

STAFF COMPENSATION

Update to Staff | March 2022

NEW APPROACH BUILT BASED ON EMPLOYEE FEEDBACK...

Some of the feedback is less than flattering, but it's real. We hear you and agree it's time to reimagine staff compensation.

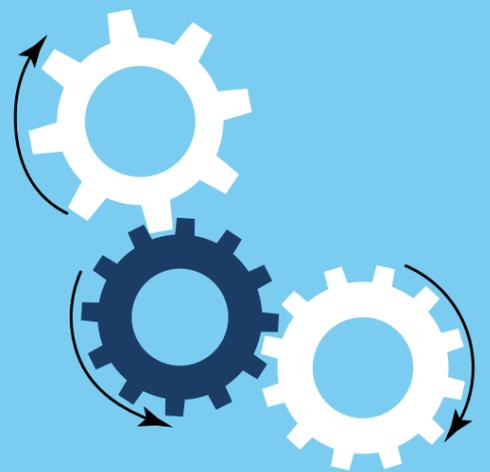


...AND DATA FROM MARKET STUDY BY MERCER

We are using benchmark data from other institutions that have similar operating expenses, student enrollment and geography. We are also bringing in geography differences across locations.

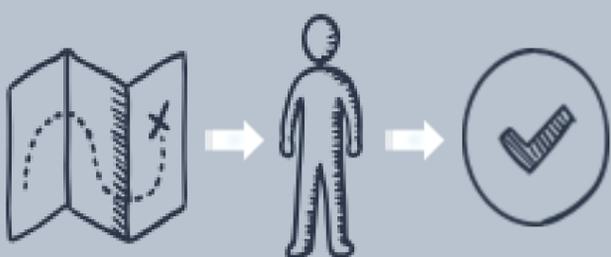
HOW TO GET FROM MARKET TO SPECIFICS

All benchmark jobs are put into a grade structure closest to midpoint. Then any other jobs are put into a grade compared to other roles. See Maple Sugaring example in the presentation to understand this step by step.



NEW APPROACH

We have built a new structure that aims to be informed by market and is fair and competitive. This approach will also focus on career progression and collaboration with department leadership. Finally, we're working to make it simple and repeatable.



CHECK OUT THE MIDD HR WEBSITE FOR RECORDED PRESENTATION & FAQ >>>
MORE INFORMATION WILL BE SHARED EACH MONTH LEADING UP TO JULY LAUNCH

