

TO: University of Idaho Faculty and Staff

FROM: Brian Foisy, Vice President for Finance
Members of the Compensation Task Force

DATE: September 1, 2016

SUBJECT: Market-Based Compensation Initiative

Last fall, President Chuck Staben established three core themes to guide our work at the University of Idaho: Ideas that Matter, Transformative Education and Building the Team. In connection with those themes, the president also announced the goal to increase salaries to 100 percent of market (on average) by 2025. The realization of that goal now depends on our ability to develop and deploy market-based compensation tools, which will replace the classification-based compensation system currently in use at UI. The purpose of this message is to communicate our progress in developing the tools necessary to achieve the goal of market-competitive compensation.

In February, the Faculty Senate formed the Compensation Task Force (CTF), and asked it to work with Human Resources and the Division of Finance to investigate market-based compensation systems. UI's new Executive Director of Human Resources Wesley Matthews serves as an ex officio member of the CTF. Matthews has almost two decades of experience working with market-based compensation systems, and was hired in part based on his expertise in this area.

Consistent with President Staben's announcement, our institutional goal is to increase all salaries — both faculty and staff — to 100 percent of market (on average). However, based on the initial charge from Faculty Senate, the CTF work has focused on staff salaries. Faculty Senate leaders will be working with the provost and vice president for finance to form a separate task force to consider the application of market-based compensation principles to faculty salaries. We expect that work to begin in the very near future.

The CTF has been meeting throughout the summer to develop ideas and draft proposals. These were recently presented to Staff Council and Faculty Senate, and we are now prepared to expand the communication to all members of the campus community. The committee has scheduled a series of open forums designed to provide information and solicit feedback.

The schedule of meetings is as follows:

- **Affirmative Action Coordinators:** 10:30 a.m. September 7 , Commons Crest Room
- **CUIBO:** 10 a.m. September 8, Commons Crest Room
- **General Session:** 3 p.m. September 8, Commons Whitewater Room
- **CALS and Extension:** 9:30 a.m. September 9, Pitman Center Vandal Ballroom (also using ZOOM)
- **General Session:** 10 a.m. September 12, Commons Whitewater Room
- **ITS:** 1:30 p.m. September 12, Commons Whitewater Room
- **FIG:** 10 a.m. September 13, Pitman Center South Ballroom
- **Facilities Management:** 10 a.m. September 14, Jack's Creek Room
- **Facilities Management:** 7 p.m. September 14, Jacks' Creek Room
- ***Supervisor Session:** 10 a.m. September 15, Commons Whitewater Room
- ***Supervisor Session:** 8 a.m. September 19, Commons Horizon Room
- **General Session:** 1 p.m. September 20, Commons Horizon Room

* Supervisors would benefit from attending both a general session and a supervisor session

The general sessions and supervisor sessions will be [streamed live using Zoom](#) for UI's statewide employees. The September 8 general session and September 15 supervisor session will also be recorded and made available online.

[A new website is available to share the activities and progress of the CTF.](#) There you can find a list of CTF members, a schedule of campus meetings, recordings of the general and supervisor sessions, FAQs, and other relevant information. You can also email comments, questions and feedback about the market-based compensation process to comptaskforce@uidaho.edu. Messages sent to this address will be received by all members of the CTF.

We are committed to achieving the goal of market-competitive salaries for all employees, and to making UI an even better place to work, learn and grow. Thank you for your trust and support as we complete this important work. We look forward to seeing you at the open meetings.