

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to the Professional and Scientific Classification System
Date: August 30, 2001

Recommended Action:

Approve the following revisions to Professional and Scientific Classification System at the University of Iowa.

Executive Summary:

Regent Procedural Guide §4.03 requires that the changes to the institutional professional and scientific pay plans involving the addition, deletion or changes to titles or pay grades be approved by the Board prior to implementation. SUI is proposing revisions in its P&S classification system that include the addition of two new classifications and change in pay grade assignment for one classification.

PAY GRADE CHANGE

TITLE	PAY GRADE FROM	PAY GRADE TO	COMMENTS
Regents Facilities Officer	13 (\$47,180 - \$89,235)	14 (\$51,055 - \$96,550)	This position was created in 1992 and over the years the scope and responsibility has changed. This position is detailed to the Board Office.

ADDITIONS

TITLE	PAY GRADE	COMMENTS
Assistant Provost, Operations	17 (\$64,655 - \$122,275)	Changes in the Office of the Provost have led to this position taking on a larger role, that of Chief Operating Officer, in the areas of strategic planning, resource allocation, financial controls and information management. In addition, space planning, budget and fiscal management and overall office administration are also the responsibility of this position. This new classification recognizes the expansion of duties and responsibilities of an employee in an existing lower level classification.
Assistant to the Dean for Human Resources and Facilities Design (COM)	16 (\$59,750 - \$113,035)	The administrative areas of the College of Medicine were restructured after the arrival of the current Dean. As a part of that restructuring, a stand-alone office was created with responsibility for human resources activities for non-tenure track faculty, staff and trainees. This position is the leader of the human resources function in the College and as such serves as the strategic advisor to the Associate Dean on all related issues affecting the College. Additional responsibility for the oversight of new construction, including research facilities, for the College has recently been added to this role. This new classification recognizes the expansion of duties and responsibilities of an employee in an existing lower level classification.

BACKGROUND INFORMATION:

Iowa Code §262.9(2) provides that the Board appoints institutional employees and fixes their compensation. There are four categories of employees: institutional officials, faculty, professional and scientific staff, and merit system employees. Each institution and the Board Office has a separate pay system for professional and scientific staff.

Pay grade assignment is based upon application of the Job Evaluation Instrument in compliance with the state's comparable worth law (Iowa Code §70A.18). The law requires that a state agency shall not discriminate in compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men. "Comparable worth" in the context

of the law means the value of work as measured by the composite of the skill, effort, responsibility, and working conditions normally required in the performance of work.

Approval is recommended.

Marcia Brunson Approved: Robert J. Barak
Marcia R. Brunson Robert J. Barak