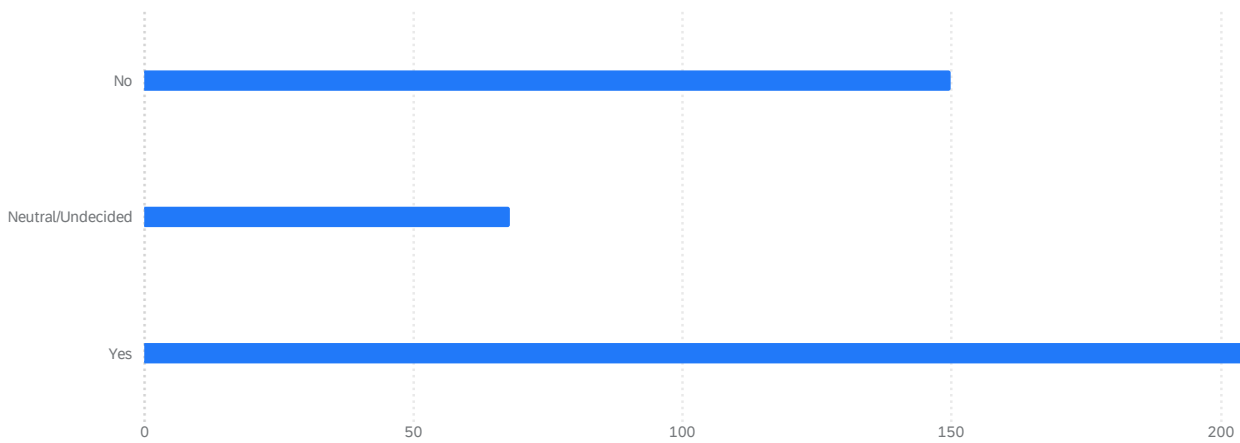


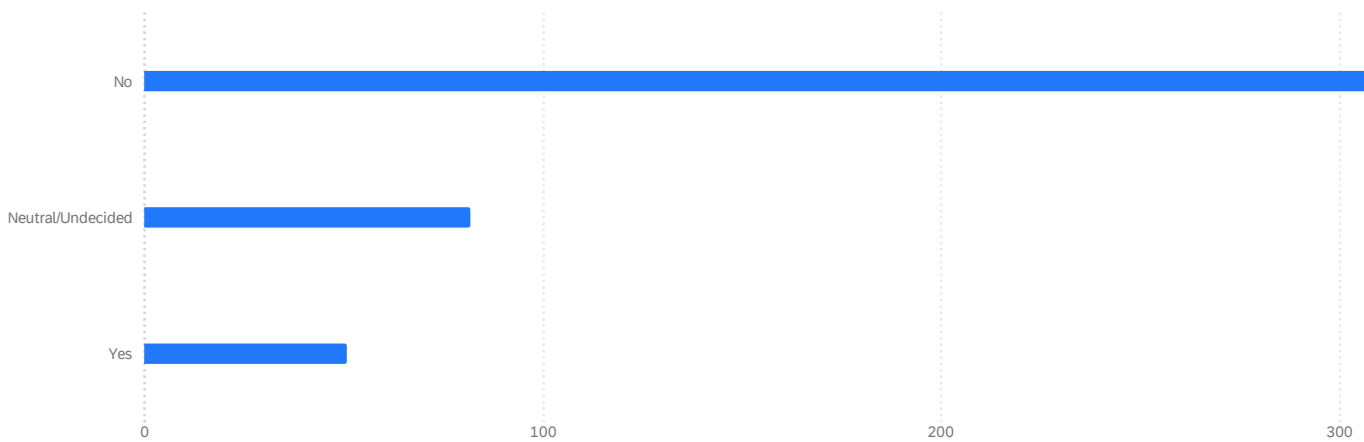
Staff Reorganization Feedback / Results with Comment Analysis

Responses: 774

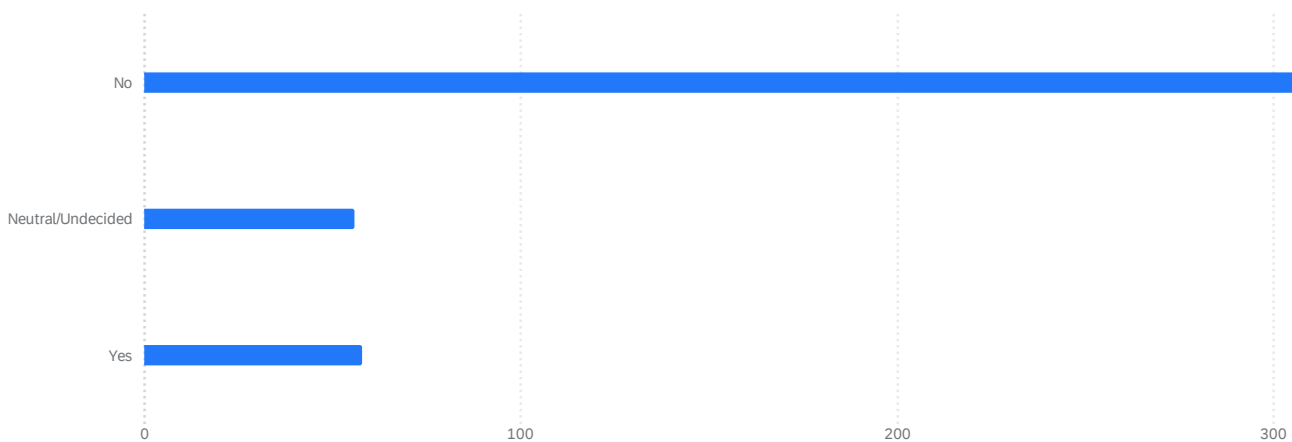
Are you aware of the details of the staff reorganization? 460 ⓘ



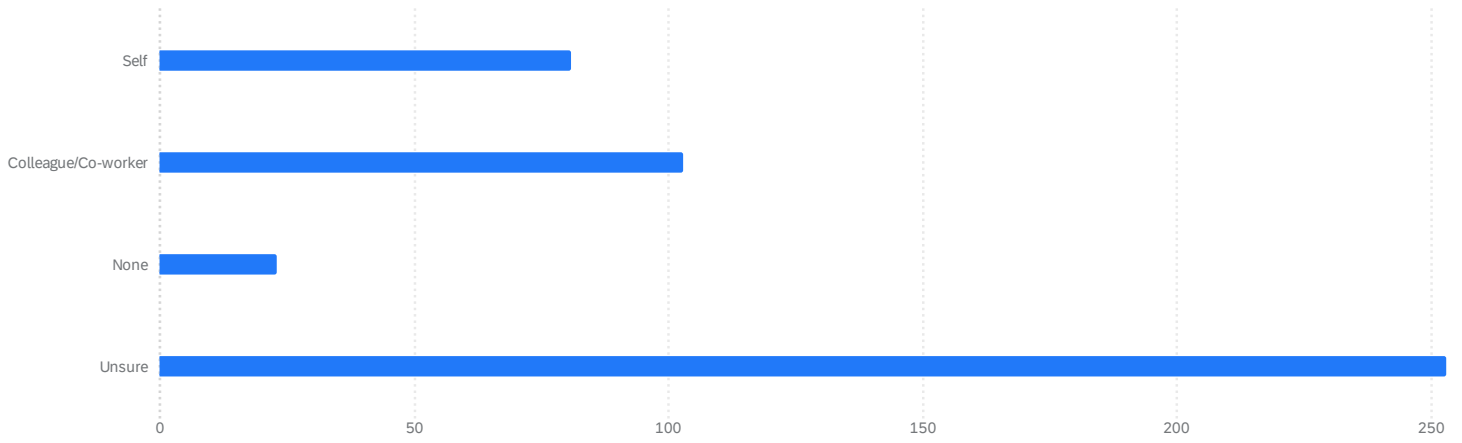
Do you feel like you fully understand the planned staff reorganization? 460 ⓘ



