

The MIT Compensation Initiative

What: The MIT Compensation Initiative is a multi-phase, multi-year project that builds a compensation foundation and implements systems that enable MIT to effectively attract, develop, reward, and retain staff.

Why

- The current job and pay structures are outdated
- The broadbands/ranges are not meaningful to candidates, employees, hiring managers
- Job descriptions are not consistent or transparent
- Job titles are inconsistent

How

- Building a new job structure - job family level guides/job descriptions/job titles
- Building a new pay structure - pay grades/pay ranges
- Assigning new job titles/pay grades
- Creating new compensation guidelines

Who

- Administrative staff
- SRS Administrative staff
- Support staff

PHASE 1

Building Compensation Foundation

- Compensation Philosophy
- Generic Job Family Level Guides
- Job/Position Description Catalog
- Salary Structure
- Benchmarking
- Compensation Guidelines

Estimated timeframe - July 2016

PHASE 2

Systems

- Annual Salary Review Tool
- Compensation Marketing Pricing Tool

Estimated timeframe - November 2016

Team

- Initiative Sponsors
 - Lorraine A. Goffe-Rush, Vice President for Human Resources
 - Doreen Morris, Assistant Provost
 - Tony Sharon, Deputy Executive Vice President
- Advisory Group consisting of 25 members from across MIT, including Lincoln Laboratory
- Human Resources
- IS&T