

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Revisions to the University of Iowa Professional and Scientific Classification System  
**Date:** June 7, 2004

**Recommended Actions:**

Approve the addition of one new classification and title and pay changes for two classifications in the University of Iowa P&S Classification System as outlined below:

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**Executive Summary:**

Proposed revisions      The University of Iowa is proposing the addition of a new classification and the title and pay changes for two classifications in its professional and scientific classification system.

All revisions are in health-care related classifications. Specifics of the revisions are outlined below.

Board Requirement      Regent Policy Manual §4.03 requires that the changes to the institutional professional and scientific classification plans involving the addition, deletion or changes to titles or pay grades be approved by the Board prior to implementation.

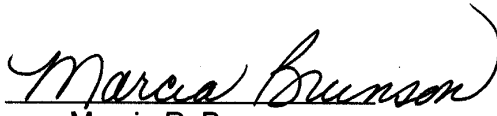
State law on comparable worth      The pay grade assignments of these classifications have been made through application of the University's job evaluation instrument. This instrument, through a point factor system, evaluates classifications on skill, effort, responsibility and working conditions. This is done in compliance with the state law on comparable worth (Iowa Code §70A.18).


**NEW CLASSIFICATION**

TITLE	PAY GRADE	COMMENTS
Andrology Technologist	7 (\$32,132 - \$58,450)	This classification is proposed to provide a mechanism to allow employees in the clinical laboratory career track to specialize in the treatment of male and female infertility. This new classification will be in the SEIU bargaining unit. SEIU representatives have been contacted and concur with this assignment.

**TITLE AND PAY GRADE CHANGES**

TITLE From/To	PAY GRADE From/To	COMMENTS
From: Pathology Clinical Operations Coordinator To: Assistant Clinical Laboratory Manager	From: Grade 9 (\$37,608 - \$68,415) To: Grade 10 (\$40,683 - \$74,025)	This classification was last reviewed in 1993. Since that time significant changes have occurred in areas such as providing a greater leadership role, supervisory oversight, quality control monitoring and increased complexity in the field.
From: Pathology Clinical Section Manager To: Clinical Laboratory Manager	From: Grade 11 (\$44,024 - \$80,087) To: Grade 12 (\$47,638 - \$86,653)	This classification was last reviewed in 1993. The pay grade change recognizes the need for broader leadership in clinical activities and cost efficiency, productivity and quality assurance efforts.

  
 Marcia R. Brunson

Approved:   
 Gregory S. Nichols