

# IOWA STATE UNIVERSITY

P&S Classification and Compensation  
Review:

P&S Council Update

October 3, 2019

# 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

# Next Steps

- Meetings with President and SVPs are ongoing
- Conversations with BOR are ongoing
- Aon presentation to President and SVPs scheduled for 10/31
- After 10/31 meeting, discussion and planning for implementation will begin:
  - Implementation timeline/process development
  - Slotting process
  - Communication considerations
  - Process for employee input/review of titles

# Reminder of 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.*

# Reminder of 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

# 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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