

The Integrated Planning Task Force has divided its work into three main categories and assigned a subcommittee to each category. Areas of focus include unit integration, budget, and workforce. A brief description of each subcommittee charge follows:

The Unit Integration Subcommittee will work with internal constituents to address the following areas of interest to the university.

- Examine current institutional practices of linking unit level outcomes to St. Thomas 2020
- Identify alternative approaches to connecting unit level outcomes to an institutional strategic plan
- Make recommendations to continue or strengthen connections between units and the larger institution

The Budget Subcommittee will work with internal constituents to address the following areas of interest to the university.

- Explore strengths and weaknesses of the current budget process at the university
- Identify alternative budget models with an emphasis on identifying strengths and weaknesses
- Identify best practices at benchmark institutions
- Prepare comparative analysis with St. Thomas as the focal point
- Suggest possible future process for considering changes to the budget process

The Workforce Subcommittee will work with internal constituents to address the following areas of interest to the university. Additionally, the subcommittee will identify best practices at benchmark institutions with the intent of developing a comparative analysis with St. Thomas as the focal point.

- Explore strengths and weaknesses of current position control activities underway at the university
- Examine current staffing levels across functional units within the university and identify potential metrics to assess efficiencies and minimize duplicative efforts
- Identify strengths and weaknesses in programs in place to manage salary and wage equity at the institution
- Examine past 'One University' initiatives and identify areas where workforce communication and collaboration may be improved.

Each subcommittee will provide a list of initiatives to the full task force in mid-march with a fully developed set of initiatives completed by March 31st.