

# **Strategic Implementation Committee**

## **Meeting Report**

**Meeting Date:** May 16, 2022

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### **Items Discussed:**

The progress being made by the working groups was discussed, including several groups having submitted their Implementation Memo for review and submission to Dr. Banks.

Human Resources advised that the high-level organizational charts submitted have been posted to the working group websites; an across-the-board salary analysis will be done, using the System Pay Plan as a guide; and the staff transfer template will be used for researchers. A compensation rebalance study may need to be done. Any needed salary adjustments will be made over time, consistent with the results of the studies.

Darryl Heath, who is assisting with the alignment of processes during the implementation phase of the Path Forward initiative provided an update. He has met with the five operational leads that are consolidating services (Finance, Human Resources, IT, MarCom, and Facilities). Each group is developing a value tree and high-level timeline. A communication presentation and plan will be developed so that University leaders will know how things will change and how the changes will impact the University, their college/unit, and their employees. Presentations to campus leadership and groups are planned to begin in late summer.

As a result of the progress being made, the committee agreed that regular meetings are no longer needed. However, if the need arises, a meeting of the SIC will be scheduled.