

## **Questions and Answers about the Staff Compensation Study Implementation for Student Staff Members**

**1. Will the staff compensation study result in anyone's hourly wage being reduced?**

*No. Student staff members will be paid the new rates established for positions, which are higher in most cases. A small number of student staff members (about three percent) will be paid at the rate they earned last year, which is higher than the new rate. The University's new salary structure more fully acknowledges the important role of student staff positions in the day-to-day operations of the institution.*

**2. How will staff compensation study results for student staff positions be funded?**

*The new salary structure will be managed within budgeted 2003-04 student employment program funding.*

**3. How will I know the pay rate for a position?**

*The hourly wage will be listed on the 2003-04 online employment agreement.*

**4. How does the new salary structure compare to the old structure? What happened to "steps"?**

*The University is replacing a stand-alone salary structure for student staff positions with a new structure that includes all staff positions—regular, temporary, student, part-time, and full-time. The University no longer uses step increases for student staff positions because the new salary structure does not use steps. Instead, hourly wages will change when and if the rate structure changes as a result of market conditions.*

**5. How were the jobs evaluated?**

*The job evaluation process is described in detail at <http://www.ups.edu/humanresources>.*

**6. Will student staff members returning to a job and those newly hired in the same job have the same wage rate?**

*Yes. All student staff members working in the same position will be paid the established rate for the job, except as noted in question 1.*

**7. How do the new wage rates impact the number of hours per week student staff members can work?**

*Many students will simply earn a higher portion of their total work-study award; others may work fewer hours in order to stay within their award amount. The average hours per week an individual student staff member is authorized to work will be listed on his or her employment agreement.*

**8. What if the results of the compensation study don't seem to fit the position? Will there be a reconsideration process and how will it work?**

*The job evaluation process was based on the most current information available to the staff compensation study team. Requests for reconsideration may be submitted by department heads to the division Vice President, who will submit their requests to Career and Employment Services during the student staff allocation process in the spring of 2004.*

**9. Will there be any other changes in the student employment program as a result of the staff compensation study?**

*Because of changes in the salary structure, the student employment budget is fully committed. This year, it is especially important that supervisors and student staff members carefully monitor earnings. The budget will continue to be centrally administered through Career and Employment Services, and the University will continue to give preference in hiring to students who have received work-study awards as part of their financial aid packages.*