Total Rewards Unit

This newly formed unit is focused on ensuring we have competitive pay and benefits as well as recognition and rewards programs that are administered fairly, timely and accurately. This includes activities, processes and programs related to;

- Pay policies, programs, processes and administration including job descriptions, job classifications/reclassifications, market pay surveys, internal/external pay equity and adherence to state/federal and USM pay guidelines.
- Administering the benefits package provided by the USM to ensure knowledge and understanding of availability, eligibility and coverage especially health insurance, tuition remission, retirement and paid time off benefits such as holiday, annual and personal leave.
- Recognition and rewards programs that highlight extraordinary individual and group accomplishments and performance across the University that support and advance the TU mission and the President’s priorities.