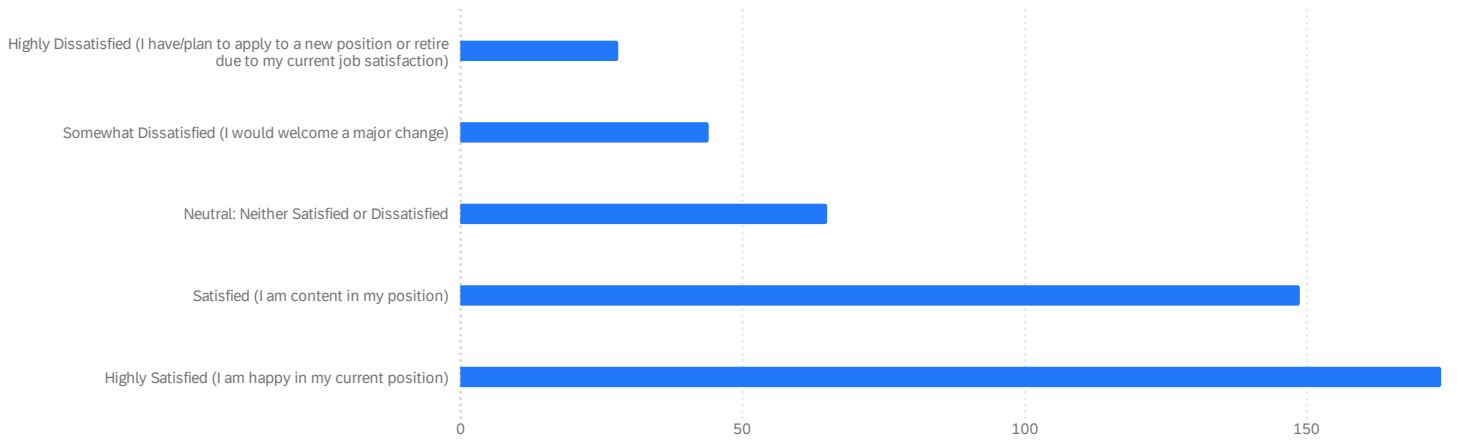
Do you know how your job will change? 460 ⓘ



