

UCAP Update

Navigating our new Compensation Structure

March 27, 2019



THE UNIVERSITY OF ARIZONA

Agriculture, Life &
Veterinary Sciences &
Cooperative Extension



THE UNIVERSITY
OF ARIZONA

What's on the table today?

Where we started

What we've done so far

Calibration of Functions and Families

College Decisions

Key Dates and Implementation



Our Journey began...

- September of 2018 proving a preliminary mapping of employees
- About 2300 head count in ALVSCE
 - About 1000 needing to be mapped



Our contributions

- Out of the 1,000 needing to be mapped
 - 664 employees mapped on point
 - 336 employees needed further review
 - January of 2019 began many conversations
 - Hosted information sessions on calibration phase
 - Active partnership with the Jan and Emily



Further Calibration

- Out of the 336 needing to be reviewed
 - 130 employees were remapped without question
 - 94 employees are under “HR Override”
 - Still further calibration for 130 employees

College Decisions and Refinement of Functions

- Out of the 130 that are still in question
 - 50 of them are in the University Operations Function
 - 25 of them are in the Research Function
 - 5 of them are in the Information Technology Function
 - 50 of them are in the Extension Function



Tentative Future Dates

- In May UCAP will meet with Senior Leadership to discuss pay bands
- In September notifications will be sent out to employees
- Implementation on January 27, 2020