

IOWA STATE UNIVERSITY

University Human Resources

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
- Communication – 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)

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