

From: Mccomber, Kathleen H
Sent: Wednesday, October 28, 2015 8:09 AM
To: ICE Leadership; HR Newsletter Distribution
Subject: FW: Compensation System

Everyone,

As we have discussed previously, the Office of Human Resources (OHR) has been working throughout this year to create a comprehensive compensation system for UAMS. This system will allow us to take a more disciplined approach to managing compensation across UAMS and to provide transparency in the process. This transparency will be critical in establishing credibility and fairness regarding compensation decisions.

The OHR staff is at a critical point in developing this system and it is important for the balance of this calendar year to hold compensation steady to facilitate the rollout of the new system. To accomplish this, for the balance of this calendar year, we will not be making any further re-classifications or processing any out-of-cycle increases. Internal promotions based upon competitive selection will be processed as normal.

We do recognize that situations may arise where critical employees receive external employment offers requiring our attention. As these situations arise, OHR will work to address the appropriateness of developing counter offers to ensure that we are able to retain our staff.

As we approach the end of the calendar year, a number of informational sessions will be scheduled to communicate the elements of the new system and the associated policies.

We believe the work that has been done will allow UAMS to more effectively manage compensation so that we are able to be competitive in attracting and retaining the talent necessary to carry out our mission.

We look forward to sharing the details of this system with you.

Thank you!

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