

Revised Task Charter Template for Strategic Planning

To be filled out by Strategic Planning Working Group: Faculty Welfare and Personnel Policy Strategic Planning Working Group

Goal 9: Invest in Human Resources

Initiative 9.1: Develop and implement an appropriate compensation and benefits plan for all UW – River Falls employees.

Task Name:

Task 9.1.1: Reduction of Salary Compression

Task Sponsor: Mary Halada, Vice Chancellor of Administration and Finance

Task Group Leaders:

1. Chancellor
2. Provost and Vice Chancellor of Academic Affairs
3. Academic Deans
4. Faculty Salary Committee
5. Academic Staff Council

Task Description:

The University will develop a plan and processes that will reduce compression of salary due to starting salaries increasing faster than salaries of current employees. As opportunities arise, money will be allocated toward reducing salary compression.

Task Objectives:

1. To formalize reduction of salary compression as a goal of UWRF.
2. To reduce salary compression through a systematic effort
3. To keep the reduction of salary compression before the University at all times
4. To incorporate the reduction of salary compression into the job descriptions of individuals with decision making authority regarding salary

Task Outcomes (Deliverables):

1. A formal recognition of the goal by the task group leaders
2. A systematic effort to identify new methods for transferring dollars to reduce salary compression; such as salary savings at retirement or resignation
3. An annual report to the faculty regarding success in reducing salary compression
4. A meaningful reduction in salary compression

Scope:

In Scope

Budget authority within the control of UWRF

Out of Scope

Starting salary of new employees

Budget outside the control of UWRF

Appropriate Governance Mechanism/Process:

1. Faculty Senate
2. Chancellor
3. Academic staff Council

To be filled out by Task Team: (Working Groups – Feel free to add your input into these sections, too)

Assumptions:

Stakeholders:

Timeline and Milestones: (Preliminary/kick-off stage)

Task Team – Membership and Roles:

Metrics/Evaluation/Assessment:

Risks and Mitigation: