The University of Vermont

Proposed Topic Calendar

The below calendar captures key topics you may want to socialize in alignment with the project plan. See the following slides for a detailed accounting of what we recommend sharing with each identified group, and when.

Note: If project timing shifts, the topic calendar will need to be updated to stay in alignment.

	Q1			Q2				Q3			Q4	
	January 2023	February 2023	March 2023	April 2023	May 2023	June 2023	July 2023	August 2023	September 2023	October 2023	November 2023	December 2023
Job Architecture	Design of Job Architecture Key Components	Job Architecture Straw Model Designs		Excel-based Job Architecture Mapping Tool		Mapping Results: Calibration Analysis		Job Descriptions, Titling, and New Job Catalog				
Compensation Philosophy					UVM's Compensation Philosophy and benchmarking Methodology		Competitive Assessment and Job Bench-marking	Market-Based Salary Structure, Preliminarily Job Slotting, and Cost Analysis		Compensation Administration Guidelines		
Change and Communications	Change & Comm. Strategy for the Lifecycle of the Project										Change & Comm. Strategy for Rollout	Training Preparation and Rollout

Communication & Change Management Schedule

High-Level Schedule of Engagements

	Q1			Q2			Q3			Q4		
	January 2023	February 2023	March 2023	April 2023	May 2023	June 2023	July 2023	August 2023	September 2023	October 2023	November 2023	December 2023
President	X	X	X	X	X	X	X	X	X	X	X	X
Academic & Sr. Admin Leadership	X	X	X	X	X	X	X	X	X	X	X	X
Human Resources		X		X		X		X	X	X	X	X
Sr. Managers/ Supervisors		X	X	X	X		X	X	X	X	X	X
Managers		X			X			X	X	X	X	X
Marketing/ Communications	X	X	X	X	X	X	X	X	X	X	X	X
Union Leaders		X			X			X		X	X	X
Staff Council		X			X			X		X	X	X
Office of Engagement		X			X			X				X
Legislative Affairs		X			X			X				X
UVM Foundation		X			X			X				X
University Diversity Council		X			X			X				X
Board of Trustees		X			X			X				X
Faculty		X			X			X				X
Staff		X			X			X				X