

Goals for the Professional Faculty – Job Category and Compensation Program

We have communicated six key results to be achieved from this project that create the framework for the Professional Faculty Job Category and Compensation Program :

1. Compensation Philosophy:

A clearly articulated summary that defines OSU's strategy and guiding principles for how pay will be determined, managed, and communicated

2. Job Grouping/Categorization and Titling System:

Updated job family, titling, and job structure guidelines to consistently categorize and title jobs in a logical and meaningful way

3. Benchmark Analysis and Process:

A well-defined, professional, repeatable process that yields an objective benchmark analysis of Professional Faculty compensation levels, that reflects market competitiveness of base salaries

4. Market Competitive Compensation Program:

A simple, easy to understand and administer program, that provides necessary structure to ensure appropriate, competitive, and equitable salaries, allow for flexibility, when appropriate

5. Program Maintenance Methodology:

Documented administrative guidelines and policies for maintaining and updating the overall compensation program

6. Implementation and Communications Plan:

An understandable implementation plan and timeline, including a communications plan and communications materials

The Philosophy includes a vision for the Program that describes our goals:

- OSU will be able to recruit and retain a diverse, high-quality workforce to fulfill the mission of the University.
- There will be a Job Family framework, reflecting the variety of positions and responsibilities among Professional Faculty that more clearly recognizes job value and defines career progression
- The Program will provide competitive salary practices, through comparison to appropriate talent markets, that are fair, equitable and financially sustainable
- OSU's work environment will be improved through this Program by providing opportunities for all Professional Faculty to achieve career and work life goals
- Over time, the Program will facilitate recognition and reward of productivity, work effectiveness, and contribution to the University's goals, thereby encouraging life-long learning and development.