

Steven Richmond

From: Kirsten Volpi
Sent: Friday, September 18, 2020 9:10 AM
To: faculty; classified
Subject: Compensation and Classification Study Announcement
Attachments: Compensation Study Q&A Session 1.ics; Compensation Study Q&A Session 2.ics; Compensation Study Q&A Session 3.ics

Dear Mines Faculty and Staff,

On January 1, 2021, the [Colorado Equal Pay for Equal Work Act](#) will take effect, requiring employers across the state to comply with new standards related to pay program fairness, talent acquisition practices, and record keeping. At its core, the new law is designed to prevent pay disparities based solely on a person's gender. Some of you may recall that Mines engaged a consultant several years ago who performed a similar, but a narrow review of compensation compared to the market.

Mines believes in the principle of pay equity and fairness and will be taking the necessary steps to comply with Colorado's Equal Pay for Equal Work Act. The desired outcome is for the university to consistently recruit and retain the highest-quality faculty and staff, provide an equitable foundation for our pay programs, and further clarify pathways for career progression at Mines.

As such, we have contracted with MGT Consulting Group to help us conduct a study that will evaluate and update our job classification and compensation systems. This project will include a pay equity assessment, market competitiveness analysis, and a full review of our policies and procedures.

To accomplish the study objectives and achieve an optimal result, Mines will need to create a comprehensive collection of job descriptions. MGT will be using online survey tools to ask for your input and gather position data. This is detailed information about job roles and responsibilities that you are uniquely positioned to provide – which makes your participation in this process very important and critical. The survey tools go live on September 23rd and will remain open for two weeks. You will receive a participation link via email inviting you to submit your responses.

The MGT team has recorded a [Project Orientation Presentation](#) to provide information about the overall goals, process steps, and expected outcomes of this project – the slides from this presentation are available [here](#). Additionally, they will be hosting live Q&A sessions to address questions you may have. Three Q&A calendar invites are attached to this message for your convenience, which you may add to your calendar if you wish to attend. The sessions will be held at the following times:

Session 1: Friday, 9/18 – 3:00PM to 4:00PM
Session 2: Monday, 9/21 – 10:30AM to 11:30AM
Session 3: Tuesday, 9/22 – 12:00PM to 1:00PM

The [Frequently Asked Questions](#) (FAQs) document provides additional details about the study. Our goal is to complete the study by/before December 2020, so timely participation is appreciated once you receive a survey participation link.

We look forward to this opportunity to continue strengthening the equitable foundation for our pay programs. If you have any questions, please reach out directly to the Mines point of contact for this project, Steven Richmond (srichmond@mines.edu).

Regards,

Kirsten

Kirsten M. Volpi,
Executive Vice President

Stacie

Stacie P. Altman
Director of Human Resources

