

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to the Professional and Scientific Classification System
Date: June 1, 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 three new classifications and changes in pay grade assignments for six classifications.

There are approximately 6,837 P&S staff members in approximately 530 classifications at the University of Iowa. P&S classifications cover a variety of positions such as administrative assistants, registered nurses and other professional healthcare workers, engineers, student advisors, accountants, research scientists, and various managers.

As part of its annual review of the professional and scientific classification, the University of Iowa is proposing the following changes:

PAY GRADE CHANGES

TITLE	PAY GRADE FROM	PAY GRADE TO	COMMENTS
Assistant Technical Director	8 (\$31,830 - \$60,190)	9 (\$34,440 - \$65,120)	Due to the ever-increasing complexities in the delivery of health care, the responsibilities of the Assistant Technical Director have undergone changes since the position was last reviewed in 1993. Additions to the role include departmental responsibility to monitor all billing to ensure that there is compliance with federal regulations, ensuring that charges are entered and updated on the electronic patient record and conducting the evaluation of quality of care and efficiency of service in Radiology on a continuing basis.
Pharmacy Supervisor	12 (\$43,625 - \$82,480)	13 (\$47,180 - \$89,235)	The role of the supervisor has broadened in several areas. The supervisor position has responsibilities that extend across the continuum of care. The position has extended management responsibilities due to the department's expanded clinical operations and it now has increased responsibility for the application of new technologies and ensuring patient safety.
Hospital Mortician	4 (\$23,230 - \$43,920)	5 (\$25,140 - \$47,755)	A major change in this position since its last review is the addition of a required license with the State of Iowa as a funeral director. In addition, over the past few years, the Hospital Mortician has taken on responsibility for consulting with family members to determine the appropriateness of organ donation.

TITLE	PAY GRADE FROM	PAY GRADE TO	COMMENTS
Dosimetrist	7 (\$29,425 - \$55,635)	9 (\$34,440 - \$65,120)	This position was created in 1981. Over the last twenty years, the position has evolved to include three-dimensional computerized treatment, which has raised the level of knowledge and expertise required to function as a medical dosimetrist. This position now requires certification and fully participates in the development of treatment plans as well as the delivering of radiation treatment.
Clinical Pharmacy Specialist	11 (\$40,315 - \$76,230)	12 (\$43,625 - \$82,480)	This classification has assumed new responsibilities due to the increase of services in the ambulatory care setting, home care, and in the continuity of care program with retail pharmacies. There has been an expansion of duties in the inpatient setting as well resulting in new services in hematology/oncology, bone marrow transplant and dialysis. These new services have been developed due to the number of new therapeutic agents, the advent of biotechnology drugs and the development of new therapeutic classes that did not exist even five years ago.
Chief Diagnostic Radiologic Technologist	7 (\$29,425 - \$55,635)	8 (\$31,830 - \$60,190)	The role of the chief position has changed from a line supervisor to a manager of a specialized area who helps project needs and establish goals. This role has evolved over the last ten years due to advances in imaging and treatment techniques. This complexity of services has created new responsibilities in budget preparation and projection.

The Dosimetrist classification is in the SEIU bargaining unit. The union has been contacted and concurs with the upgrade of the classification.

ADDITIONS

TITLE	PAY GRADE	COMMENTS
Director of Research Marketing and Corporate Relations	15 (\$55,235 - \$104,460)	The Director serves as a strategic advisor to the President of the University, Vice Presidents and the University of Iowa Foundation on matters relating to corporate and university interactions in research and emerging opportunities for the institution and a wide variety of external constituencies. This position performs a set of critical outreach functions for the University with the business communities of Iowa, the region, the nation and internationally.
Operations Manager, Food Service	11 (\$40,315 - \$76,230)	There has been an organizational shift in the Food and Nutrition Services Department in the past three years that has increased the complexities of this position. In addition, due to being in a managed care environment, there is a much greater need to maintain efficiencies and reduce costs while still maintaining a high level of service and a consistent level of revenue. The managed care environment has greatly increased the budgetary responsibilities for the Operations Managers.
Assistant Director UIHC Pharmaceutical Care	14 (\$51,055 - \$96,550)	Due to the restructuring and reduction of management positions within the Pharmacy Department leading to the elimination of an assistant director, pharmacist supervisor and purchasing pharmacist positions, this position will be responsible for coordinating the implementation and management of major new technologies as well as an increased span of control. It also supports ongoing management of new services related to outreach activities that include contract pharmacy services for Marengo and Keokuk County Hospitals as well as the U of I Community Homecare program.

BACKGROUND INFORMATION:

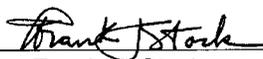
Iowa Code §262.9(2) provides that the Board appoints institutional employees and fixes their compensation. There are four categories of employees: institutional officials, faculty, professional and scientific staff, and merit system employees. Each institution and the Board Office has a separate pay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

Approved: 
Frank J. Stork