

STAFF SENATE RESOLUTION #248

Title: Resolution in Support of Delaying Staff Reorganization ("Case for Change")

Date: April 10, 2024

Author: Senator Mollie Hand

Sponsors: Senator Jeannie Czech, Vice President Tori Henderson, Senator Jim Lafleiche,
and Senator Meghan Monahan

WHEREAS, the Staff Senate is the representative body for the staff of University of Wyoming, entrusted with advocating for the well-being and interests of the staff members;

WHEREAS, the proposed staff reorganization, referred to as the "Case for Change," has been presented by Human Resources as a measure to enhance efficiency and effectiveness within the organization;

WHEREAS, it has been brought to the attention of the Staff Senate that there exists a significant lack of understanding among staff members, their supervisors, and organizational leadership regarding the details and implications of the proposed staff reorganization;

WHEREAS, effective communication and comprehension of changes are vital to ensure a smooth transition and maintain staff morale and productivity;

WHEREAS, delaying the implementation of the staff reorganization until staff members have had adequate time and resources to comprehend the changes and how they will affect their positions is essential to ensure fairness, transparency, and inclusivity in the process;

THEREFORE, be it resolved, that the Staff Senate hereby expresses its support for delaying the staff reorganization ("Case for Change") until staff members have been provided with sufficient information, training, and opportunities for dialogue to fully comprehend the changes and their implications on their positions;

THEREFORE, be it further resolved, that the Staff Senate calls upon the administration to engage in transparent and inclusive communication with staff members, providing them with the necessary resources and support to understand the proposed staff reorganization thoroughly;

THEREFORE, be it further resolved, that the Staff Senate requests administration to consider the concerns and feedback of staff members during the decision-making process regarding the staff reorganization;

THEREFORE, be it further resolved, that the Staff Senate will actively collaborate with administration to facilitate constructive dialogue and ensure the fair and equitable implementation of any changes resulting from the staff reorganization;

THEREFORE, be it further resolved, that a copy of this resolution be transmitted to the Board of Trustees, President Seidel, and Provost Carman for their consideration and action.

Date of Passage: _____

**“Being enacted on _____, I do hereby sign my name hereto and approve
this Senate action.” _____**

Staff Senate President, Adam Comeau