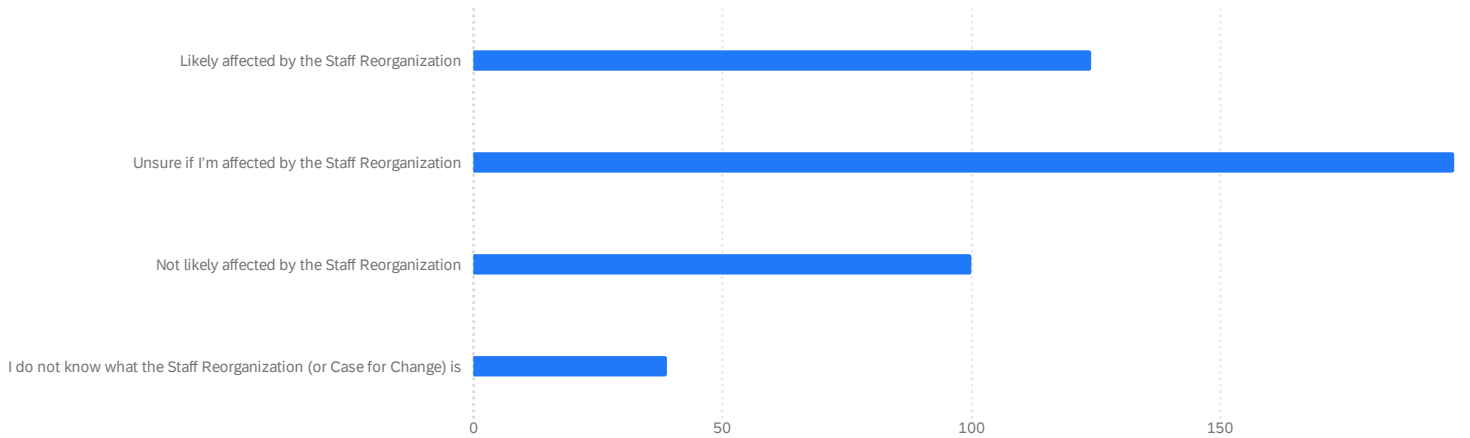
Who's position is being changed? 460 ⓘ



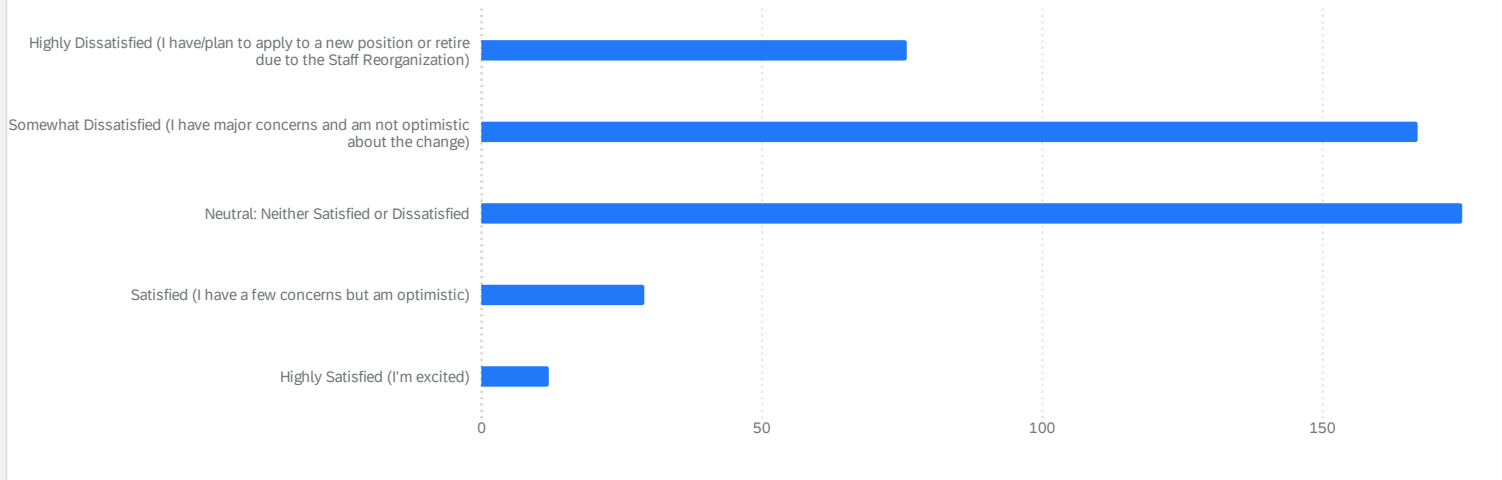
Current Job satisfaction 460 ⓘ



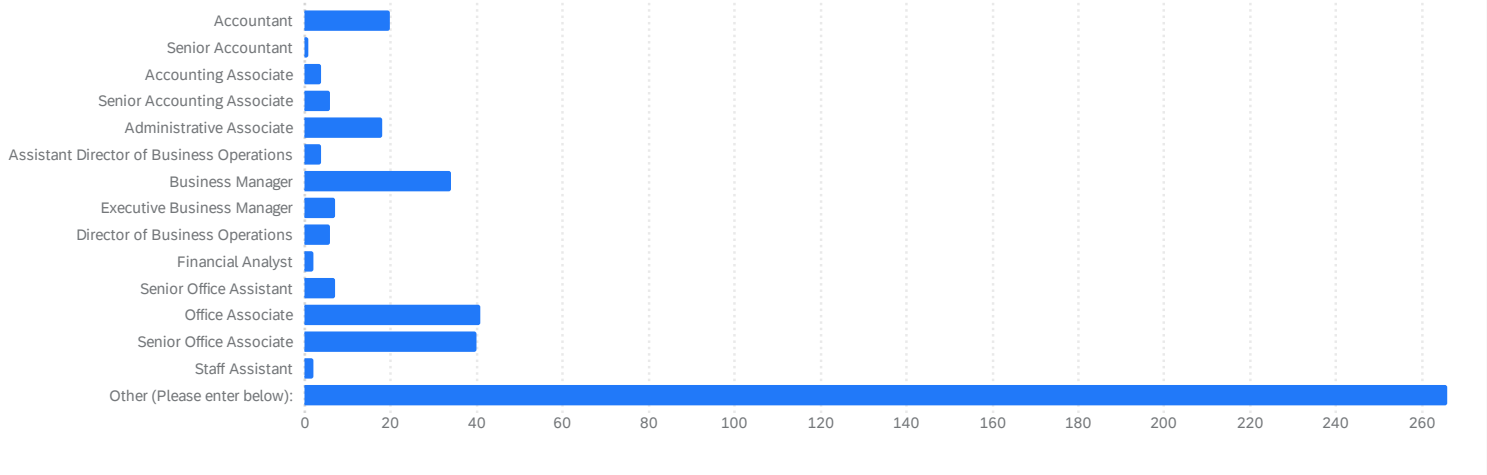
In regards to the Staff Reorganization, I am: 460 ⓘ



Level of satisfaction with upcoming change 459 ⓘ



What is your title? 458 ⓘ



Project Coordinator Sr.

Program Manager

senior material handler

I don't know if any of these apply to me

Research Associate

Zone Six Custodian

Contracts Manager

Assistant Senior

manager of a shop at operations

custodiand

Custodial

Laboratory Technician III

Senior Project Coordinator

Program Coordinator

Assistant Director

cusodial 11 operations

lab tech III

Director

Associate Director

Senior Program Coordinator

Manager, Area Communications & Technology

Project Coordinator

Program manager

Residence Coordinator

custodial

Project Coordinator

Manager of Museum Collections

IT

Extension office Associate

other

Library Assistant, Sr.

Patient Financial and Enrollment Specialist

Rather not say

Manager

Laboratory Technician III

Academic Advisor

Academic Advisor

Manager

Medical Laboratory Technician

Clinic Staff

Nurse

Coordinator

Archives Specialist

Immigration Coordinator

lab technician II

Systems Administrator

n/a

Manager of Call Center Operations

shipping and receiving

Career Advising Professional

Project Coordinator

Program Coordinator

aa

Project Director

Academic Advisor

You said it was anonymous

Manager

Custodian

Senior Maintenance Tech

Recruiter

not saying

Other

Auxiliary Operator

Business Logistics Tech I

Archives Specialist

Financial Aid Coordinator

Safety Specialist

Pharmacist/DUR Manager

Instructional lab coordinator

Project Coordinator

Other Staff

Asset Management Specialist

Archives Specialist

Admissions Processor

operator

Program Manager

Library

Lab Tech

Program Coordinator

Project Coordinator

Master technician

Program Coordinator

Station manager

Office Support

Director of Athletic Business Operations

prefer not to say

Employee

Facility Manager

Data Control Specialist

Asst Director

Project Coordinator

Grants Manager

welder/machinest

area supervisor

Program Coordinator, Sr

Technician, Sr

Dining

program coordinator

RN

IT employee

do not want to disclose

Project Coordinator, Sr.

Academic advisor

Supervisor, Library Services

Buyer Assistant

Marketing/Communications

HR Specialist

Laboratory Technician

Academic Advisor

Anonymous

Community Outreach Coordinator III

Community ed specialist

Engineer

Associate Director

Senior Director

Assistant Manager

Lab Tech

Project Coordinator, Senior

Custodian

writer

Master Technician

Other Title

Other

Research Associate II

Exec P/A

Custodian 11

Academic Advisor

Career Service Specialist

Marketing and Communications Specialist

Misc. Staff

Program Coordinator

Program Coordinator Senior

Database Analyst

Program Manager

Program Coordinator

Associate Director

Custodian II

CNA

Prefer not to answer

Academic Advising Professional, Senior

Custodial Supervisor, Housing

Custodial Supervisor

Technician

Janitor

Facilities grounds attendant II

Auxiliary Operator

prefer not to answer

Custodian

Director

Manager

Library Specialist

Advising Manager

Project Coordinator, Sr

Interim Administrative Associate- since this is an interim position, I may have an HR title of Office Associate Senior.

Project Coordinator

Payroll Specialist

Director Student Success

mason

Special Projects Coordinator

Not willing to disclose

manager

Program Coordinator, Sr.

Academic Advisor

employment staffing partner

Technician.

Program Manager

Academic Advising Professional, Senior

Program Coordinator, Sr.

program manager

Post Award Specialist

Manager

Library

Academic Advisor

Compensation Analyst

Concerned Employee

Information Specialist

nurse

Manager

Project Coordinator, Senior

Coordinator

Computer Support Specialist

marketing and communications specialist

Nurse Staff

Head Cashier

Coordinator

Educator

facility attendant II

Network Administrator

Coordinator

Assistant supervisor

Program Coordinator

Advising

Engineer

Assistant Director

Coordinator, Student Advising

Facility Manager

curator

Project Coordinator

Content Strategist

Coordinator

Program Manager

res

Business Analyst

Sharing would make this not anonymous

Manager of Call Center Operations

Senior Project Coordinator

Research coordinator

Coordinator

Other

Manager

Marketing & Communications Specialist

Grant Coordinator

Systems Administrator

Loan Administrator

manager

Program Coordinator

N/A

College Relations Representative

Senior Project Coordinator

Academic Advisor, Senior

uncomfortable specifying

communications specialist

Academic Advising Professional, Sr.

