

Compensation Management (Decision Tree)

Reason for concern – (Request, Retention, Recruitment)

POSITION

Is position classified correctly?

Have duties, level or responsibility, depth/breadth changed? → YES →

RECLASS

Follow Reclass Procedure

NO

PERFORMANCE

Does performance meet or exceed expectations?

Is this person a role model or leader in the department? Is there local value?

YES

NO →

Compensation is most likely appropriate.

CREDENTIALS/EXPERIENCE

Does education, skills, knowledge and ability compare or exceed others in title?

Are total years in position (not total at OSU) comparable or greater to others in similar position?

YES

NO →

Compensation is most likely appropriate.

MARKET DATA

Does external/internal data support inequity (average salary)?

Does the data consider location?

Is funding available?

YES

NO →

Probably not equity

Submit request to college