



PAY AND CLASSIFICATION PLAN

Five Year Vision Ohio Implementation Plan Linkage

OBJECTIVE ONE: Create and Implement a Strategic and Comprehensive Human Resources Plan

GOAL: Recruit and retain talented and diverse students, faculty, and staff

STRATEGY #7: Through the establishment of strategic compensation philosophies develop appropriate alignment of classified and administrative salaries with market.

Governance Plan:

Oversight: Bill Decatur

Linda Lonsinger

Team Members:

1. Beth Maxon, College of Medicine
2. Eileen Theodore Shusta, Library
3. April Henderson, Arts and Sciences
4. Judy Piercy, Residence Life
5. Tressa Ries, Finance
6. Margaret Shesky, Advancement
7. Sari Bailey, Payroll
8. Wendy Merb-Brown., Administrative Senate
9. Debbie Evans, Information Technology
10. Shane Gilkey, Research
11. Stephanie Howe, Voinovich Center
12. Becky Bushey-Miller, Human Resources
13. Amy Dean, Athletics
14. Laura Myers, Institutional Equity
15. Ed Yost, College of Business

Project Team Members:

1. Stephen Brooks
2. Steve Madden
3. Chy Wooten
4. Consultant

Estimated Date of Completion: February 10, 2010

Where to go for Additional Information, or to provide suggestions or questions:

Stephen Brooks, Director of Compensation – 597-2153
HR Website link to Pay and Classification Plan – under construction
Additional communication and feedback will be provided during the project

Frequently Asked Questions:

1. Is there a merit component to this plan?

Answer: It is anticipated that there will be a correlation between performance and compensation as one aspect of the pay and classification plan. Skills and competencies will also play a significant role in the development of this plan. The pay and classification plan methodology has not been finalized at this time.

2. Why do we need to do this?

Answer: This plan will help us recruit and retain diverse students, faculty and staff, streamline process and reduce paperwork, and provide increased flexibility to colleges and department.

Reference List:

Those interested in reviewing reference material regarding this topic may refer to the following article:

[http://71.4.192.38/NAPA/NAPAPubs.nsf/17bc036fe939efd685256951004e37f4/0e93d959629dff385256d9d004dbe30/\\$FILE/BroadbandPayPublic-03-07.pdf](http://71.4.192.38/NAPA/NAPAPubs.nsf/17bc036fe939efd685256951004e37f4/0e93d959629dff385256d9d004dbe30/$FILE/BroadbandPayPublic-03-07.pdf)

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