

**September 1
Comp Corner
Edition #1**

Welcome!

Welcome to Comp Corner, a limited-edition bulletin where we try to make dollars and “sense” of staff compensation practices! The goal of this bulletin is to keep you, HR Agents and department liaisons, up-to-speed on some exciting changes you’ll be seeing over the next several weeks.

This weekly bulletin will cover proposed policy changes related to compensation, the impacts those changes will have on pay practices, and take a deeper dive into the design and implementation of UNM’s new Salary Placement and Equity Tool (SPET).

Help from the Experts

Back in December 2019, UNM hired Huron Consulting group and, in collaboration with Human Resources (HR) and other key stakeholders across campus, looked at how to best achieve consistency and equity in pay across the institution.

When Huron wrapped up their work in July 2020, they provided a series of recommendations to improve policies and processes, as well as guidance on developing a tool that departments could use to allow flexibility and ensure equity in setting salary levels.

Specific to UNM, Huron identified opportunities to better align the salaries of staff employees within the same job title who have similar responsibilities, education, and experience.

What HR is Working to Achieve

Since then, HR Compensation has been working to enhance existing policies and processes with three goals in mind:

- Offer greater flexibility in staff pay practices and compensation actions;
- Offer more competitive salaries for current and future staff employees; and
- Work to address compression and pay inequities within Level 3 departments and organizations.

The changes to UAP 3500: Wage and Salary Administration policy and the creation of the SPET are designed to address Huron’s recommendations.

Policy Changes

HR-Compensation has recommended a number of modifications to UAP 3500: Wage and Salary Administration policy designed to have a positive impact on staff pay practices. Those changes have been submitted through the formal policy update process and include:

- Giving departments flexibility in determining staff pay;
- Acknowledging the value of education and experience;
- Establishing consistency when administering pay;
- Expanding opportunities for pay adjustments; and
- Aligning University processes with those of industry leaders while also ensuring UNM practices comply with state and federal regulations.

The proposed changes are currently under review and will be available for public comment within the next few weeks. It will be announced when they are posted and you are encouraged to review and provide feedback.

SPET is Born

With the above goals in mind, the SPET was designed to establish salary parameters and assess internal equity, providing a stronger and more flexible framework for staff salaries.

The SPET has been piloted for the last 14 months by approximately 15 Level 3 departments across campus representing each Executive Vice President area. Pilot participants have been invaluable with their feedback and suggestions for improvements and have played an important role in getting the SPET ready for roll-out across UNM.

Next Steps

With the pilot program winding down and policy changes ready for review, we are excited to plan for implementation! With an anticipated roll-out in late fall, the goal is to make sure you feel prepared for this change.

You likely still have questions related to all of these changes; this weekly bulletin will hopefully help answer them over the next several weeks. Keep your eyes peeled for next week's Comp Corner which will formally introduce SPET and its functions.

Questions? Comments? Ideas for topics? Contact the Comp department at Comp@unm.edu or 505-277-0610.