

FROM: Tony Glisson
TO: Faculty-All; Staff-All
June 4, 2019

Dear Colleagues,

I am writing to provide an update on two key initiatives from our strategic plan as initially outlined by Senior Vice President Ann Mead in her March 12th campus-wide email. We are continuing to make progress on a comprehensive faculty and staff compensation study and the redesign of our performance management/development system. For both of these important projects, we have engaged with Sibson Consulting for outside objectivity and expertise and for general project stewardship. Faculty and staff participation is also essential to help formulate outcomes which fit WKU's culture and needs.

Our Sibson Consulting partners have now completed focus groups and supervisor input sessions on both our compensation system and our performance management program (which has been notably re-cast as a performance development system). These sessions included six focus groups on compensation conducted in April with a cross-section of faculty and staff, as well two supervisor input sessions on performance development, conducted in early May. In addition to this, staff employees and applicable supervisors have provided job description/content information necessary for accurately matching WKU positions to the relevant labor market for salary comparison analysis.

Looking ahead, our consulting partner will coordinate two non-supervisory employee sessions on June 11, which are intended to gather additional feedback and ideas around performance development.

Both the compensation study and performance development redesign projects are complex and multi-faceted endeavors. It is reasonable to expect that findings and recommendations of the compensation study will require a multi-year implementation plan.

Separate from focus groups and input sessions, we have established on-going advisory teams for providing guidance and feedback at critical points in these projects. Teams are displayed below. You are encouraged to reach out to these individuals if you have important information to consider as we progress through these initiatives.

Faculty Compensation Advisory Committee

Amber Scott Belt	Academic Affairs
Andrea Paganelli	School of Teacher Education
Chris Brown	GFCB - Finance
Corinne Murphy	CEBS - Dean
Deana Groves	University Libraries - Library Technical Services
Katrina Burch	Psychological Sciences
Mac McKerral	PCAL - Journalism & Broadcasting
Mindy Hutchins	Human Resources
Ron Ramsing	CHHS - School of Kinesiology
Andrea Sherrill	Human Resources

Staff Compensation Advisory Committee

Andrew Myers	Information Technology Services
Brent Haselhoff	Information Technology Services
Fallon Willoughby	Advising and Career Development Center
Joshua Hayes	Equal Employment Opportunity
Kerra Ogden	Planning, Design & Construction
Michael Crowe	Student Conduct
Mindy Hutchins	Human Resources
Andrea Sherrill	Human Resources
Mitch Walker	WKU Police Department
Patti Whitehead	Enrollment & Student Experience

Performance Development Design Team

Monica Hines	CHHS - Social Work, TRC
Sondra Humphries	Human Resources
Mindy Hutchins	Human Resources
Diana Keeling	Information Technology Services
Anthony McAdoo	Philanthropy & Alumni Engagement
Wren Mills	Center for Innovative Teaching & Learning
Andrea Sherrill	Human Resources

Performance Development Advisory Committee

Peggy Crowe	Counseling & Testing Center
Scott Gordon	The Graduate School
Scott Lasley	GFCB – Political Science
Caryn Lindsay	Study Abroad & Global Learning
Heather McWhorter	Philanthropy and Alumni Engagement
Becky Tinker	Advising and Career Development Center
Robert Unseld	Enrollment & Student Experience, Strategic Planning & Innov.

Thank you for your cooperation and support of these strategic endeavors as together we work toward solutions that support a growth and development culture and a compensation system that appropriately rewards our outstanding workforce.

Additional information and continuous updates can be found on the [Human Resources web page](#).

Thank you,
Tony

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