

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: To endorse the Salary Adjustments (formerly reviewed as the Compensation Administration) Policy

Submitted by: Policies and Procedures Committee
April 22, 2019

Whereas: Iowa State University's Policy Library Advisory Committee recently reviewed proposed changes to the Salary Adjustment Policy, formerly reviewed as the Compensation Administration Policy.

Whereas: The Policies and Procedures Committee has reviewed the draft policy.

Whereas: The changes to the existing Salary Adjustment Policy are necessitated by the implementation of Workday.

Whereas: The current Salary Adjustment policy, as written, requires University Human Resources to make exceptions to policy on a regular basis to meet the compensation needs of Iowa State University faculty and staff.

Whereas: The proposed changes are aligned with current University Human Resources practices.

Whereas: The Committee recommends that the University add language in future revisions which states that the Extra Meritorious Pay Program for Professional and Scientific Employees exists as an additional resource for compensation.

Whereas: The Committee recommends that the Council endorse the draft policy.

It is moved: That the Professional and Scientific Council endorses the revisions to the Salary Adjustment Policy.

Distribution:

Wendy Wintersteen, University President
Jonathan Wickert, Senior Vice President and Provost
Martino Harmon, Senior Vice President for Student Affairs
Pam Cain, Interim Senior Vice President for University Services
Kristi Darr, Interim Vice President, University Human Resources
Edward Holland, Director, University Human Resources
The Policy Library Advisory Committee