

A new vision for the Staff Workforce

Portfolio

About 1,850 FTE in almost 100 departments under 6 Executive Organizations (4 colleges, Administration & Research)

About \$135 million in Staff salaries & benefits. A 1% savings or increase avoidance is 18.5 FTE or \$1.35 million

Common Challenge/Opportunity #2

Incentive pay for staff employees and ending Internal Equity

- We may not see State legislated salary increases in the near future or ever
- Incentive or “accomplishment-based” pay might be our alternative
- The current Internal Equity (UAP 3500) hinders hiring excellent candidates since markets have increased and UNM salaries are stagnant

Common Challenge/Opportunity #1

Re-engineering the staff performance management process

- Must train supervisors and managers to produce meaningful and measurable goals (what really needs to be done, by whom and when) for every staff employee
- We need a cultural shift to raise expectations: see staff incentives

Common Challenge/Opportunity #3

Our job descriptions (JDs) and traditional attempts to classify all duties in a particular grade level are hindering the ability to eliminate positions and re-distribute work

- For example a JD that stipulates who the position works for
- For example Acct 2 vs. Acct 3 duties have overlap