

Target Group #2

Minutes from week of Oct. 1-5

At last week's meeting, we discussed objectives and their related metrics. Objective 1 was modified in the following manner....

Objective 1: Implement and maintain a system of advancement and compensation that reflects the professional responsibility, individual talents, and achievements of all employees.

Metrics

1. Percent of staff by type who are able to have their annual compensation increased without changing jobs
2. Percent of faculty by type whose salaries are equivalent to faculty at benchmark institutions
3. Number of individuals by type and division who upon receiving a promotion were receiving more compensation than an individual who already held that title

Objectives 2 & 3 were combined into the following...

Objective 2: Implement and maintain a culture of engagement in which employees feel passionate about their jobs, are committed to the institution, put discretionary effort into their work, and are meaningfully involved in institutional decisions.

Metrics

1. Individual surveys of a) employees passion about their jobs, b) commitment to the institution, c) level of discretionary effort, and d) involvement in decision making.
2. Multi-level (360°) surveys of a) employees passion about their jobs, b) commitment to the institution, c) level of discretionary effort, and d) involvement in decision making.
3. Focus group studies of a) employees passion about their jobs, b) commitment to the institution, c) level of discretionary effort, and d) involvement in decision making.