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Subject: View2022 - Further Details from Human Resources
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Greetings All!

This morning Chancellor Boyce [announced](#) the implementation of [View2022](#) will begin this October. This is an exciting step in our efforts to be a model employer as View2022 is key to how we attract and retain the best talent and how we define jobs and manage pay. The information below details the implementation phases and provides helpful background information.

PHASE I: In October 2024, View2022 will implement [market relevant](#) salary adjustments ensuring they are placed within this new structure

- Phase I will implement salary adjustments for an estimated 600 employees, ensuring they are placed within this new structure
- More than 3.5 million in central funds are budgeted for this phase.
- Changes (if any) to individual pay levels and placement within the new structure will be clearly communicated to all employees closer to October.
 - Please note that no employee's pay will be reduced as a result of View2022.

PHASE II: In 2025, Human Resources will begin to implement [market competitive](#) salary adjustments.

- Phase II provides flexibility for departments to adjust all employees who were identified for progression within their pay grade based on experience, skills, relevant education, certifications, etc.
- Implementation of this phase aligns with the semi-annual timing of approved salary adjustments (January and July), while aligning with View2022 principles and data.
- Phase II involves shared costs across departmental budgets and available central funding. Human Resources will work directly with units to submit proposals for this phase.

What can employees expect?

- No employee's pay will be reduced as a result of View2022.
- For Phase I, all employees in scope (classified staff positions) will receive information from leaders in their campus units and Human Resources via myOleMiss about their specific placement in the new structure (including job family, sub-family, career track, career level, and pay grade). Please note that titles are not within scope for View2022, and employees' titles will not change at this time.
- For Phase I, employees whose salary fall outside the View2022 structure, they will receive additional information about their pay adjustment that will be implemented in October 2024.
- For Phase II, Human Resources will work directly with unit leaders on any additional adjustments to be made beginning in 2025.
- Employees in areas with external funding (grants, contracts, etc.) and/or other factors may have a different View2022 implementation timeline than outlined in Phase I and II.
- For all phases, there will be a continuing focus on information sharing as well as training and education opportunities. Open Forums will be available soon. Details to be provided the week of July 15th.

Noteworthy aspects of View2022

- Reliance on market data to set competitive pay, based on comparisons of similar roles compiled from nearly 60 universities, the private sector, and geographic areas where we compete for talent.
- Focus on the nature of the work performed, rather than titling or tenure alone, to determine appropriate pay.
- Establishment of a foundation that gives greater clarity for pathways to career growth and advancement.

View2022 is an important step to create a more consistent, transparent, and competitive environment for employees, and we look forward to sharing additional information as we get closer to Phase I implementation in October. If you have any questions, please contact [Bryce Drew](#), manager of compensation, or [Jody Bevil](#), compensation representative.

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