

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to the Professional and Scientific Classification System –
University of Iowa
Date: July 7, 2003

Recommended Action:

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

Executive Summary:

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| Policy Manual Requirement | <ul style="list-style-type: none">• <u>Regent Policy Manual</u> §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. |
| Proposed Revisions | <ul style="list-style-type: none">• The University of Iowa is proposing the addition of one new classification and a title change for an existing classification as detailed below. The class descriptions will be in the Regent Exhibit Book available at the Board meeting. |
| State law on comparable worth | <ul style="list-style-type: none">• The pay grade assignment of the new classification has 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 <u>§70A.18</u>). |
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NEW CLASSIFICATION

TITLE	PAY GRADE	COMMENTS
Dosimetrist I	6 (\$29,708 – 54,269)	Currently, the Department of Radiation Oncology has one level of Dosimetrist in pay grade 9. Certified Dosimetrists have become increasingly difficult to recruit. However, there are individuals who have had limited experience in this type of work who could be hired into a lower level position which would not require certification. Employees hired into the new classification would be able to gain the requisite knowledge and experience to take the certification test.

REVISED TITLE

TITLE	PAY GRADE	COMMENTS
From: Dosimetrist To: Dosimetrist II	9 (\$37,608 – 68,415)	With the addition of the Dosimetrist I, it is necessary to retitle the existing Dosimetrist classification to Dosimetrist II.



Marcia R. Brunson

Approved: 

Gregory S. Nichols