UGA Staff Salary Administration Plan

On January 5, 2018, the University announced its engagement with Korn Ferry Hay Group to complete a review of the current staff salary administration plan. This review was not intended to be a comprehensive salary classification review, instead it was initiated to lay the foundation for more effective administration of staff salaries. The following is a complete list of the recommendations resulting from this review. More specific details will be provided as each of these recommendations are implemented.

Summary of recommendations:

» Update the University's existing salary structure based on relevant analysis of markets in which UGA competes for talent. Ex. Use the BOR approved peer/aspirant Universities as a benchmark for salary and complete an annual review of the classification salary ranges. – In Progress

» Evaluate existing job classifications and collapse as appropriate. This will result in the implementation of a salary structure that allows for increased flexibility to utilize the established salary ranges more broadly. (For more information on how this structure will work, please review the recorded version of the OneUSG Job Codes/Classification & UGA Pay Structure presentation.) – In Progress

» Make broader use of the existing salary ranges assigned to staff positions/classifications, allowing managers to approve salaries up to the 50th percentile of the salary range without seeking approval from Human Resources. – In Progress

» Implement a compensation philosophy that better enables the attraction, retention, and promotion of talent in all staff functions, while also working to eliminate pay inequity. (See New Compensation Philosophy) - Completed

» Undertake a broad-based staff compensation study across the University to validate current pay positioning relative to market. – Under Review

» Evaluate central HR compensation staffing needs and budget impact centrally and locally; implement changes that support the long term strategy. - Completed

» Eliminate the exception process for geographical differentials. – In Progress

» Fully analyze high turnover functions where salaries are low relative to market and jobs where loss of institutional knowledge and other critical functions would negatively impact campus; assess specific strategies to address and reduce such turnover. – In Progress

» Use a broader range of communication vehicles to disseminate information to the workforce – In Progress

» Consider reviewing the current staff recognition programs and the opportunity to consistently apply such programs across the University. – Under Review

» Implement a formal HR training program for field HR professionals. – Under Review