

TAMU ADMINISTRATIVE REVIEW: IMPLEMENTATION TIMELINE

Completion date	Responsibility	Action
Immediate	HR and LSC	Set up training program on span of control and organizational structure for college/division leadership
Immediate	VP, Finance and Administration	(R4.3) Implement salary retrieval process
Immediate	VPs responsible for service centers	(R4.4) Set up process for handling salary savings in service centers and auxiliaries
Immediate	VP, Finance and Administration	(R10.5) Eliminate communications allowance except for specified exceptions
October 15, 2014	HR & LSC	(R9.2) Gather data on pay scales, career paths to feed into TAMUS review of compensation structures
October 15, 2014	Chair, LSC	(R8.1) Communicate results of PwC staffing analysis and SoC analysis to President, VPs, and Deans as required
November 1, 2014	Chair, LSC	(R7.5 & R7.6) Develop and document a modified approval/justification process for non-faculty vacancies
November 1, 2014	Working group appointed by President	(R7.1) Carry out review of all eligible budgeted non-faculty vacancies at Texas A&M
December 31, 2014	Provost, VP for Finance & Administration, EVP for HSC	(R8.2) Report to President on size, organization, and functional responsibilities of units identified in PwC report – Office of Admissions, Office of the Controller, HSC Office of Finance and Administration
December 31, 2014	Deans and VPs	(R9.3) Implement span of control analysis
December 31, 2014	Deans and VPs	(R12.2) Develop plans for consolidating IT, Business Services, Communication, and Advising (as appropriate)
March 1, 2015	HR	Review processes for eliminating vacated positions and develop training module for supervisors
March 1, 2015	Working group appointed by President	Identify mission-critical modifications to FAMIS/BPP
March 1, 2015	Working group appointed by President	Review eight functional areas identified in PwC report as having potential for sharing services and achieving economies of scale.
March 1, 2015	LSC	Use college/division plans to identify opportunities for collaboration centers