

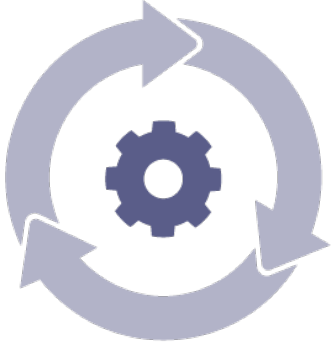
UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES

CLASSIFICATION & COMPENSATION STUDY

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Project Objectives



Overall Objective:

To ensure that the University of Arkansas for Medical Sciences (UAMS) classification and compensation system is accurate, equitable, and market competitive to attract and retain highly qualified employees.

- ▶ Evaluate the existing compensation and classification system.
- ▶ Review the current jobs performed by employees.
- ▶ Evaluate and recommend market pay for employees.
- ▶ Create career ladders for a select class of positions.
- ▶ Recommend improvements to compensation system.
- ▶ Propose new strategies for developing future job classifications.



Project Objectives, Cont.

This study will:

- ▶ Develop a revised job classification and compensation plan, as dictated by study results.
- ▶ Develop a compensation schedule that identifies salary ranges – entry, midpoint and maximum, benchmarked to relevant recruitment markets.
- ▶ Provide strategies for implementing recommendations.
- ▶ Provide best practice guidelines and assist staff training with implementation, future administration, and policies.



Project Objectives, Cont.

This study will NOT:

- ▶ Include a review of physician or faculty positions, nor nursing classifications.
- ▶ Determine how well an employee performs their job.
- ▶ Reduce individual salaries or guarantee raises.
- ▶ Decide whether someone should be released or demoted.



Work Plan & Processes

Management Issues Paper © (MIP)

- ▶ Online surveys are distributed by email to supervisory staff
- ▶ Opportunity to identify issues related to specific job classifications and submit recommendations
- ▶ Enables MGT to understand the nature of specific issues for classifications
- ▶ The primary issue areas covered in the MIP include:
 - Recruitment / Retention
 - Current Pay Grade / Salary Range
 - Classification Title
 - Career Path / Advancement



Work Plan & Processes

UAMS Position Description (PD)

- ▶ Online surveys are distributed, as needed, by email.
- ▶ Collects current position information from an employee, and allows supervisors to comment on employee' responses (supervisors cannot change employee responses).

Results from this survey will be used to:

- Determine if positions are accurately classified.
- Ensure accurate and current job descriptions.
- Assist with compensation plan analyses and updates.

Project Outcomes

- ▶ Clearly defined group of classifications and title structure
- ▶ A market-based, equitable compensation plan
- ▶ A compensation schedule with pay ranges
- ▶ Costs to implement study recommendations
- ▶ Implementation strategy options for recommendations
- ▶ Guidelines for ongoing compensation administration





Project Timeline

- ▶ The study is projected to take 9-12 months to complete.
- ▶ Estimated completion by end of year, December 2019.

Questions and Discussion



Thank You