**Resource (Staffing) Plan**

**Description**

A Staffing Plan is sometimes known as Human Resources or Resource Plan. The purpose of the plan is to achieve project success by ensuring the appropriate human resources with the necessary skills are acquired.

The project team is the most important part of project management. It is the team members who will complete the project work. The project team will also consume most of the project cost. Hence it is extremely important to be very precise in planning and acquiring the right team at the right time for the right duration.

**Example**

Project Resource Budget & Duration

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Project Role** | **Year 1** | **Year 2** | **Year 3** | **Year 4** | **Year 5** |
| **Budget** | **FTE** | **Budget** | **FTE** | **Budget** | **FTE** | **Budget** | **FTE** | **Budget** | **FTE** |
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Project Team Needs Assessment

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Project Role** | **Name** | **Role/****Responsibilities** | **Competency/Skills/Education** | **Institutional (Existing) or Project (New) Hire** | **Hiring Timeline** |
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Conflict Resolution

If a potential conflict develops, the parties shall meet and attempt to resolve the dispute. If they fail to resolve the dispute, the disagreement shall be referred to an arbitration committee consisting of:

* Two impartial senior executives from the Project Team Lead’s department at University of Nebraska-Lincoln,
* One impartial senior executive on from the iLNK Board of Directors, and
* One impartial senior executive mutually agreed upon by both disputing team members.

 No members of the arbitration committee will be directly involved in the research grant or disagreement.

$17,500 .00 25 % $18,025 .00 25 %

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Project Role** | **Year 1** | **Year 2** | **Year 3** | **Year 4** | **Year 5** |
| **Budget** | **FTE** | **Budget** | **FTE** | **Budget** | **FTE** | **Budget** | **FTE** | **Budget** | **FTE** |
| Project Director |  $17,500 |  25 % |  $18,025 |  25 % |  $18,565 |  25 % |  $19,122 |  25 % |  $19,696 |  25 % |
| Co-Lead-1 |  $17,500 |  25 % |  $18,025 |  25 % |  $18,565 |  25 % |  $19,122 |  25 % |  $19,696 |  25 % |
| Co-Lead-2 |  $17,500 |  25 % |  $18,025 |  25 % |  $18,565 |  25 % |  $19,122 |  25 % |  $19,696 |  25 % |
| Technician-1 | $45,000  |  100% | $46,350  |  100% | $47,741  |  100% | $49,173  |  100% | $50,648  |  100% |
| Technician-2 | $45,000  |  100% | $46,350  |  100% | $47,741  |  100% | $49,173  |  100% | $50,648  |  100% |
| GRA-1 | $25,000  |  100% | $25,750  |  100% | $26,523  |  100% | $0 | 0% | $0 | 0% |
|  Project Manager | $50,000 |   100% | $51,500  |   100% | $53,045 |   100% | $54,636  |   100% | $56,275  |   100% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Project Role** | **Name** | **Role/****Responsibilities** | **Competency/Skills/Education** | **Institutional (Existing) or Project (New) Hire** | **Hiring Timeline** |
| Project Director | Dr. Swanson | Overall project direction, administration, and management |  | Existing | N/A |
| Co-Lead-1 | Dr. Knope |  |  | Existing | N/A |
| Co-Lead-2 | Dr. Trager |  |  | Existing | N/A |
| Technician-1 | TBD | Equipment assessment. New equipment assembly | MS in engineering or construction | New | 3 months of Award |
| Technician-2 | TBD |  | MS in Land Management or water conservation |  |  |
| GRA-1 | TBD |  | Land Management PhD candidate | New  | Fall - 2026 |
|  Project Manager |  |  |  |  |  |