

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Revision to the Professional and Scientific Classification System –  
University of Iowa  
**Date:** October 6, 2003

**Recommended Action:**

Approve the following revision to Professional and Scientific Classification System at the University of Iowa.

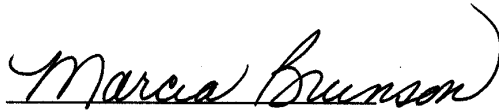
---

**Executive Summary:**

- |                               |  |
|-------------------------------|--|
| Policy Manual Requirement     | <ul style="list-style-type: none"><li>• <u>Regent Policy Manual</u> §4.03 requires that the changes to the institutional professional and scientific classification plans involving the addition, deletion or changes to titles or pay grades be approved by the Board prior to implementation.</li></ul>  |
| Proposed Revisions            | <ul style="list-style-type: none"><li>• The University of Iowa is proposing the addition of one new classification as detailed below.</li></ul>  |
| State law on comparable worth | <ul style="list-style-type: none"><li>• The pay grade assignment of the new classification has been made through application of the University's job evaluation instrument. This instrument, through a point factor system, evaluates classifications on skill, effort, responsibility and working conditions. This is done in compliance with the state law on comparable worth (Iowa Code <u>§70A.18</u>).</li></ul> |
-

**CHANGE IN TITLE AND PAY GRADE**

TITLE	PAY GRADE	COMMENTS
Executive Director of Career Services to Director of Career Services	From 16 (\$65,248 - \$118,755) to 14 (\$55,752 - \$101,436)	This position was created in 2000. At that time the duties and responsibilities of the position justified placement at pay grade 16. Due to reorganization, some of the duties that were formerly assigned to this position have been reallocated. Based upon analysis of the duties and responsibilities, it is recommended that the pay grade and title be change. The position is currently vacant.

  
\_\_\_\_\_  
Marcia R. Brunson

Approved:   
\_\_\_\_\_  
Gregory S. Nichols