

University of Northern Colorado
College of Osteopathic Medicine

Policy: Pay/Rank Equity Review

Responsible Party: Dean, College of Osteopathic Medicine

COCA Standard: 7.8-3

Review Frequency: Annually or as needed

The State of Colorado has a robust Equal Pay for Equal Work act that mandates employers have a process for reviewing pay discrepancies and requires pay and position posting transparency to ensure equal employment opportunities. The University conducts an annual review of all staff and faculty positions to identify any pay discrepancies that cannot be attributed to time in position or differences in education/qualifications. The process we use was reviewed by the State of Colorado Attorney General's Office for compliance with the law and reviewed by an external compensation consultant for compliance. Attached are the bill creating the law, the consultant review and the link to the UNC website on Equal Pay for Equal Work compliance and process.

Document Links:

[Equal Pay for Equal Work Legislation](#)

[Consultant Review](#)

[EPEW Website](#)