## **AUBURN UNIVERSITY**

## **Competitive Compensation and Infrastructure Development Study**

1)
JOB
<b>ARCHITECTURE</b>

COMPLETED

JOB DESCRIPTIONS

IN PROCESS

2)

3)
MARKET
BENCHMARKING

IN PROCESS

4)
COMPENSATION
STRUCTURES

**COMING SOON** 

5) UNIVERSITY'S COMPETITIVE POSITION TO MARKET

**COMING SOON** 

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

Modifying job descriptions reflecting the primary purpose of the job through:

- Responsibilities
- Requirements
- Career streams and levels
- Appropriate titles
- Job description update preparation

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

Developing new competitive pay structures based on:

- Market benchmarks
- Occupational job family

Analyzing current pay positions in the new pay ranges to prepare the university's competitive position analysis for future budget and planning implications