



Compensation Review & Equity Initiative

Strategic Plan Alignment Hiring Process

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Compensation Review and Equity Initiative

Comprehensive Compensation Review

- Georgia Tech has engaged Deloitte for partnership on this initiative.
- The scope of work includes:
 - A Compensation Philosophy that aligns with Georgia Tech’s mission and strategic plan.
 - A review of existing job profiles.
 - A “titling hierarchy”.
 - A review of current job classifications.
 - A review of the salary structures.
 - An alignment of career and tier progression lines for the jobs by function.
 - Development of metrics & dashboard
 - Development of an annual equity plan to market accounting for structure tiers and compression.
 - Establishment of an annual budget plan to ensure a strong compensation structure to market and address inequities.
 - A process to annually identify “hard to fill” positions based on market.
 - A communication and training plan that promotes full transparency and clarity pertaining to pay practices

Equity Initiative

- The Institute increased the minimum salary in July 2021.
- An initial \$8.5 million for faculty and staff equity pool adjustments with the potential to reevaluate minimum wages and review current salary ranges with market comparisons. The \$8.5 million investment (includes fringe benefits).
- \$1,200,000 for faculty and staff retention.

Funding Equity Actions

- We are targeting a November effective date. A prorated amount will be provided in the budget amendment following the HR action and the full allocation will be provided as part of the FY2023 budget.
- Academic and administrative units may proceed with equity adjustments separate from the compensation program review by leveraging funds that are either internal to the unit or have been approved for FY2022.
- Like merit funding, some units (e.g., auxiliaries) must rely on self-funding.

Key Themes

- All departments are included in the equity review.
- Not all employees will receive equity adjustments. An employee's compensation must be at least at the minimum wage in the grade their job is assigned and would receive pay adjustments if the pay ranges change. Additionally, those who have greater disparity to either internal or external markets will have greater consideration within the budget.
- A recent raise does not automatically disqualify an employee. Our grade minimums will be impacted, and if that salary is below the minimum of the assigned grade it will need to be increased.

Key Themes

- Performance is not a factor into equity. Performance is recognized through the merit process.
- The effectiveness of this initiative will require the collective efforts of our people leaders across Georgia Tech in coordination with the USG. A comprehensive communication plan will be developed to inform employees.

Thoughts & Recommendations



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When is the Strategic Alignment Process Required?

