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Welcome to Aon Hewitti Compensation Project Overview

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Good morning. Thank you for taking time to be part of this important initiative. Your presence and your willingness to be part of this process will ensure we have a new compensation infrastructure that is tailored to our campus community and one that works well for every part of our University. I think you'll agree that an effort like this only works if everyone on campus recognizes it as a system that has been carefully developed and is one that we can embrace as an entire University community.

This new structure will apply to nearly 1,300 (1,270) positions in our staff compensation system. These are positions that are vital to everything we do as an institution. Because we wanted to build something driven by good data and detailed input from those who know these jobs best--our employees--we reached out and asked for extensive input from everyone whose position falls into this new system. The response was overwhelming. Some 84 percent of the employees affected responded thoughtfully and spent time outlining the responsibilities and challenges of their jobs. And then hundreds of managers and supervisors weighed in with their input as well. As you'll find out today, all of that feedback from employees and supervisors is helping to develop a structure that is based on how we work together as an institution on a daily basis to support our students and carry out our mission.

Throughout the process, we've had the able assistance of Aon Hewitt, a national firm with a great deal of experience in this kind of effort. Our two Aon Hewitt representatives, Sarah Hutchinson and Christine Gnutek (ga-NEW-tek), will be conducting the remainder of this introductory overview. You'll see them again as
you participate in the review meetings for your areas that have been scheduled for this week or next. Without further ado, please join me in welcoming back to campus Sarah Hutchinson and Christine Gnutek (ga-NEW-tek) of Aon Hewitt.

Thank you.