



The University will grandfather current HR staff salaries when future roles fall into lower market ranges.

The intent is to assist impacted employees, while allowing the organization to manage pay equity and normalize HR equity over time.



The University will price future-state HR roles at the median of the market using all industry market data.

Both the Academic and Health System already use the median of the market to compare to midpoint. The University will price the salary ranges at 60% and fit within the academic salary structure.