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)