Policy 4.44
Lateral Transfers

Responsible Official: VP for Human Resources
Administering Division/Department: Compensation
Effective Date: March 30, 2007
Last Revision: July 31, 2018

Policy Sections:

I. Policy Details
II. Related Links
III. Revision History

Policy Details

A lateral transfer occurs when an employee is transferred into a new position within the same classification as his/her current position or into a position of another classification within the same pay grade. Generally, this will not result in a salary change.

In some circumstances, departments may elect to give a small salary increase when an employee makes a lateral move from one job to another. Increases for lateral moves are not intended to be automatic but may be considered when the employee appears to be low in the range based on the amount of related experience he/she has for the job into which he/she is going or relative to other similarly qualified job incumbents within the department.

Salary increase requests based on a reason other than the employee's position in range will be evaluated on a case by case basis.

Increases associated with lateral moves must be authorized by the appropriate Vice President, Dean, Director, or Department Head and must be supported by Recruitment or Compensation in order to be processed.

Lateral moves generally will not affect the employee's next scheduled review date and opportunity for a salary increase, regardless of whether or not the employee receives an increase in conjunction with the lateral move.

Related Links

- Current Version of This Policy: http://policies.emory.edu/4.44

Revision History

- Version Published on: May 07, 2007
- Version Published on: May 07, 2007 (Amended 05/07)

Emory University policies are subject to change at any time. If you are reading this policy in paper or PDF format, you are strongly encouraged to visit policies.emory.edu to ensure that you are relying on the current version.