Marketing

Coordinator

project coordinator

Coordinator

Associate Director

Computer Support Specialist, Exec

Project Coordinator

Coordinator

not sharing

Pre-Award Services Coordinator

Buyer

Director of Athletics Business Operations

Coordinator

Assistant Director

director

I honestly just don't know how much my job or coworkers jobs are going to change and that is where all of my worries come from. I am an Office Associate but my job is about 50% regular office duties and 50% event planning and handling. From the little I understand, if just my p-card charge reconciliation goes away, then my job will not change much. But depending on how my co-workers jobs change, my job may need to change to compensate for the changes made to their jobs. From my understanding, some coworkers may stay in the departments as the office person, some will go to HR to do only HR roles, and others will go to finance to do financial roles. My worry is some of the little things that all of the current office people do on a regular bases might fall through the cracks as tasks and positions are re-assigned because they don't fit well in to an "HR" or "Financial", my list is below. • Who will do the work for Scholarships/Awards? • Who will do Website Edits? • Who will handle the department social media? • Who will handle and coordinate department events? • Who will coordinate and make reservations for visiting faculty/guests? • Our college has staff originators that do the gathering of info and data entry and tracking for the Course Action Proposal (CAP) process (using Curriculum/Modern Campus Curriculum) instead of faculty like other colleges to help minimize errors and moving pieces. How will the staff changes change this process?

I would really like to see HR Develop a Faculty Supervisor Training. Myself and many of my colleagues across campus answer to faculty directors or have in the past and there is a huge disconnect between what resources they know about as supervisors and what their staff need to know about when they first start. As someone who worked directly for faculty upon my arrival, my onboarding felt isolated and fractured due to the lack of institutional knowledge provided by my director. Please develop this for faculty who operate in these positions.

Student Affairs has done a horrendous job of communicating any of these changes in the division. They seem to operate under a dictatorship approach, so we are all waiting for them to tell us what is happening. Additionally, the leaders in the division do not communicate with the lower rungs. If there is communication happening, it sure is not happening to those who are affected. One administrator in Student Affairs has said they do not understand why anyone is upset since it will be good for everyone. Thanks for that.

This reorganization is a disaster waiting to happen. My department does not want to "share" our office associate. She is not just a cog in the machine, she's a vital part of our office culture. It will cause a great deal of extra work and stress for the rest of my department if we now have to go to another person for our accounting needs or our hiring needs.

none

custodian

not at this time

Not at this time.

N/a

The plan seems unorganized and like it will be a huge disruption to campus operations. We already can't get anything to go through HR and our dedicated Business manager is the only person we have to turn to when we need answers. Procurement doesn't understand the goals and needs of individual colleges. This plan seems like it will require the affected employees to play a go between role between the colleges and administration. It honestly feels like a power grab by the provost and president's office to make the colleges fall in line even though they do not understand why colleges do certain things to support students. It is not always about the big picture.

This process has been tremendously abrupt, without any effective communication to campus. Dismissing this concern with comments that "it doesn't impact most" and that HR "doesn't want to cause unnecessary concern" doesn't excuse the complete information blackout. The void of information breeds speculation and misinformation; this change impacts jobs, income, and lives. Please communicate to a level that respects that truth.

none

The information on this has been very minimal. This may affect one of my staff and she is quite worried about job security and we are stressed about possibly losing her.

My concern revolves around the lack of transparency in this work and the timelines for successful implementation. Additionally, the ability for offices/departments to employ and retain individuals internally allows for attentiveness to day-to-day functions and processes that I am concerned will be lost in this change. I support an intentional streamlining of processes and understand the value - but am apprehensive that the reorganization is a way to achieve this goal.

nothing that hasn't already been shared. Administration needs to actually be able to explain the "why" of this change. Stop hiring high priced consultants who don't know our institution and give us cookie cutter solutions. Need for a much more effective and clear communication around this change. At minimum this change should be delayed and in reality scrapped. The real issue is staff workload!

staff senate should at the very least ask the administration to reveal whether the organization is being undertaken to accomplish a reduction in force/budget cuts or if there is another issue driving the reorganization. This is unclear and information from the consulting agency is too general and uses too much marketing language to ascertain what the true impetus behind the reorg is.

I am an Accountant and have been with the University for 10 years. During my time, I have had titles of Office Associate and Office Associate Senior - all in different departments. I was always told that these positions are different for every department at UW. I know what my OA Senior did when I first started and my job as OA Senior was nothing like hers. I think this reorg is pointless and will cause tons of problems. I am a grant funded employee and I don't know if my job will change. I know it shouldn't change because I am grant funded. Only certain people can work on grants, and if we try to centralize what I do - it WILL NOT work! I handle multiple grants and we can't have multiple people messing around in them. I am fearful about my position and my future with UW. I think UW is rushing too fast for this change without considering input from the staff, which is who it affects most.

We are so understaffed and over worked that I don't have time to review every new program that someone with too much time on their hands comes up with.

I find HR frequently unresponsive, slow and unhelpful. I am concerned that these issues stem from poor management or supervision within HR. I worry that centralizing HR will just put more people into an office that is difficult to work with already. As a supervisor, I also worry that I will not be able to get help and advice from my coworkers that I once did. I am expecting a lot of frustration and poor communication.

None at this time.

I loved my job and had no plans to leave. Now with reorg I have been looking for other positions as a back up in case I am moved out of my department. I have found a great option and now even though I hadn't wanted to leave I may leave anyway because of the other position I have found.

I am aware of the reorg but unaware of when it would take place.

Will there be support for departments that are losing people that do extra tasks that are not HR or Finance related? It seems as though there will not be any support or you will just be shifting those responsibilities onto someone else in the department.

I know I am not directly affected this coming year with the planned change. I do however know advising was one of the topics that was tabled for this session. If we allow this change to happen we are accepting the precursor to a slippery slope leading to centralization of services on campus. Centralization is ineffective at this institution and the current structure represents that. Services that are currently centralized are slow, hard to reach, and overall dissatisfying. A move to centralized services will create poor service (people won't be subject matter experts anymore). Leeway on processes will be lengthened. And last but not least STUDENTS WILL SUFFER. If we don't reverse course now and find holistic solutions to the issues we are trying to cure with this restructure we will be impacted in more ways that staff dissatisfaction. The restructuring is the first step to a disorganized, slower campus.

None at this time. Thanks!

Dean's and supervisors also are not aware of hardly any of this information. People will not physically move to other depts to help. If it is an online shared email service or something to that effect - I can understand. But, not everyone's jobs are the same and some of us do absolutely everything for our dept. They are not going to let someone else do our budget stuff. And I don't intend to do someone else's either. With all due respect, if I wanted a job doing just budget or HR, I would apply to that. These are our jobs, and our lives, and you cannot dictate that without our consent. Staff morale has been low ever since they cut 367 office staff and we still have never gotten even 1/2 of that back. We are incredibly short-staffed and are frustrated with constant changes that do not benefit us or make our lives easier - but only more stressful. This will not make anything more efficient! We are so busy we do not have time for this. I don't intend to change my job on July 1, 2024 and the fact that you tell us about it in March 2024 (when our supervisors are not even aware) has just caused so much employment anxiety and stress. Please just stop. Or make this voluntarily. The entire UW community (including faculty and staff) are at our wit's end trying to hold this place together all the while jumping through hoop after hoop after hoop just to do our job. We are running on adjuncts, and now no overload pay for faculty -- morale is dying. I am in the CoE and the School of CLAD and I do everything for 18 graduate programs and 19 faculty members. You will need to hire multiple people to replace me. Thank you for your time.

