NEW Spring 2017
HOURS OF OPERATION
WRIGHT STATE UNIVERSITY HOSPITALITY SERVICES
Effective Monday, January 9, 2017

	MON-THU	FRI	SAT	SUN
THE HANGAR In Allyn Hall	7:30 A — 10 P	7:30 A — 7 P	11 A — 7 P	11 A — 7 P
UNION MARKET In Student Union	8 A — 3 P	8 A — 3 P	CLOSED	CLOSED
Tim Hortons	7:30 A — 7:30 P	7:30 A — 3 P	CLOSED	CLOSED
Starbucks	7:30 A — 7:30 P	7:30 A — 5 P	CLOSED	10 A — 4 P
Espresso Lane	8 A — 5 P	8 A — 3 P	CLOSED	CLOSED
ReyRey Café	7:30 A — 5 P	7:30 A — 3 P	CLOSED	CLOSED
THE C-STORE Mondo	2 P — 1 A	2 P — 10 P	NOON — 5 P	5 P — 12 A

Visit **DineOnCampus.com/Wright** for hours of operation, menus, specials, and more!

Total Compensation Study
Project Progress Update

Completed

- ☑ Defined total rewards philosophy guiding principles
- ☑ Gained endorsement of compensation and benefits comparison markets
- ☑ Completed development of position profile tool
- ☑ Drafted career level definitions and titling directional guidelines
- ☑ Conducted benefits competitiveness assessment
- ☑ Collected and reviewed pilot group of position profiles (HR, CaTS, Enrollment Management, Marketing, Library)

- ☑ Developed and tested career level definitions and titling direction
- ☑ Obtained input from job family experts on career level definitions and mapping in family
- ☑ Identified market pricing methodology and prepared for market pricing
- ☑ Priced and reviewed pilot job families with job family experts
- ☑ Collected position profiles for remaining groups

In Progress

- Complete market pricing and compensation competitive assessment
- Define compensation guidelines and policies

Critical Next Steps

- Review comprehensive competitiveness of compensation and benefits and implications on salary structure
- Develop salary structure
- Define implementation costing and potential timeline
- Formalize total rewards philosophy

- Draft compensation guidelines and policies
- Design training for leaders and managers on new system
- Communicate and implement

A final outcome of the study is the development of a market-competitive, comprehensive classification/compensation system to attract, retain, and motivate the qualified employees that the University needs.