The Career and Compensation Program (CCP) is a new pay and career framework designed to enhance the University’s ‘Canes Total Rewards package by providing the flexibility to offer market-competitive salaries, recognizing individual contributions based on performance, and creating a structure to support career development within the University.

**What is the new Career + Compensation Program?**

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**Why is the new Career + Compensation Program Important?**

Through the implementation of the CCP, we are able to:
- Enhance our total rewards package—*everything offered to you for your contribution and service to the University including pay, benefits, recognition programs, and training and development*.
- Recognize employee contributions based on performance.
- Maintain a competitive relationship between UM salaries and the external market.
- Create a structure to support career development.

**Five Pay Structures**

A Core pay structure and four specialized pay structures allow greater flexibility to respond to differences in market pay.

<table>
<thead>
<tr>
<th>Core</th>
<th>Allied Health</th>
<th>Information Technology</th>
<th>Nursing</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>A cross section of staff jobs</td>
<td>Ancillary patient care service jobs</td>
<td>Jobs supporting the University’s technology needs</td>
<td>Registered nursing staff responsible for patient care</td>
<td>Scientific research and discovery process jobs</td>
</tr>
</tbody>
</table>

**Job Examples**

- Finance
  - Accounting
  - Human Resources
  - Admissions
  - Student Services
  - Communications
  - Office Support
- Radiology Tech
- Medical Tech
- Respiratory Therapist
- Systems Administrator
- Database Analyst
- Help Desk Tech
- Registered Nurse
- Nurse Specialist
- Research Associate
- Ph.D. Associate Scientist
- Research Support

Each structure has its own set of pay grades and ranges (minimum, midpoint, maximum). Ranges of pay are intended to accommodate a variety of experience and performance levels. The range of pay assigned to a job grade allows for recognition of differences for performance, knowledge, skills, and abilities.

**Career Levels**

Career levels group all staff jobs into one of the following categories:
- Professional/Research
- Leadership and Management
- Administrative, Technical, Trades and Health Care Services

In January 2016, the University will implement career development pathways designed to provide staff with information needed to develop their career within the University.
Career + Compensation Program and Workday

In Workday, staff members will have access to their pay grade and Career Level (referred to as Management Level in Workday).

**PAY STRUCTURE**
A collection of pay grades and ranges to help maintain pay levels that are competitive with internal and external markets.

**PAY GRADES**
Groups of jobs within the pay structure similar in scope, responsibility, and value, both within the organization and external market. Grades are a progression of steps within a pay structure (c100, c101, c102, c103) that are associated with a pay range.

**PAY RANGE**
The earning potential associated with the job. The minimum and maximum amount of salary an organization will pay for work performed. The midpoint represents the market or the going rate.

**MARKET PAY**
The value (pay) for a job offered by competitor organizations to staff performing similar work with similar qualifications.

**CAREER LEVEL**
Jobs with similar roles, levels of complexity, and required skills and knowledge that are grouped to provide information on how they relate to one another from the perspective of career growth and professional development.

**Additional Resources**
- Frequently Asked Questions
- Guidelines to Managing Staff Pay
- ULearn Online Course: Understanding CCP
- Manager Talking Points
- Online Webcasts and Information Sessions
- PowerPoint Presentation

Salaries are based on an individual’s knowledge, skills, experience, performance, and budget availability.

**Guidelines to Managing Staff Pay**