

Resolution Calling for an Indefinite Pause to the Planned “Case for Change” Staff Reorganization

WHEREAS, the University of Wyoming has initiated a reorganization of its staff into a centralized service model (generally referred to herein as the “‘Case for Change’ staff reorganization”), facilitated by an external consultancy, Deloitte, purportedly aiming to streamline operations and enhance efficiency; and

WHEREAS, the University being chronically understaffed, with staff overworked and underpaid, a [study](#) was completed in 2023 by Deloitte purportedly to assist the University in “reinforc[ing] and expand[ing] its commitment to career development and competitive pay for staff to enhance staff employee recruitment and retention . . . by upgrading and enhancing the market competitiveness of its job architecture and salary structures[;]” and

WHEREAS, a number of staff have questioned the validity of the above-mentioned study, as well as its use in the “Case for Change” staff reorganization, particularly:

- The survey used for the Deloitte study merely asked participants to select from a list of job duties they were engaged in although many of the duties in the list has no relevance to duties actually engaged in;
- The Deloitte study may not accurately reflect that the current landscape of responsibilities and that each college, department, and staff member has unique duties and functions that cannot be adequately captured by a one-size-fits-all approach;
- The Deloitte study was presented as a tool to help work towards a more clearly defined matrix and subsequent salary adjustment moving closer to “the market”;
- No information has been shared about anticipated salary adjustments in response to the Deloitte study, but instead, many believe, it is being used to “prove” that there is so-called “fragmentation” in staff positions, resulting in HR deciding to change something that is not broken for the vast majority of employees;
- The Deloitte study and its underlying survey did not capture appropriate information to support the decisions that have been made;
- The raw data from the survey used for the Deloitte study have not been made available to staff and faculty for our own analyses; and

WHEREAS, staff, faculty, departments and colleges have expressed serious concerns, as made abundantly clear in a March 19, 2024 [Staff Senate Town Hall](#), about not only the manner in which this proposed reorganization is being implemented but also the substance of the reorganization itself, in particular:

- A lack of detailed information regarding the potential impact on department-specific support, faculty workload, student support, and the overall academic mission;
- A significant portion of staff do not know whether their current position responsibilities will be modified and, if so, exactly how;
- The lack of specific information coupled with the approach taken by senior administrators that this reorganization will take place on July 1, 2024, no matter what and everyone should just stop complaining and “get on board” has caused significant anxiety among staff (and faculty), leading to even lower morale and questions about a future at the University;
- A significant number of staff and faculty believe that the administration has not made a good faith effort to communicate the details and potential consequences of the “Case for Change” staff reorganization in contravention of at least the spirit, if not the letter, of [Regulation 1-4](#) (Shared Governance), and the [Shared Governance White Paper](#);
- Certain departments have expressed specific apprehensions that the reorganization may detrimentally affect their ability to effectively carry out teaching, research, and service duties, notably by reducing grant applications, research output, and compromising the quality of education provided to students;
- Concern that the proposed reassignment and realignment of positions will transform relational staffing efforts to merely transactional occurrences, resulting in decreasing morale and group cohesion; and
- Concern that the “Case for Change” staff reorganization is fundamentally creating the illusion of progress while producing confusion, inefficiency, and demoralization.

THEREFORE, BE IT RESOLVED by the Faculty Senate of the University of Wyoming that for the reasons expressed above, the planned “Case for Change” staff reorganization be immediately and indefinitely paused and that administration:

1. Conduct a thorough analysis based on a comprehensive, transparent, campuswide consultation process of the proposed model’s impact on all aspects of the University’s mission, including teaching, research, and service, with particular attention to the specific needs of each department;
2. Develop and present a detailed plan for a phased-in approach to implementing the centralized service model, including timelines, pilot programs, evaluation metrics, and responsive, transparent adjustment mechanisms based on feedback from the University community; and
3. Engage in open and transparent communication with all University stakeholders, including faculty, staff, and students, to gather input and address concerns throughout the process.