N/A

I hope against hope that this plan leaves room for special cases, like grant funded employees, or those that are in unconventional departments. I think it would be a mistake to place people in jobs that are 'specialized' as that leads to tedium and burnout. Staff morale as a whole is low, and heavy handed restructuring will only damage the current situation. I suspect most office staff enjoy the diversity in their job duties, that was pushed when cross training was the mentality of UW. As a long time (25) year staff member, I firmly believe that removing staff physically from their main faculty they work with is detrimental, and it makes everyone feel left to fend for themselves and there is no personal connection to the people served. Let staff have some agency in this, disenfranchised workforce will not end well.

More transparency regarding the changes would be nice.

This seems to be another top down admin push for tech advance change that's more about managing analytics, image, and marketing than true effectiveness, benefits and employees. The UW community seems to be losing itself.

I am concerned with the migration of positions leading to a greater disconnect between departments and HR/Payroll due to a loss of positions with knowledge of specific departments needs.

There has been no transparency about this, and no matter what anyone says, we are reinventing the wheel, trying to force everyone into the same boxes.

If you pay a consulting firm to review processes and make recommendations on what a business 'perceives' as flawed, that consulting company will provide you with the answers you want to hear for enough money. The Deloitte survey that was provided for staff to take in January 2023 was confusing and difficult to understand the purpose. Many staff didn't even take the survey and those that did obviously had a different opinion of the purpose of the survey...certainly not to uproot many staff and put them into 'silos' which by definition means: 'an isolated grouping, department, etc., that functions apart from others'. The staff that are being affected by this are part of a family or team where they currently work. Why does UW want to create more division? If some colleges or departments have staff that are overwhelmed with their job, lets fix that instead of impacting the entire UW. Since this announcement I feel sick that I might not be part of my current college and family anymore. I'm sure I'm not the only one. Some so-called study by someone outside UW shouldn't impact so many lives. You heard the compassion in everyone that spoke out against this during the town hall are you just going to ignore it?

We are going to lose VERY GOOD employees!

For this and removing DEI is why I am leaving. The University needs to remove themselves from the Legislature. UW can never be great if it is run by a bunch of hillbillies.

This reorganization will be impacting the entire campus and nearly every job. As tasks are stripped away they work must go to someone. Who will be absorbing these types of tasks?

N/A

No one has directly communicated with a single person in my division about our job duties and how this change will impact the survival of the areas we work within. If does not feel like administration and decision makers care about the impacts to each division. Many of the proposed changes do not consider the big picture. Will more people be hired to take on tasks that do not fit into the small box of duties described? When will decision makers be taking to individuals to understand the actual impacts of this change?

I worry about my affected colleagues leaving their positions because of their dissatisfaction with these changes.

As a grant funded program, we don't THINK we'll be touched, but we are not certain. All this change seemed to come out of nowhere and is not well communicated to those it may/may not affect. Also being inside a grant funded organization, we have agreed that centralization is not a wise choice, probably consistent with much of UW because of so many caveats and specialized information held within each department. This honestly seems like it will be a burden to those who need to switch to try and learn all this new information about each area of UW. Also, people enjoy variety in jobs... forcing them to focus in on one area will not increase job satisfaction! I've also heard that the tuition waiver will now force people to take classes that are consistent with their career. Again, this will not increase job satisfaction. Where would any outside learning happen? The tuition waiver is nice to be able to learn about new things and do things you wouldn't normally do. I do not think it's a good idea to switch this if it's been in question.

n/a

There has been zero information about a staff reorganization put out other than the staff senate meetings. Surely there should be an article or web page put together for those that have questions about how their jobs will be affected.

I have concerns for my co workers and we work as a team so it hard to lose a valuable team member. UW has had shared services before and unfortunately one size fits all is hard to do. Mostly disappointed with UW taking information from 18+ months ago and using it now, also used gathered information under circumstances when the staff didn't have all the information. In the end it doesn't matter since you all have made your decision already. Very sad. Sad AVP Link keeps saying it was already in motion when he took the job...seriously? He knew this was part of the job. At least try to be a leader and answer questions, give an idea of how this is going to work, try to have some understanding of staff concerns (or pretend to). Why not a partial roll out...assist the colleges that really need help first and see if it works.

This would be disastrous decision and blow to leadership that would ultimately have to be backtracked down the line, like it always is when units are centralized on campus. No offense to our centralized units, but they don't exactly have the best reputation for speed and it fractures leadership because conflicts of interest arise.

I am not sure how affected

The staff reorganization is a solution (horrible solution btw) in search of a problem. I've heard that we have more staff than larger peer institutions. Perhaps the problem is that UW central services (e.g., HR, Procurement, IT) are so ineffective and inefficient that it requires colleges to hire more staff to help navigate the mess that central services provide. That is just as plausible of a problem as what upper admin is currently ginning up. Upper admin needs to take a closer look at current central services, clean up that mess, then see if colleges are right-sized in terms of staff, and THEN make any changes affecting colleges if needed.

I just started in my position 6 weeks ago, so I am wondering how drastic the change would be if I am moved or if I will be handling similar tasks.

N/A

Why should we care? UW hasn't made any moves to rectify the enormous gap between what is paid vs the current cost of living. Why should we care when money is first generously handed out to faculty and their spouses before the meager leftovers, if any, are tossed to the rest of us to be fought t over. Why should we care when the staff has more pressing concerns such as surviving.

Spell out the changes, I think the information presented has been charted to death, detrimental to understanding the info presented. Or purposefully made obtuse.

"Shuffling the deck does nothing for the cards."

I find the reorganization highly uninformed, impersonal, and unrealistic. Yes, some work load leveling could hapen but people work where they work because that was part of the selling of the position. Not being able to work where you were hired is so misleading and highly unethical. Maybe there should be a class action law suit?

The Case for Change has not been presented well at all. When we did the survey, only the people whose job titles were on a prescribed list were surveyed and they weren't really sure of what they were doing. In hindsight that was intentional to receive the "answers" that the Administration wanted. Only 37% of the classified staff responded to the survey, even though many of those who did not respond will be affected by the change. Maybe not directly, but definitely indirectly. The Deloitte survey was presented as a tool to help work towards a more clearly defined matrix and subsequent salary adjustment moving closer to "the market". Of those respondents, at least 75% stated they were satisfied with their position. When rolling out the survey, there was really no emphasis on reorganization or shared services. I believe the listening sessions were done in good faith. The 2 areas with that came up time and time again as not working well were Procurement and HR. Nothing has changed in Procurement, if anything it has gotten worse. HR is a little better. The areas I work with that are shared services provide the worst service on campus. Maybe those areas should be fixed first before throwing the whole University into this mess. The lack of transparency is appalling. Even people who were supposed to be in the inner circle were looped out. HR and the Administration have been sold a bill of goods by Deloitte and they don't want to put the effort in to fairly evaluate the areas involved. All they want is consistent reporting campus-wide, regardless of its accuracy or usefulness. Garbage in--garbage out. We have been told the Trustees want this done. Well, based on the budget presentations I have watched over the years, I will bet that the Trustees don't even know what this Case for Change is even about or what will be the eventual outcome, since, we, the employees involved still don't know. The change in being made with very little input from the people involved, 36% participation of a select group of employees that are at least 75% satisfied with their jobs. We are expected to move to an organizational model that clearly doesn't work in the areas that it has already been implemented in. My guess will be in 5-7 years this shared services model will be passe and the University of Wyoming will return to a responsibility center model. I love my job and my coworkers, even though we are understaffed but I will not be here much longer. The Case for Change is a non-starter. I am currently looking for a new position. BTW-it also has created very low morale and mental health challenges.

