The University of Wyoming is committed to creating a workplace experience where all staff members can grow, excel, and thrive.

As the University moves forward with implementing the academic restructuring plan, we are beginning a thoughtful and deliberate journey to review Non-faculty organizational structures, job classifications, job titles, and compensation programs.

Over the next few months, our team will conduct campus-wide surveys, interviews, and focus groups to provide a clear, data-driven picture of the current state organizational structure and services to improve the experience of our staff.

**OUR GUIDING PRINCIPALS**

- Align available resources with their greatest use and purpose. This is not a cost-cutting exercise.
- Create a workplace where all staff members can grow, excel, and thrive at UW.
- Build an innovative administrative support model to efficiently and effectively meet the needs of students, faculty, and staff.
- Strive towards logical job hierarchy, consistency in job titles, and equitable distribution of responsibilities aligned with the mission and goals of the university.
- Understand the competitive job market for all staff positions and develop an adaptable methodology to routinely update for long-term success.

**APPROACH**

**Staff Organizational Structure Review**

- Current State Assessment of UW Organization Operations
- Benefit and Gap Analysis
- Refined Future State Model and Roadmap
- Final Report

**Job Classification & Compensation Study**

- Current State Assessment of job functions, families, career tracks and levels
- Classification System Review
- Compensation Study

**MILESTONE TIMELINE**

- October 2022
- November 2022
- December 2022
- January 2023
- February 2023
- March 2023
- April 2023

**EXECUTIVE COMMITTEE**

Charged with setting the direction for the project and making final decisions

**ADVISORY COMMITTEE**

Helps define the vision for the engagement, and provides input on findings

For more information or questions, please contact Bob Link (rlink3@uwyo.edu)