

- Project Website
- Overviews to P&S Council
- Several Inside Iowa State articles
- Compensation philosophy
- 3 P&S Seminar Series events:
  - Overview of Project
  - Principles of a market based structure – part of core structure
  - Leveling Guidelines – part of core structure

We encourage employees and managers to revisit these resources and ask questions
Next Steps

- Aon Consulting presentation to President and SVPs
- Will begin discussion with President and SVPs on implementation planning and execution
- Submission of structure to Board of Regents
- Development of Implementation Process
  - Slotting employees into new titles
  - Communication of new titles and levels
  - Process for employee input/review of titles
  - Full implementation
How to be Proactive

• Familiarize yourself with what has already been shared and ask questions!
• Reach out to UHR Class/Comp.
• Reach out to Extended Project Team and Advisory Team members.
• Reach out to your HR Delivery teams.
• Encourage others, including your manager, to familiarize themselves with available information.

The more we hear from you, the more we can properly target resources and communication!
Questions?

Visit Us Online!

Classification and Compensation Review
(http://www.hr.iastate.edu/ccreview)