My Accountant/office assistant would likely be affected by this where I probably would not. We work on a specific program/grant provided by the Department of Health. I think that centralizing the services she provides through several different people could be a nightmare for a couple of reasons. First, I would be managing several people to complete the same amount of work with a dotted line, meaning I really have no supervisory authority. Second, this would be very difficult from a billing perspective when we bill the grant for personnel expenses.

The lack of communication with staff has been a real eye opener. Nothing says we appreciate our employees like trying to put together a reorganization of this size with minimal, if any, input from those affected. Those making the decisions for me don't have a clue what I actually do on a day-to-day basis. An outdated survey is hardly enough information for them to make logical decisions.

2nd time taking this survey... I am very concerned with how short it is. I am also concerned with how opaque this process has been for folks who are unable to participate in staff senate. I have learned very little about how this process will actually affect my division/college, and what my job will now entail. I also have a large body of knowledge cultivated in my tenure as an office associate at UW, but my educational background is in a much different field (not HR or Finance related). I am worried that this experience will not be taken into account, or will not be worth as much as my education as the re-structuring happens.

Working on a reorganization within our department already.

The little information we've received, due to the non-answers we've received from townhalls, doesn't provide much hope for "not centralizing" administrative and financial positions. First, I'd like to point out that all the quotes from "employees" included in the case for change are not actual employees of the University so where did Deloitte come up with the quotes? Also spending \$850k for Deloitte to carry out this survey which seemed to be poorly constructed, seems like a waste of money as that money could have been used to retaining good employees. If the UW administration was truly concerned about staff's opinion, the case for change would no longer be a talking point. Bob Link will continue to make the case for change seem like it benefits staff but all it does is boost his resume for him to leave then the UW community has to pick up the pieces with UW administration not taking responsibility for their actions. If Bob is so convinced this would work, he should do a pilot test in an area that may benefit from this before saying this would work for all of campus. When it doesn't work, we can leave it be. I also don't understand why new HR positions are being created, for example, Director of HR. Is this new director position going to be the fall guy and receive the blame?

As far as I am concerned, there is no way to justify the rollout of these changes. This entire process is predicated on responses to a survey that staff members were not informed about when providing their answers, this information was then willfully misconstrued/misrepresented to pursue several seemingly predetermined outcomes. If this was not the case, the implementation of these changes would be halted due to the overwhelming amount of negative feedback. These changes were intended from the start, that is why there is no option to prevent this. Feedback from staff members is not being considered, we are not being asked if we are willing to make these adjustments, they are being imposed, I have not consented to these changes, I have been deprived of any and all information regarding what types of changes will even be made to my position. The forums provided to us for the purpose of voicing our discontent are hollow gestures being made to an ultimately powerless body of employees, those responsible for enacting these changes refuse to take accountability, and the "answers" they've provided us are devoid of substance. Despite pressure from staff on administrators to elaborate on/clarify what all of this means, nothing has been clarified, and nothing has been legitimated. Thus far it has not been clearly illustrated to any member of our team the extent to which our job descriptions/duties/location of work/supervisors will be changing. Details have been kept intentionally vague so as to not induce panic among staff, but it seems that this has achieved the opposite effect, staff members are worried that they will be compensated less for the work that they do, and that the variety of tasks they complete on a daily basis will be diminished so as to decrease the overall level of/necessity for cross-training and the development of new skills. I believe that this will have a negative effect on our ability to diversify our skillsets, eliminate opportunities for resume building, and lead to apathy, boredom, and unproductivity. I began working in this role a little over a year ago and was not included in the initial survey that precipitated these changes, so no feedback was collected from me regarding my satisfaction with this position as things currently stand. When I applied for this job, I did so with the understanding that the job description was an accurate reflection of the work I would be engaging in, I did not anticipate that this role would change fundamentally without my consent/any real notification in advance. The job that I was offered, the one that I chose to accept, required a variety of competencies and flexibility, a proposition that I was enthusiastic about, as I look to grow professionally/as an individual in a work environment that emphasizes these areas of focus/requirements. The job that is being imposed onto me by the reorganization effort, sounds like a watered-down version of this arrangement, one that de-emphasizes the need for "wearing multiple hats", and whittles down daily duties to bare essentials so as to "streamline" my position, something that I didn't ask for/agree to. I can't say for certain that my job will be affected by this reorganization, because, once again, there hasn't been any communication directly regarding what this will entail, to the extent that neither my direct supervisor, nor my supervisor's direct supervisor, can accurately explain what is about to happen to all our positions. I have not been consulted or asked for any input regarding these possible changes, it has been made clear that even if I were, these changes would be made regardless. Staff members have asked multiple times in the town hall events that I've present for whether or not our wages will be reduced due to changes to/reduction in the scope of our work duties, each time they are met with a similar response, something along the lines of "that is not intent of this study" or "we are currently unable to speak on that and will clarify later". If the answer to this question were as simple as "No", that is the answer we would receive, therefore, the answer is more likely "Maybe". Staff members depend on reliable income, this study is a disruption to the work environment, and may for many serve as a destabilizing force in their professional and personal lives. I imagine that it is not impossible to provide us more concrete details regarding the potential state of our wages, it would be preferable to receive this information in advance, for many I assume this would be grounds to leave the university and seek employment elsewhere. If wages are not reduced, it is still unacceptable to hold this possibility over the heads of employees for months while they wait to learn whether their occupation is still a viable one. No matter the outcome of the "Case for Change", the dysfunction, lack of communication, and general confusion that this has already caused seems to prove the futility of the entire exercise. Many of these issues could have been avoided had we been adequately informed, but even now, only a few months from the point of implementation, we are still unsure about what any of this is for/aims to achieve. It is a shame that what could have been relatively simple, and potentially even a healthy collaborative process between staff and administrators, has been botched entirely. The ensuing disorganization will inevitably lead to further issues, those who leave the university will leave large gaps behind, those who are moved to new positions will take their expertise with them, and those left to pick up the pieces will see their workloads increased without additional compensation. If possible, it is my recommendation that we pause efforts to implement this reorganization, so that we can be giving the information that we all need to evaluate whether any of this is necessary or desirable among the people who are set to be affected the most.

I am sad that my colleague (whose position is affected) may not be in this building anymore. I still don't fully understand why the office associate position is being changed.

It feels like once again we are being lied to. "This isn't a cost saving major" yet all new salaries are lower.

I look forward to more information regarding the upcoming changes. I am optimistic.

N/A

none

Although I will not be affected, this will likely impact people that I manage and our operations. I am VERY unhappy about the way that this was rolled out. I am extremely dissatisfied with HR leadership. I will likely lose a really excellent employee over this change and will be very upset if this goes into affect. The lack of information available to employees and managers is awful.

