

## **Implementation of Results**

- **The University is committed to retaining and recruiting talented and diverse staff, and the results of the study will provide essential support to achieve that goal.**
- **A list of the classifications and the associated salary ranges and the classification descriptions will be available on the web.**
- **The pay practice line will be updated annually.**
- **Study results will be implemented in stages.**

We will continue to request funds to implement the results of the staff compensation study. We recognize that staff compensation study funding will be a consideration during the Budget Task Force process, that the University's commitment to implementing the results of the study will compete with other emerging funding requests, and that the economy and the demand on available University funds are unpredictable.

- **We will establish a process for the regular review of position descriptions.**

A review schedule will be established such that all position descriptions are reviewed and updated, if necessary, every three years. Supervisors and department heads will review and update position descriptions prior to requesting that vacant positions be filled.