



## Staff Organizational Review and Job Classification and Compensation Study

Colleagues:

The University of Wyoming is committed to creating an unmatched workplace experience where all staff members can grow and thrive. As the University moves forward with the Staff Organizational Review and Job Classification and Compensation Study, we are beginning a thoughtful and deliberate journey to review:

1. Non-faculty organizational structures; and
2. Non-faculty job classifications, job titles, and compensation programs.

We have asked Deloitte Consulting's Higher Education practice to conduct a thorough and comprehensive review to set the University on a path to an organization and classification structure based on logical roles and alignment, consistency in job titles, equitable distribution of responsibilities, and market-driven compensation. Over the next 20 weeks, a team of Deloitte consultants will work with various UW stakeholders across the University to review our current non-faculty organizational structures and classification and compensation programs to evaluate and provide recommendations to make sure these structures and programs align with the mission and goals of the university.

Stakeholder input, and the perspectives of staff and faculty throughout the institution are critical. Some of you will be asked to participate in focus groups, interviews, or data collection. I encourage you to be candid in your input. This project is our opportunity to define the future state that meets the needs of our campus. We will also form an Advisory Committee to review the findings of this work and advise our Executive team on the path forward.

We look forward to sharing the results of this review with you in the spring and encourage you to reach out to [HR@uwyo.edu](mailto:HR@uwyo.edu) with questions or input.

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