

# University of Georgia (UGA) Staff Compensation Philosophy

*The University of Georgia is the birthplace of public higher education in America. Its threefold teaching, research, and service mission spans the globe and improves the quality of life for all. University faculty, staff, and students are the life force of this University, and they are the reason we are soaring to new heights. They are making a difference in the lives of students and in the futures of our communities. The University of Georgia is committed to providing a competitive staff compensation program that attracts, retains, and promotes the very best staff members and recognizes the competence and dedication they possess. The compensation principles that follow will lay the foundation for more effective administration of staff salaries.*

## **Objectives and Values**

### **UGA's Staff Compensation Philosophy is designed to:**

- » Be competitive and enable UGA to attract, retain and promote staff in the markets in which UGA competes for talent.
- » Build and sustain an engaged workforce to support the achievement of UGA's business strategies.
- » Achieve balance between operational excellence and longer-term innovation.
- » Build a sense of community across the organization.
- » Be internally equitable.
- » Comply with all relevant regulations, policies and procedures.
- » Ensure sound governance.

## **Strategy**

### **UGA offers staff compensation that is reflective of its competitive landscape:**

#### **Target Market:**

- » UGA competes for staff talent from a variety of industries. Depending on the role, UGA will utilize applicable survey data to determine competitive pay. Higher education survey data is often the most applicable data set; however, the University will continuously review data to ensure the most relevant survey data is applied.

#### **Internal Equity:**

- » UGA reward programs will be internally equitable.
- » Compensation will be consistently administered based on job content and complexity, individual experience, competencies, and performance.

#### **External Competitiveness:**

- » UGA's pay programs are positioned to be competitive within the market for which we compete for talent.
- » Through participation in compensation and benefits surveys, we ensure we are keeping current with market trends, while acknowledging the significant relationship between performance and compensation.

## **Architecture**

### **UGA's approach to managing staff compensation includes:**

- » Utilize a single base salary structure in which job classifications reflect the type and content of work. The salary grades for these job classifications are tied to salary market data.
- » Provide the ability to hire up to the midpoint of the range, with consideration for internal equity and external competitiveness; salaries may vary above or below the midpoint based on a variety of factors, including unique market demands, experience, business needs and individual performance.
- » Apply a geographic differential to the salary structure that is representative of the local markets in which UGA hires talent.

## **Governance & Administration**

### **Sound Governance:**

- » Responsibility for consistent administration of the campus' salary administration policy and guidelines for staff is shared between UGA's Division of Human Resources and hiring authorities within the academic schools and colleges and major administrative units.
- » UGA's Division of Human Resources is responsible for the administration, oversight, and maintenance of the framework and alignment of the staff salary administration plan to meet the needs of the institution.
- » Stakeholders include UGA staff, faculty and the University System of Georgia.
- » Compensation practices will be administered in compliance with all applicable federal, state, and local laws, as well as regulations and USG policies.
- » UGA will employ consistent guidelines for administering all rewards plans and programs.

