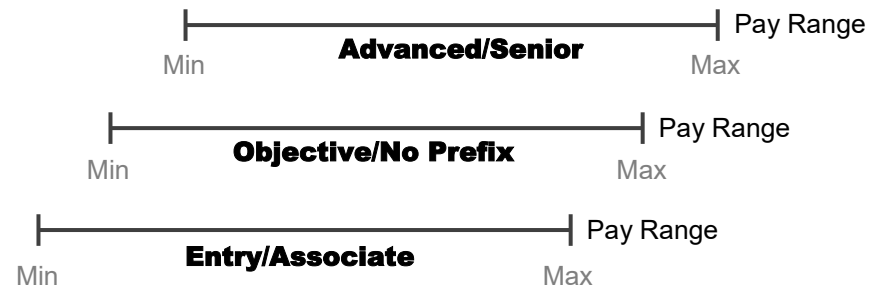


## TODAY

- Pay progression and promotion are interchangeable terms
- You typically perform the **same work**, but your **title changes** and your **pay increases**
- Minimum requirement is often years of service

What progression/promotion might look like today



## IN THE FUTURE

In the future, pay progression and promotion are defined separately

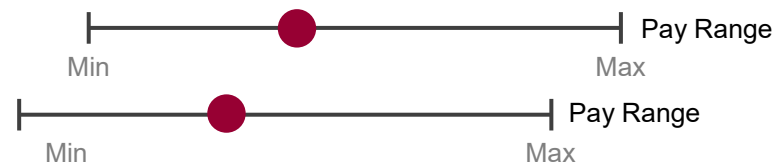
**PAY PROGRESSION** Pay increases within the same job

- Based on **knowledge, skills, experience, and performance**
- Your **job title** and **core responsibilities** remain the **same**
- Reasons for pay increases continue to include factors such as pay plan, market changes, performance, retention and parity



**PROMOTION** Advancement to a **new job** in a higher pay range

- Your **job title** and **responsibilities change** due to evolving responsibilities, attainment of new certifications/experience, or application to a new job in accordance with HR processes
- Based on work performed in standard job description
- Starting pay takes market data and parity into consideration



### KEY POINT:

Employees have multiple ways to advance, both by growing in their current jobs and by moving into new jobs.

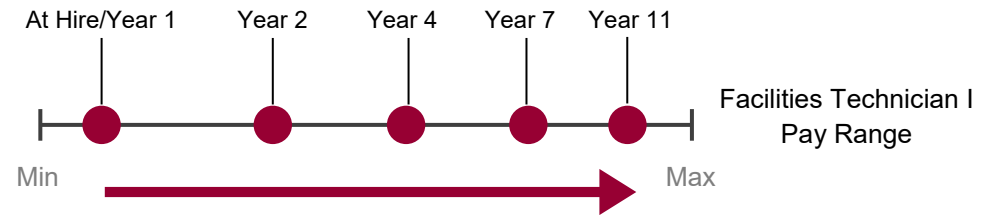
# Pay Progression & Promotion Examples



## PAY PROGRESSION EXAMPLE 1



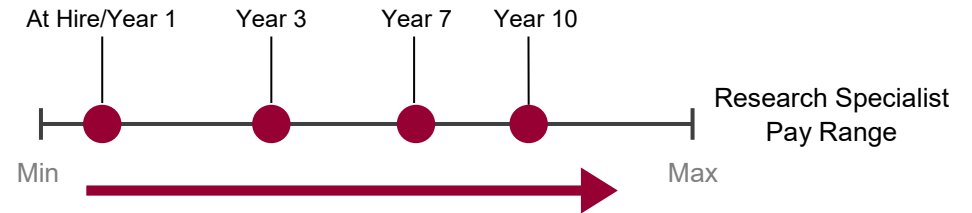
Ingraham is a Facilities Technician I, and receives a pay increase in year two for outstanding performance. In the fourth year, Ingraham receives another increase as part of a pay plan adjustment. In years seven and eleven, Ingraham receives performance increases for consistently performing above expectations. During this time, Ingraham has the same job title and responsibilities. Ingraham remains a Facilities Technician I, but progresses through his pay range based on continuous high performance and pay adjustments.



## PAY PROGRESSION EXAMPLE 2



Randall is a Research Specialist. In year three on the job, Randall receives a pay increase for high performance. In the seventh year, Randall receives another performance increase. In year 10, Randall receives an increase to account for market changes in research specialist jobs. During this time, Randall has the same job title, responsibilities, and is in the same position. As Randall's knowledge, skills and experience increase, Randall's high performance is recognized through progression in his pay range.



## PROMOTION EXAMPLE



Helen has been an Academic Program Specialist who has been in the current position for several years, gaining knowledge and experience in the position. An Academic Program Manager position opens up in the unit. Helen applies and is selected for the position. As a result of the promotion, Helen takes the lead to manage two academic programs. Helen's new responsibilities include managing program budget, implementing new standard operating procedures, and representing the programs on and off campus. Helen takes the new title of Academic Program Manager and moves into a higher pay range. This is one example of promotion. There are multiple ways to promote into a higher pay range.

