



2012

Compensation Advisory Board Update

Office of the President

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Compensation Advisory Board Update

UT's Compensation Advisory Board (CAB) continues working behind the scenes to create a long-term plan for reaching our goal of fair and competitive pay and benefits for all employees.

I would like to update you on CAB's progress, and I encourage you to take your questions or suggestions to members who represent your campus or institute.

You may recall announcement of CAB's first recommendation in March 2011 to increase the minimum starting pay rate for regular employees to \$8.50 an hour, which went into effect July 1, 2011. The increase benefited nearly 300 employees working across the state at that time, and more than 100 employees have been hired at the new rate since.

In August 2011, we announced completion of an external market assessment recommended by CAB that compared our pay and benefits with peers in higher education and industry. Results of that assessment were shared with administrators, chief business officers and human resources officers and already are being considered in decisions about pay increases. Campuses and institutes are working on multi-year compensation plans to close the market gaps and reward strong performance.

In May, CAB launched three new work teams to examine and make recommendations in the areas of compensation, benefits and work culture improvement.

The compensation team is focusing on merit pay, incentive pay, pay for certification and degree completion and career ladders.

The benefits team is looking at state-provided benefits and UT-provided benefits and reviewing again the recommendations made by the Board of Trustees' Committee on Effectiveness and Efficiency to see if there are other options for consideration.

The work culture team is analyzing data from the employee engagement survey, market assessment and employer of choice models. While this data suggests initiatives specific to campuses and institutes, this team will determine how CAB might be involved in statewide work-culture initiatives.

Some areas CAB plans to consider next include:

- Supervisory and managerial training to enhance the quality of workplace experiences for all employees
- "Culture of communication" throughout the UT System that fosters employee engagement, information sharing and employee recognition
- Statewide wellness program
- Short-term disability insurance program

All of this work will take time. This is a long-term process, but one I'm committed to pursuing. I thank

Chief Human Resources Officer Linda Hendricks, CAB Chair Richard Brown and all CAB members for their time and dedication.

Please continue to follow CAB's progress and visit [its website](#) for a detailed list of accomplishments.

All the best,
Joe

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