

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revision to the University of Iowa Professional and Scientific Classification System
Date: March 3, 2003

Recommended Action:

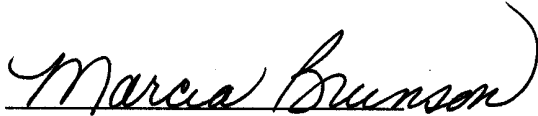
Approve the following revision to Professional and Scientific Classification System at the University of Iowa.

Executive Summary:

- Proposed Revision
- The University of Iowa is proposing a revision to the pay grade of Associate Director, Animal Care Unit from pay grade 12 (\$45,806 to \$84,954) to pay grade 14 (\$53,608 to \$99,447). The revised class description is included in the Regent Exhibit Book and will be available at the Board meeting.
- Increased responsibilities
- The duties, responsibilities, and complexity of this position have increased greatly since it was last reviewed in 1990.
 - The significant changes to this position are the greater leadership role and responsibility for the overview and coordination of regulatory reviews, establishment of animal health programs, and the transfer of animals between institutions within and outside the United States.
- 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.

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).
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Marcia R. Brunson

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Approved: 
Gregory S. Nichols