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- The current job and pay structures are outdated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
- Creating new compensation guidelines
- Assigning new job titles/pay grades

**Phase 1**
**Building Compensation Foundation**
- Compensation Philosophy
- Generic Job Family Level Guides
- Job/Position Description Catalog
- Salary Structure
- Benchmarking
- Compensation Guidelines

**Phase 2**
**Systems**
- Annual Salary Review Tool
- Compensation Marketing Pricing Tool

**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

**Who**
- Administrative staff
- SRS Administrative staff
- Support staff