

Question (March 1, 2018)

A list has been circulating detailing changes in personnel, job titles, and compensation for some administrative staff. The transition from IPFW to PFW and IUFW has necessitated changes and brought about confusion. Faculty and staff need to understand the changes in order to function within the organization (e.g. We need to know who to contact in HR when we have questions about benefits and who to contact in Marketing if we want to develop recruitment material.). Faculty and staff also need to understand the fiscal impact of these changes given IPFW's current budgetary situation, PFW's long-term financial uncertainties, and the projection of ongoing enrollment declines. The concerns here are not who may be receiving a raise, but rather are about functionality and financial impact. Can the administration please address the following questions?

1. What are the current organization charts for administrative and student support departments?
2. What was the rationale for these changes in terms of function? How were changes in salary determined (e.g. salary survey was used) and if there are additional changes in salaries expected as part of the reorganization, how will they be determined?
3. What is the effect of these changes on the budget (broken down by department and overall)? If there are increases in department budgets, what is the source of that revenue (e.g. offsetting decreases in other departments)?
4. What impact will the Human Capital Management project, specifically the Job Family Structure and Job Classification System, have on the pay of current IPFW employees? How much of that has happened with the changes that have been made already?

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