

IOWA STATE UNIVERSITY

University Human Resources

Professional & Scientific Council Update

May 4, 2017

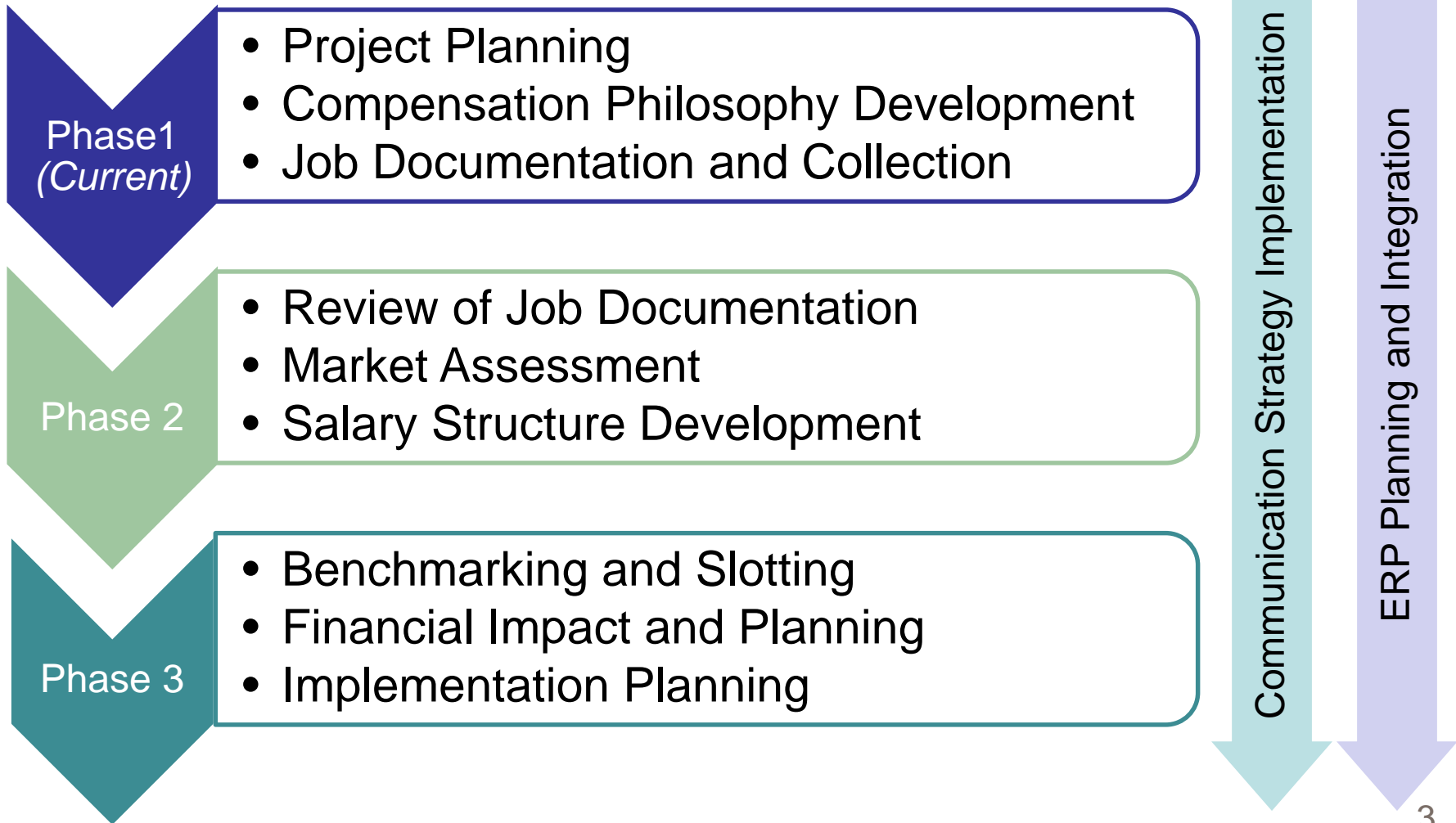


P&S Classification/Compensation Review

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.

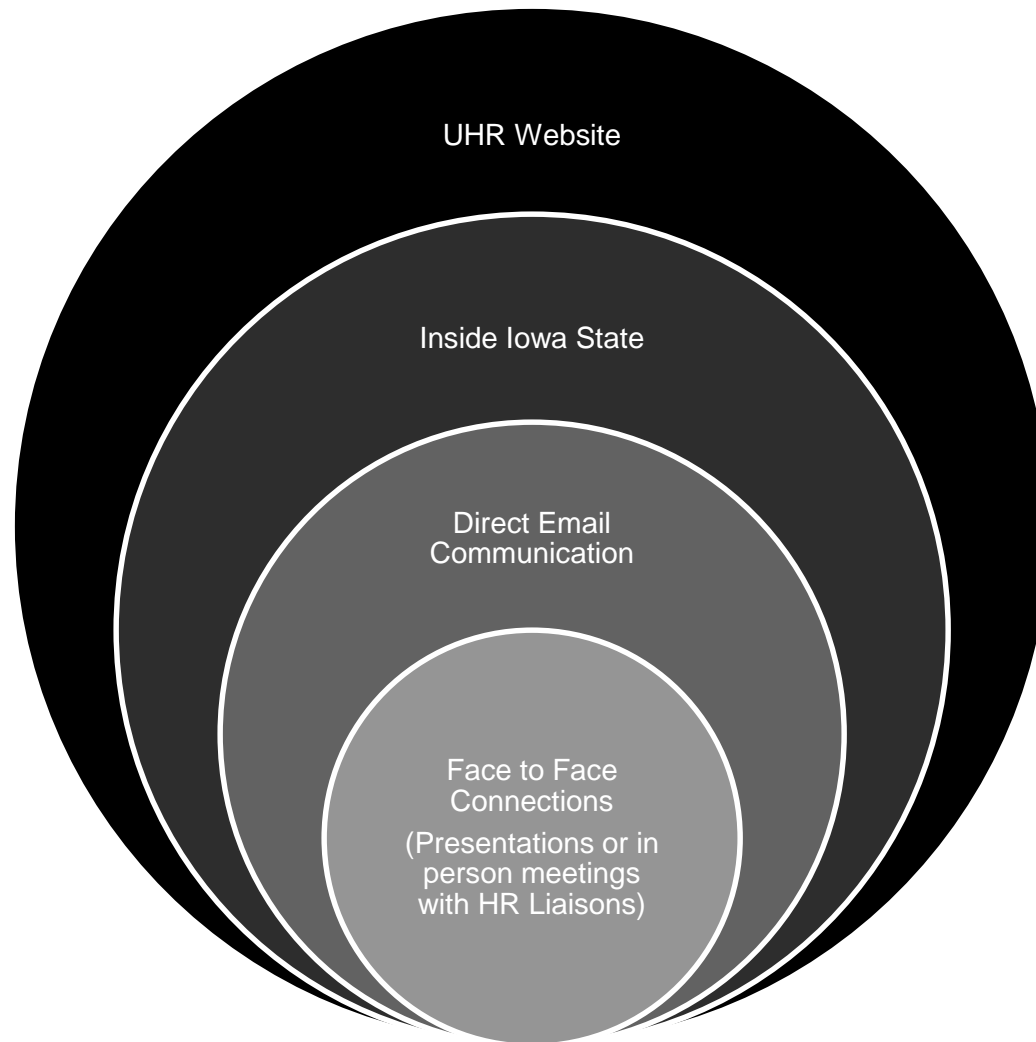
Class/Comp Update



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



Questions and Comments