**Classification and Compensation Project**

## Compensation Philosophy

### Previous Compensation Philosophy and Objectives

The Ohio State University believes that competitive pay is a key element in recruiting, retaining, and rewarding the type of employees that are needed to fulfill the University’s mission. Our goal is to pay competitive salaries by using systems that are clearly communicated to employees and readily administered by managers.

In order to fulfill its mission, The Ohio State University must attract and retain an outstanding staff. To meet institutional staffing needs and priorities, the compensation system established in support of this goal includes the following objectives:

- To establish compensation levels for positions on the basis of their relative internal work and external competitiveness within relevant labor markets
- To reward employees on the basis of work performance
- To administer pay equitably and consistently
- To establish a compensation policy that is consistent with the judicious expenditure of funds entrusted to the University
- To ensure accountability for compliance with The Ohio State University Board of Regents Rules and Regulations and statutory requirements

### Newly Approved Compensation Philosophy and Objectives

The Ohio State University believes that competitive total rewards are a key element in recruiting, retaining, and rewarding the staff needed to fulfill the University’s mission. Our goal is to include competitive salaries as a component of a competitive Total Rewards framework by using systems and programs that are clearly communicated to staff and easily administered by managers. Total rewards will be administered equitably and consistently across the University. In order to fulfill its mission, The Ohio State University must attract, motivate and retain an outstanding staff. The following key objectives support this mission:

- To establish total reward levels for positions on the basis of their relative internal worth and external competitiveness within relevant labor markets;
- To establish and advance a performance driven culture where senior administration to include the President, Deans and Provosts are rewarded on the basis of their individual effectiveness and furtherance of University goals
- To establish a policy that balances total rewards market levels with the internal business conditions of the University;
- To comply with federal and state laws and regulations to manage risk
- To ensure we are managing total rewards within existing budgetary constraints