

SHRA University Market Alignment Initiative | Employee Q&A Guide

Purpose

This university compensation initiative was implemented to improve internal salary positioning within the SHRA Career Banding system and reduce future compression concerns.

1. What was the purpose of the SHRA Market Alignment Initiative?

The initiative was implemented to support consistent salary placement within the Career Banded compensation structure by positioning eligible SHRA employees who were below the 95th percentile of their assigned competency level toward that threshold.

2. Was this adjustment based on performance?

No. This review was position-based and focused on salary placement within the career-branded structure. It was not connected to performance evaluations.

3. How was eligibility determined?

Employees were required to be active on June 30, 2025, payroll to be included in the review.

4. Why didn't I receive an adjustment?

Employees may not have received an adjustment if:

- Their salary was already aligned at or above the 95th percentile of their competency level, or
- They did not meet eligibility requirements.

5. Why didn't I receive an adjustment in my March payroll check after o

6. Does this mean I am at the top of my salary range?

No. The 95th percentile refers to placement within your assigned competency level. It does not represent the maximum of the overall salary range.

7. Does this initiative affect my position classification?

No. This initiative did not include reclassification reviews or changes to position titles or duties.

7. Can I request a reconsideration or appeal?

This initiative does not initiate a reclassification, promotion, or salary reconsideration process. Employees with additional questions should speak with their supervisor.

8. Will there be additional phases of this initiative?

There are no additional phases planned at this time. Future salary actions are dependent upon institutional priorities and available resources.

9. I was employed on June 30, 2025, but later accepted another position at the university. Am I still eligible for a market alignment adjustment?

No. While employment on June 30, 2025, payroll was one factor used to determine eligibility, the SHRA Market Alignment initiative applies to employees who remain in the same position that was evaluated during the alignment review.

Employees who accepted or transitioned into another position through recruitment after June 30, 2025 are not eligible for a market alignment adjustment. Compensation for the new position was established through the recruitment and hiring process associated with that role.

10. My position was reclassified or my competency level changed. Am I eligible for SHRA Market Alignment adjustment?

No. If your position was reclassified or had a competency level change, the salary for the position would have been reviewed and evaluated at the time the action was approved in accordance with university compensation guidelines.

Because the compensation for the position was already evaluated as part of that action, employees whose positions were recently reclassified or had a competency level adjustment are not eligible for an additional salary adjustment under SHRA Market Alignment Initiative.

11. Is there a specific percentile employees should be within the salary range?

No. There is not a specific percentile where employees are expected to fall within a salary range. Salaries may vary within the range based on factors such as experience, job-related qualifications, position responsibilities, and salary history. Percentile placement reflects where a salary falls within the approved salary range for the position's competency level.

12. Why might a newer employee earn a different salary than another employee in the same role?

Salaries are determined based on a variety of factors, including relevant experience, job-related qualifications, position responsibilities, and the applicable salary range at the time of hire or review. As a result, employees in the same role may have different salaries within the approved salary range.

13. Can my salary move higher within the range?

Salary ranges are designed to provide flexibility to recognize factors such as experience, responsibilities, and changes in duties over time. Future salary actions may occur through established university processes, such as career progression, position changes, or other approved salary actions, consistent with university policies and available funding.

14. How are new hire salaries determined?

The University has adopted a new hire compensation approach targeting approximately the 90th percentile of the applicable competency level. This approach is intended to support consistency and reduce future compression concerns.

15. Who should I contact if I have questions?

Employees should first speak with their supervisor. Supervisors may submit inquiries through the SHRA Market Alignment Intake Process if needed.