

Strategic Implementation Committee

Meeting Report

Meeting Date: February 18, 2022

Items Discussed:

Overview: The SIC will meet at least once a month, and more often if needed. SIC meetings provide the members with an opportunity to share successes and discuss challenges. The new Path Forward website (<https://pathforward.tamu.edu/index.html>) was shown to the members. Working group templates for Progress Reports, a Checklist, and the Implementation Memo were discussed and can be accessed at <https://pathforward.tamu.edu/sic/index.html>. Progress Reports are to be completed by each working group at least monthly, submitted to Deena McConnell, and will be posted on the Path Forward website. Any changes to working group membership needs to be discussed with Greg Hartman and then communicated to Deena McConnell.

Finance Update: By July 1st, the start of Phase II of the FY23 budget process, decisions regarding personnel changes must be made so that FY23 budgets are loaded correctly. Both HR (Damon Slaydon) and Finance (John Crawford) need to be informed of all personnel changes. Organizational chart changes can be implemented before September 1st, but the related funding will not change until September 1st (FY23). A Division of Finance person will be assigned as an ex-officio member of each working group. Notify John Crawford asap if finance issues are identified so they can be addressed as they arise.

HR Update: Draft revised organizational charts for a number of units were shared and discussed. Issues relating to centralization were discussed, including the dotted and solid line reporting structure. Organizational charts are to be fully implemented by September 1, 2022.

Round table discussion and Q&A.

Decisions Made:

- Personnel transfers will be salary neutral unless responsibilities are also changing. The salary line in the budget will move to the new unit effective September 1st. Any resulting equity issues will be addressed over time.
- If duties are changing, titles may also have to change. Titles may also change to align with the new organizational structure.
- A template for employee transfers relating to the Path Forward and a document setting out employee transfer principles will be developed.

Pending Issues:

- Clarification of the solid and dotted line reporting structure.