

	Who	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Investing in Our People: VC Hetzel and Prof. Kim Vogt													
Goal 1: Prioritize employee compensation	Hetzel, Riechert												
<i>Action 1. Use national data metrics for assessing employee compensation</i>													
A. Identify appropriate comparison data metric sources for all major job types at UWL (CUPA, etc.)	Bob, Greg, Natalie Solverson & IR, Finance Office IR/HR				X								
B. Participate in UWS Title and Total Compensation Study											X		
<i>Action 2. : Investigate sources for funding additional employee compensation.</i>	Bob/Governance groups/Madeline Holzem or Beth Hill (HR)												
A. FY 2018 Phase I-UWL Equity Adjustment base plan							X						
B. FY 2018 Phase II-UWL Equity Adjustment lump sum plan									X				
C. Explore alternative sources of funding employee compensation												X	
Goal 2: Promote an environment of employee inclusion, ownership, and engagement.	Kathy Accola										X		
<i>Action 1. Employee engagement survey</i>	Kathy Accola												
A. Identify survey companies to design and conduct employee satisfaction survey and develop RFP for bids	Accola, Gullekson, Kiersch					X							
B. Hire survey company/conduct survey/receive report (COST involved)											X		
Goal 3: Create clear and consistent assessment and accountability policies for all employees	Mary Grattan and Kathy Accola												
<i>Action 1. Explore best practice models of evaluation procedures for all higher education employees</i>													
A. Become familiar with new UWL PeopleAdmin Performance Management Software capabilities													X
B. Research university evaluation processes at UW-system peers	Grattan, Accola, Gullekson, Kiersch										X		
C. Research model evaluation tools/practices through professional associations, etc.	Grattan, Accola, Gullekson, Kiersch										X		