

Date: March 2, 2020

To: Professional and Scientific (P&S) staff
Supervisors of P&S staff

From: Wendy Wintersteen, President
Kristi Darr, Interim Vice President for University Human Resources
Amy Ward, President, Professional and Scientific Council

Re: Implementation of new P&S Classification and Compensation structure

Following the Professional and Scientific Classification and Compensation Review, Iowa State University is pleased to move forward with a new classification and compensation structure and philosophy for all P&S employees.

Purpose

The new structure and philosophy addresses market standards and provides consistency across the university while ensuring compliance with federal regulations. Importantly, it creates a framework for future pathways in P&S career development.

Impact on P&S Staff

The new P&S classification and compensation structure is foundationally very different than our current structure. All P&S employees will receive a new classification title based on their current duties. **The implementation of this new structure and philosophy will not change the work performed by P&S employees, nor will it change their salary.**

Implementation

Phase 1:

- Beginning this month, [HR service delivery teams](#) will work closely with unit leadership to define the process for assigning employees new classification titles.
- Employees and their supervisors will have the opportunity to review the employee's newly assigned classification title, and may request further review if they do not agree.

Phase 2:

- New classification titles are scheduled to go live in Workday on May 31.

Please note: **you do not need to do anything at this point in the process.** As we move forward, you will be informed of next steps.

Thank You

We deeply appreciate the nearly three years of work devoted to this important and complex project by the Classification and Compensation Review Project Teams, as well as the contributions and cooperation of all P&S employees and supervisors. This has long been a priority of P&S Council, and we appreciate the collaboration to move this priority forward. We look forward to implementing the new P&S classification and compensation structure that aligns with the university's commitment to retaining and recruiting excellent employees.

More Information

For more information about the Classification and Compensation Review Project, including an FAQ, please visit: <https://www.hr.iastate.edu/ccreview>. In addition, [Inside Iowa State](#) has published several articles about the project.