

October 21, 2022
Comp Corner
Edition #7

Welcome Back

Welcome back to the Comp Corner! This week, we're trying to make dollars and "sense" of all the resources available regarding staff compensation practices and policy.

As a reminder, we're in the final days for feedback on proposed changes to UAP 3500: Wage and Salary Administration. If you haven't yet, [check out the proposed changes and share your thoughts](#). Comments will be accepted through this weekend, specifically, **end of day October 23**.

After the close of the comment period, HR will review all of the comments, along with other feedback received, and will determine if changes are needed to the proposed policy revisions.

Webpage Updates

The Comp team has been busy working on updates to the [HR-Compensation webpage regarding the SPET](#). The page has been updated to include a SPET demo video, as well as a comprehensive list of all Level 3 orgs within UNM. The FAQs have also been reviewed and dusted off with a new addition or two.

Training

Most exciting, once changes to the policy have been approved and training content has been finalized, including training materials, timelines, and dates, HR-Comp will publish the information on the SPET webpage—and don't worry, it will also be shared via this bulletin!

While specific content is not yet decided, the team has been discussing a variety of synchronous and asynchronous trainings, designed for a range of different audiences and will include a blend of in-person trainings via Teams or Zoom, recorded step-by-step videos, written standard operating procedures (SOPs), and job aids with tips, tricks, and visual aids.

There will be three themes to the training materials: 1) focus on changes to UAP 3500 (policy pay practice emphasis); 2) focus on the Education/Experience Calculator (tools emphasis); 3) focus on training on the SPET (tools emphasis).

Embracing the Change

We understand that change can be hard and, sometimes, intimidating. It means leaving the familiar and embracing something different—and we don't always know what that is going to look like; that uncertainty can be challenging.

The change from our current staff compensation evaluation tools to the new Education/Experience Calculator and the SPET is already a significant shift, and moving from the current iteration of UAP 3500 to its finalized version adds to the volume of changes.

It may not always be easy, but please know that HR-Compensation is here to support you through these transitions.

Thank You

Thank you for joining us on this change journey. We encourage your active participation: review proposed changes to UAP 3500, [use the Education/Experience Calculator](#) for existing staff and new hires, check out the SPET demo video, and be in touch if you need help!

We'll see you back in two weeks!

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