Not Required

Faculty

Tech Temps

Temporary
Contractors

Student Positions

Promotions

Reclassifications

Fully Grant
Funded Positions

Salary < \$100K

Vacant Less than
1 Year

Less than 75%
FTE

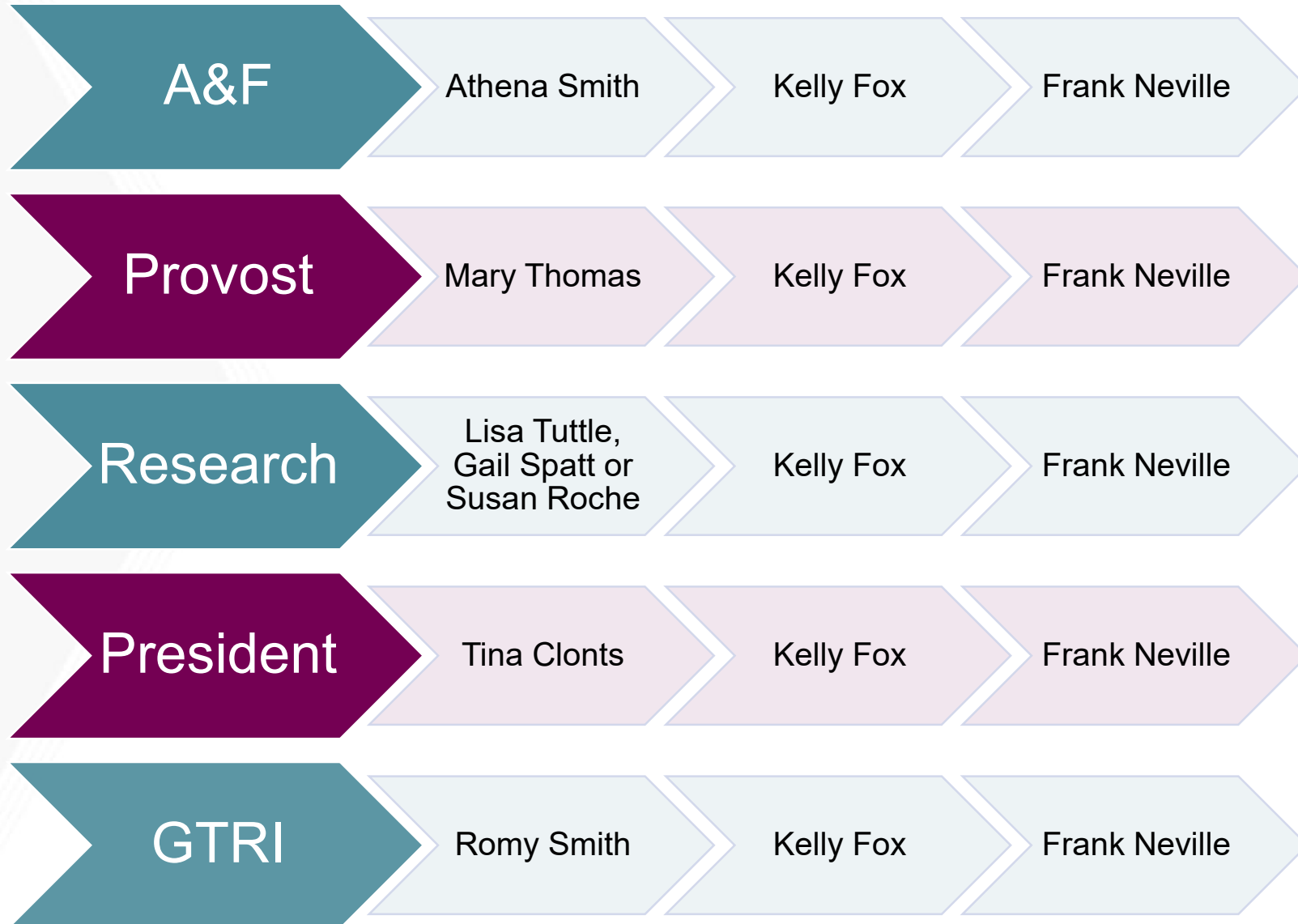


Required with GT Approval

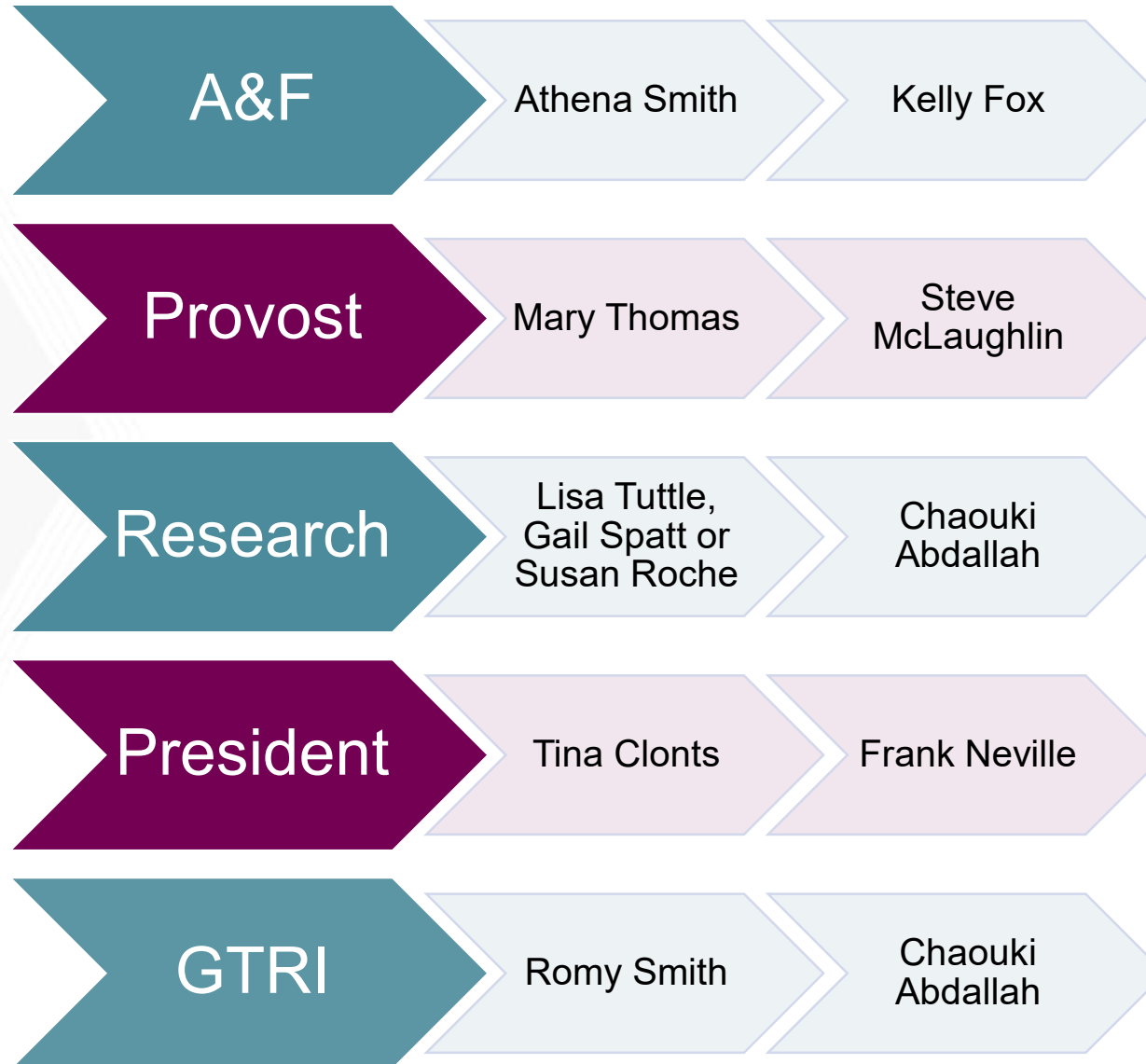
Staff and Administrator with Faculty Status with a salary \$100K+

Staff and Administrator with Faculty Status with a 12 month+ vacancy

Interim Solution (Launched Friday, August 27)



Proposed Future Approval Levels (Final Launch Date and Approvers TBC)



FAQs

What Happened to CHJs in the USG process?

- Critical Hires excluded from the new process were closed in the system.
- Critical Hires that met the new criteria continued through review stages and will receive final approval from Frank Neville.

How Do I to Submit Qualifying Positions?

- Work with your HRBP or HR Director to submit qualifying positions via the Critical Hire Service Desk.

Thoughts and Recommendations

Questions?

