April 11, 2017

Dear Colleagues,

The Office of Human Resources is excited to announce the launch of a comprehensive total rewards study. Total rewards is a wide-ranging program designed to attract, retain, and reward diverse and high-performing staff employees at all levels. A total rewards program includes a combination of base pay, benefits, professional development, growth, and recognition.

The Office of Human Resources (OHR) will conduct the study under the guidance of an advisory board, comprised of key University stakeholders. Throughout the project, staff will be engaged by providing data about their jobs. After detailed data collection, the broad job analysis will begin, including a market-based assessment by Sibson Consulting. Starting in April 2017, the study will involve rolling phases, with a targeted duration of 18-24 months.

We are confident that the time and effort invested will enable the University to build a flexible compensation structure that will guide our total rewards program. As we all strive for excellence, we want to optimize our investment in people, to both attract and retain our Pitt staff. A comprehensive total rewards study allows Pitt an opportunity to address the diverse needs of our staff, including progressive benefits and career pathways.

In order to keep you apprised of our efforts, we launched a total rewards website: totalrewards.pitt.edu. As the study progresses, you will find details on the website including the timeline, information about total rewards, frequently asked questions, and feedback opportunities, such as focus groups and town hall meetings. We strive to be transparent in our efforts and welcome your input. Please contact us with any questions or concerns via the website or total.rewards@pitt.edu.

Thank you for your valuable contributions.

Kind regards,

Cheryl Johnson