



KENNESAW STATE UNIVERSITY

HUMAN RESOURCES

In 2022, we began a multi-phase compensation project designed to ensure that Kennesaw State University can continue to attract, retain, and grow the staff required to fulfill our mission of unleashing the potential in every student we serve—and to realize our vision of becoming a top-tier R2 institution.

The refresh of our staff compensation program was recently approved by the University System of Georgia (USG). This update is to keep you informed about upcoming events and timing as we launch the refreshed staff compensation program in July 2023.

Overview: Compensation Project for Staff

Our primary objective was to create a compensation program that aligns with the current and future needs of the University and supports the ongoing growth and sustained success of all staff.

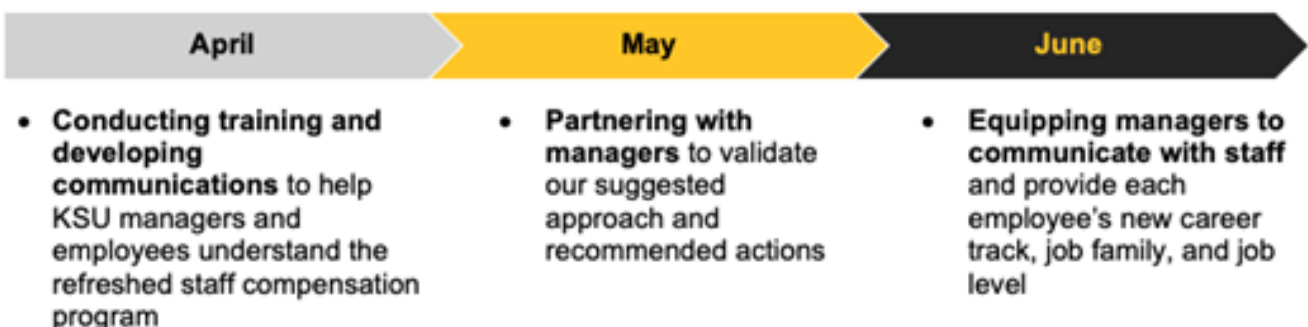
In partnership with a third-party human resources consulting firm, and with leadership input from Cabinet, division leaders and the HR Advisory Council (HRAC), we built the foundational elements of a refreshed staff compensation program for staff, including our compensation philosophy and career framework with a job architecture and pay structure.

A Look Ahead

Now that we have received approval, we are preparing to implement and communicate the new career tracks, job families, and job levels, as well as any impacts to individual pay.

Remember, the compensation project will not result in a pay increase for the majority of KSU employees, but it will provide baseline data to develop a multi-year plan to address market competitiveness, equity, and compression of pay. It will also create a uniform, market-based means of determining pay and managing career progression at all levels across campus, making KSU an even better place to work.

In the coming months, we will prepare to launch the new staff compensation program by:



We thank you for your patience as we worked through this stage of the staff compensation project. We will be sending further updates as we move closer to implementation in July.

Please note that the details of the faculty compensation project are currently under review at the system office and will be shared once approved.

Questions?

Please send questions to compensation@kennesaw.edu.