Pretty much in the dark about what goes on behind closed doors in Old Main. Communication is horrible

Who authorized this change? Presidents Office, BoT? Since we did not get a vote, I just want to know who decided to do this

na

What ever the changes are, will not matter. Those that do minimal work, will be given the same accolades as the one that takes on extra duties to get the job done

Why? Just, why? This is ridiculous. Not all documents are the same so how can you possibly standardize things. This is maddening. Hoping my position isn't affected but the University has a history of stupid decisions so I wouldn't be surprised. If those in power who keep ordering this crap had to worry about their jobs like us peons always have to do, maybe things would be different. Just stop messing with our jobs!!!!!!

I do not believe me that my position will be changing due to the re-organization but it has not been made clear to me. My biggest issue and concern is that my colleagues will be affected negatively. The coworker I work with most closely is likely to be re-assigned. A large proportion of my coworker's job falls under neither HR nor Finances and it is very unclear how those additional responsibilities will be handled if my coworker is moved. I suspect they will be given to myself and my supervisor and we are already overburdened. In addition, I am very upset about the way information was collected and used for this reorganization, the lack of concern for the well-being of those likely to be re-assigned and the unnecessary division of already stressed units. I strongly object to people being treated this way and I can only see that this will make things worse for everyone.

My concern is the presentation of the Staff Reorganization, myself plus my co-workers are unaware of what exactly it is and how it affects our staff. How are departments and leadership on campus understanding this Staff Reorganization and how it will affect them in their daily operation. I may have missed this but was the Deloitte Report made available to Staff Senate or to campus? I only saw one Town Meeting regarding the Staff Reorganization, were any of the concerns brought up discussed? Is there a plan for another Town Meeting or at least a meeting with the employees that are in positions that this Staff Reorganization affects? If this is about centralizing positions, has this been successful in the past? There are so many other things that are so important to our UW Staff that I feel should have priority. An updated Matrix for one, the fact there are no raises for staff this year, that needs to be addressed not just out there as a bullet point. How do we improve upon morale, it keeps getting answered, nothing is ever done and in another year, we get the same question again. Departments need to be concerned about work load, treating people with respect, be aware of workplace bullying, unfair treatment, uneducated managers put in a place of power over others, it's a long list, you all know it. Can there be a pause here for further panel discussions on the best way the Deloitte Report results can be applied departmentally. I also believe we need to work on retention and how will that work with the Staff Reorganization? We need to be able to give raises to our classified staff employees when they are identified as exceptional. So many issues.

My main concern is this: a major weakness of WyoCloud has been the lack of integration between HCM and Financials (as one example, there is no validated funding information built into hiring requisitions). By separating out the HCM and Financial functions of staff positions – that is, attempting to make staff duties more closely aligned with the structure of WyoCloud – we risk replicating and magnifying the system's weakness among the university's personnel.

This doesn't seem to apply to my area. Very disappointed.

I have major concerns due to the lack of transparency and knowledge provided on how this plan will functionally change the landscape of the university and its positions. We are 'mandated' to implement July 1 without the faintest clue what the job will actually be and how it will or won't impact the unit(s) in which we serve. There has been no pilot group to even ensure success of this model; regardless of the structures HR believes are in place to prevent the outfall that has happened to other universities of scope. I do not believe that any buy-in or feedback was effectively collected by the very persons you seek to impact and there will be an oversight in function due to this. While I do believe that a reorg could be utilized on this campus, I would plead for a years time to actually unpack and fully disclose this case for change so administration can truly account for the duties and staff needed to sustain a new model.

What are the efficiencies? Are they due to lost positions? Which positions?

What is the Staff Reorganization?

I have heard that my position may be included, but have not seen or heard anything to support this.

I am concerned that I already do a lot and then with the reorganization it will add too much for me to keep up with. I am worried that if it is too much I might have to quit for mental reasons. I cannot do everything and UW doesn't seem to care about the load work that they give their employees.

On one of the last calls, the consulting company indicated that changes may impact entirely grant funded or off campus positions, such as Extension services, government funded grant contracts, etc. I feel this is a gross miscalculation and underestimation of the level of knowledge required to accurately address grant and off campus related accounting services/resources. Many of these programs must stay compliant with multiple provisions in the grant and someone overseeing that must specialize. There is already significant turnover that proves problematic with hiring and financial processes related to grant and off campus funds. If duties are allocated elsewhere, there would be significant training required for each and every grant to ensure compliance. On the call as well, it was also implied that dedicated grant staff may be allocated time and resources to University of Wyoming related work. If that happens, programs would be at risk of non-compliance of their grant status and lose funding. I understand this may have been a gross misunderstanding of the question, but it put many individuals on edge and unsure if their jobs were at risk. I personally feel like this reorganization is significantly rushed and that there will be a significant amount of disorganization and confusion that departments, directors and administration will need to prioritize in their own work loads to address in the coming summer and fall. I worry that the burden of figuring out how to keep the university functioning during this transition will fall on the ones already overworked and underpaid for their time and energy, and that it will lead to further burnout or retirement of the employees the university would be wise to keep. I would consider what supports could be in place to effectively transition staff so that staff and faculty satisfaction is priority, rather than how this transition will save the university money or time. Because it will not be more efficient, especially initially. But, step up the leadership, understand the UW staff (on and off the main campus) and prove us wrong.

It feels like this kind of change is going to mean there are fewer strong working relationships between office staff and the faculty in their unit. I think this is going to make it difficult for people to work together and slow down processes, especially after staff and faculty get into a groove which is totally dependent on the cycles of their units.

na

Who will be the point of contact for trades folk to get access to offices and other spaces for repairs and installs?

I know that one of the goals of the restructure is to provide career ladders for employee promotions but haven't seen anywhere where it's actually discussed in detail what that might look like and how it will benefit employees. I also wonder how effective the restructure will be at monitoring the tasks required of the positions effected for example will they receive less compensation under the expectation that they will be doing less work but then who monitors that to ensure they are only being required to do the work that is described in their job description and what if they are wanting to take on more work to develop professionally will that only be an option if they take a different job on campus?

This is all a big mistake!

Financial affairs and procurement are constantly inconsistent with what they approve within colleges. The people that are supposed to be centralized are already a mess and they want to add more people to that mess?? That seems incredibly selfish and not what's best for these people, our colleges, or our University. Procurement is on a power trip and centralized things at this University tend to be slow and clunky. All of our accountants and business managers are going to spend forever learning about endowments at every college and will not be specialized in one college. I tend to be an optimistic person, but I'm worried some of my favorite, most dedicated coworkers will leave and the university won't be able to fill these positions with this awful reorg and the colleges, and ultimately our students, will face the consequences. What works for other schools doesn't necessarily work for us!! I'm sure I don't have to tell the people in charge here that we're the only 4 year university in the state... We have created a great culture in our college and this process would ruin that. I wish our HR dept and the people in charge of this would talk to professors that teach HR at the university, they probably have some good insight.

What the hell is the purpose of this stupid change? Of all the ways to keep employees' morale up and satisfaction levels high, THIS is what was chosen?

N/A

It seems like nobody has a firm concept of what changes are being made and its just a lot of speculation and guessing when people talk about it.

None at this time

This is ridiculous.

This is a hard to understand plan, and I feel like we have not gotten straight answers from anyone detailing how this is actually going to work and effect employees.

