

# IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

## Professional & Scientific Council

**Council Motion:** Changes in benchmark or market data sources for the *Annual Report on Professional and Scientific Salaries*

**Submitted by:** Compensation & Benefits Committee  
April 3, 2008

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**Motion:** In order to present a consistent picture of ISU's P&S market position as stated in the *(Year Annual) Report on Professional and Scientific Salaries*, if the benchmarks change from those used in the previous report, P&S Council requests that the calculations for the new report be performed using both the previous and new benchmarks. If the source(s) of comparison data change from the previous report, P&S Council requests that the changes be noted in the report.

**Justification:** The *(Year) Annual Report on Professional and Scientific Salaries* is provided to the Iowa Board of Regents and ISU community as an indicator of the condition of ISU P&S salaries with respect to the broader market. As times change, it is appropriate for benchmarks to change to reflect the new reality, and it is sometimes necessary and/or appropriate to change sources of data used for comparison. However, these changes make it extremely difficult to track salary progress. On February 11, 2008, the Towers Perrin consultant recommended that when benchmark changes do occur, the calculations should be performed using both then old and new benchmarks against the data sources being used for the current *(Year Annual) Report on Professional and Scientific Salaries*.

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