The MIT Compensation Initiative is a multi-year project to build a compensation foundation and implement new processes, guidelines, and systems that enable MIT to effectively attract, develop, reward, and retain staff.

**Objectives**
- Modernize job and salary structures
- Develop consistent job descriptions
- Create consistent job titles
- Create foundation for other Talent Management/Development initiatives
- Simplify administration

**Scope**
- Administrative staff
- SRS Administrative staff
- Support staff

**Building Compensation Foundation**
- Draft compensation philosophy
- Draft compensation guidelines
- Job description catalog
  - Job families/subfamilies
  - Job tracks—Support, Individual Contributor, Management
  - Job descriptions/job level guides/job titles
- Market pricing/benchmarking to inform salary structure development
- Purchase and implement market pricing tool
  - Create salary structure
  - Employee mapping reviews by DLCs
  - Communication/implementation

**Team**
- Initiative Sponsors
  - Lorraine A. Goffe, 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
- Mercer Consulting

**VISIT:** hrweb.mit.edu/compensation/initiative