

Key Outcomes and Deliverables

- > **Compensation philosophy** that articulates the University's strategy and guiding principles for how pay will be determined, managed, and communicated, including a definition of comparison markets
- > **Market assessment** of staff and faculty jobs, using the defined comparison markets
- > **Classification recommendations** specific to the University, working within the State classification system
- > **Salary structure development**, including appropriateness of job assignments, number of grades, and market alignment based on the compensation philosophy and market data
- > **Salary administration policies and guidelines** for administering, managing, and maintaining the salary structure
- > **Implementation strategy** with key considerations for implementing salary structure and compensation changes
- > **Communications assistance**, including developing train-the-trainer materials, leading training meetings, and reviewing/making recommendations regarding the University-created communications implementation plan and related communications elements, and
- > **Total Compensation Statement** developed for a comprehensive look at all elements of compensation (template development, guidance on how to gather/calculate data and assistance with statement review/testing)