AUBURN UNIVERSITY
Competitive Compensation and Infrastructure Development Study

1) JOB ARCHITECTURE
   COMPLETED
   Creating a framework for occupational job families organized by:
   - Families and functions
   - Career streams and levels
   - 22 job families
   - 1,400+ jobs in career streams/levels

2) JOB DESCRIPTIONS
   IN PROCESS
   Modifying job descriptions reflecting the primary purpose of the job through:
   - Responsibilities
   - Requirements
   - Career streams and levels
   - Appropriate titles
   - Job description update preparation

3) MARKET BENCHMARKING
   IN PROCESS
   Identifying competitive benchmarks within the markets from which we recruit:
   - Local, regional and national
   - Higher education and general industry
   - Reviewing matches
   - Reactivating teams
   - Preparing for benchmark reviews

4) COMPENSATION STRUCTURES
   COMING SOON
   Developing new competitive pay structures based on:
   - Market benchmarks
   - Occupational job family
   - Reviewing matches
   - Reactivating teams
   - Preparing for benchmark reviews

5) UNIVERSITY'S COMPETITIVE POSITION TO MARKET
   COMING SOON
   Analyzing current pay positions in the new pay ranges to prepare the university's competitive position analysis for future budget and planning implications

Information current as of April 2021