

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revision to the Professional and Scientific Classification System –
University of Iowa
Date: March 1, 2004

Recommended Action:

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

Executive Summary:

Policy Manual 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.

Proposed Revisions • The University of Iowa is proposing the addition of a new job family for Internal Audit classifications.

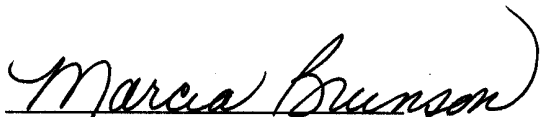
• The development of these new classifications is part of a reorganization which combined two separate internal audit departments into one.

• The new classifications reflect the highly specialized nature and complexity of the internal audit functions. The titles and pay grades of the proposed classifications are as follows:


Senior Auditor – Pay Grade 9 (\$37,608 to \$68,415)
Audit Specialist – Pay Grade 10 (\$40,683 to \$74,025)
Internal Audit Manager – Pay Grade 12 (\$47,638 to \$86,653)

State law on
comparable
worth

- 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 §70A.18).
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Marcia R. Brunson

Approved: 

Gregory S. Nichols