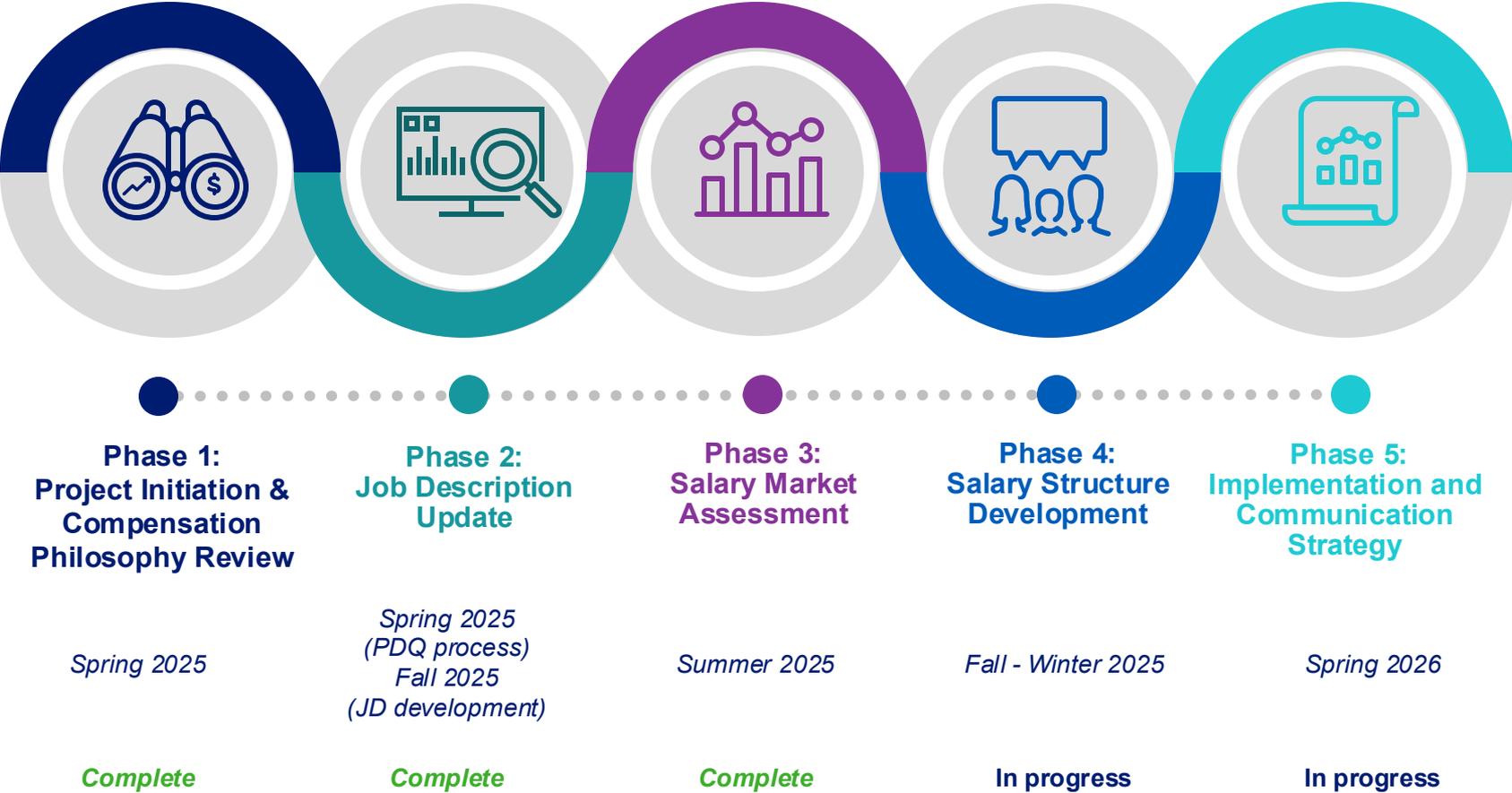# Compensation Study Overview & Timeline*

Project Initiation & Compensation Philosophy Review	Job Description Update (Staff Only)	Salary Market Assessment	Salary Structure Development	Implementation and Communication Strategy
• Collect and review data and materials • Conduct stakeholder interviews • Develop revised total compensation philosophy • Review and update comparison market(s) • Finalize total compensation philosophy, including comparison markets	• Develop a position description questionnaire (PDQ) • Prepare online PDQ and associated training • Distribute and review submitted PDQs • Analyze PDQs for job description development	• Conduct faculty market pricing • Review and finalize faculty market assessments with appropriate stakeholders • Prepare variance analysis • Identify incumbent and cost implications • Conduct and staff market pricing • Review and finalize staff market assessments, conduct variance analysis	• Develop and finalize faculty and staff salary structures/ranges • Identify incumbent and cost implications • Validate with area leaders • Create pay administration guidelines	• Develop communications strategy and plan • Prepare implementation strategy and plan • Advise on rollout materials
Spring 2025	*Spring 2025 (PDQ process)* *Fall 2025 (JD development)*	*Summer 2025*	*Fall - Winter 2025*	*Spring 2026*
Complete	**Complete**	**Complete**	**In progress**	**In progress**

* Timeframe is subject to change based on developments throughout the project..

Faculty and Staff Compensation Project Timeline*

Phase 1:
Project Initiation &
Compensation
Philosophy Review

Spring 2025

Complete

Phase 2:
Job Description
Update

Spring 2025
(PDQ process)
Fall 2025
(JD development)

Complete

Phase 3:
Salary Market
Assessment

Summer 2025

Complete

Phase 4:
Salary Structure
Development

Fall - Winter 2025

In progress

Phase 5:
Implementation and
Communication
Strategy

Spring 2026

In progress

* Timeframe is subject to change based on developments throughout the project..