How will this process affect those of us that do not have an office oriented position? What is going on with the compensation side of the study? When will we hear about that portion, and can the staff at UWYO expect another round of raises at the start of the fiscal year to continue the push to get closer to market norms?

none

I feel this entire process went against the original intent as presented to us. I feel this is being highly rushed with little to no information being provided to those this affects.

The research support component has yet to be addressed.

A mapped plan should be in place before presenting to staff, and questions should be answered before a plan is implemented. What is the cost savings for this restructuring? How are you handling departments that do not want to transisiton?

Regarding questions 6 and 7, just because my position is not affected, does not mean I am NOT affected. When other people in my department, college, UW are negatively affected by changes beyond their control, that means I AM affected by the decrease in morale.

While both functions of finance and HR are different, there is overlap. In my senior office associate position, it is easier for me in managing hiring process as well as fund allocation, as this requires clear comprehension of my unit's various program structures and their different functionalities and it involves budget projections and position planning. Having both finance and HR collaboration within the same unit enable all our programs in the unit to be better aligned around my unit's strategic vision and goals.

Will my position be affected in any way?

We want our business manager and office associate to stay in our department. They understand our unique needs and operations. I am not in favor of this reorganization.

Everyone needs higher pay. We only pay about 25-50 % of a competitive wage for similar industry. People should be looked at more individually and not have their pay held back because of other people with the same title. Some of us have more experience but get the same pay for "equality". I worked hard for my knowledge and schooling and should be recognized for that.

Biggest concern is actually about advancement; I'm afraid this reorganization, while very necessary, will create a cookie-cutter type situation in terms of advancement. "In order to get to Job A you need to complete point 1,2,3". Instead of how it is now where education and work experience are the qualifications whether to apply for a position or not.

X

doesn't matter

We have received no information for how this reorganization will affect our current organization, or if we will just become part of a large pool of financial people. I also do not think it is feasible to have 1 HR person doing all hiring etc. for an area as large as ours, but again no one has asked for input or how things are currently structured in our area.

N/A

More communication is needed

I have made decisions in my UW career to put myself into a position and with a supervisor that I am very happy with and I feel that those decisions are now being taken from.

I believe this reorg is counterproductive and will result in poor morale and disrupted workflow.

This is not the way to implement successful change in an organization. Deloitte sold this University the same thing they have sold many Universities without a thorough, meaningful study of our current state and our culture.

We have been told repeatedly that staff would be involved in this Deloitte survey to understand how departments/programs operate, their needs, before the monumental changes that you are planning. This was only released to staff senate, excluding all the staff stakeholders. This reorg has not been transparent as President Seidel & HR continue to say, that they are being transparent. I feel they have more plans for this and are not releasing it. Staff have had enormous distrust of administration for a long time, and no matter how much they use the word transparent; their actions show otherwise. It is their catch-all phrase these days. I keep hearing that the provost is telling deans & directors that they need to have buy-in to sell this to their staff. This is a glaring red flag! Why must staff be "SOLD and have BUY-IN" because it is a failed plan! And soon the Provost and Pres will be gone, and staff and campus will be left with the fallout when David Jewell left after the WyoCloud disaster! This is one person 'a agenda to create some centralization and soon they will move on as well leaving us with yet another disaster. We had 3 ridiculous Presidential turmoil events, staff cuts, a brand-new financial system, a pandemic, a complete overhaul of our colleges and now they want to do this? Do they just not want people to work here anymore? We spent time with REORG since 2016 and now we are moving them away. Makes no sense at all! Staff have not been consulted or heard in the restructuring. Admin should take some things Deloitte suggested and work with staff to see what's best for the university and more importantly the students. Unfortunately, though it seems it is all a done deal. Faculty who rely on their staff, have not been included in the conversations on any changes, or in learning how it will affect them, and if this will give them another reason to leave UW. Not all departments/programs/ are the same. AVP Link quit saying the "affected staff" because the entire campus will be affected in one way or another. AVP Link kept reporting "there will be no change in physical space". Then at the Q&A session, he states "staff need to be mobile". I hear AVP Link say we are like the University of Washington, but we are very different in WY and our environment is not comparable. They are rushing to a 7/1/deadline to make this monumental change and obviously don't even know what they are doing. It is a disaster in the making!

We have an amazing team in our Business Office. We all work great together. We communicate and help each other. Our team includes not only staff, but faculty and students. I feel this change is very disruptive and non beneficial for all involved.

I feel that this change doesn't take into consideration the different needs of each department, nor how best to serve the students in each. A number of issues this change claims to address, the plan either contradicts or outright overlooks.

I have concerns about current workload and the expected workload of this change. If other's positions are anything like mine, the workload is already heavy and occasionally hard to manage with additional staff support or not. With this change, it sounds like the workload would be heavier. It also sounds more complicated than it needs to be. If the workload is becoming heavier, I expect compensation will be in order. But I do not see a point in decreasing workload unless an employee is currently handling an excessive amount.

too many uncertainties regarding the change, if it does happen to our department. Will we lose valuable employees? Will we have to travel back and forth "physically" to different departments if we are considered "mobile"?

n/a

Allowing these positions to become more apples to apples so we get the needed training, are compensated for what we actually do, and aren't always the "catch all" is exciting. Being different and not totally clear at this point is making staff nervous, but the actual changes will be great!

I have several questions/concerns about the staff workflow and staff work performance under the proposed reorganization. 1) How will requests for work be assigned to financial and HR staff? If directions come from faculty, who will ensure that the transaction should be completed? For example, we often have faculty who wish to hire students. Who will check to see if they are employed somewhere else on campus, if they are eligible to work the desired hours without becoming eligible for benefits, and if there is a budget for the hire? 2) Who will monitor the budgets ensuring that transactions being entered are in the budget? 3) Who determines the new manager competencies, skills, and actual work responsibilities and who will train and supervise them? 4) How will Department Heads manage their budgets? They currently work closely with business managers to expend funds and make adjustments, such as adjusting Temp Lecturer salary to accommodate for teaching load. 5) What is the timeline for visiting with staff about changes (or not) to their current position? 6) Who will train the new staff?

The Deloitte survey we completed almost 1 ½ years ago is not an accurate reflection of people's job satisfaction. The case for change should not have been rolled out based on the Deloitte survey. People's teams are being broken up, working relationships are changing, and the functionality and efficiency that we already have will be lowered as a result of this. It would be prudent to slow down and re-evaluate the implementation of this plan.

This will affect my co-worker in our front office and business manager. We oversee several grants in this office, and this restructuring will limit our ability to do our jobs. Also, if we mismanage the grant then we lose the grant and harm UW students.

Every department is so individualized. I don't like the idea that everything can be coined the same. Each department has individualized needs for business structure. What is working should not be changed.

I was one of only two people w/in my office who had to complete the original Deloitte survey. Currently my position title isn't among those targeted for centralization; however, in the last town hall meeting, AVP Link mentioned that individuals with my title would be handled as a "one off" situation in the future. Even though the video froze at that point and I couldn't view the remainder of the Town Hall meeting, that leads me have some concerns for the future. I also have grave concerns about the concept, in general, of centralization as I have seen what has happened with three prior centralizations: Human Resources (where campus staff now does the lion's share of creating, posting, vetting, hiring new employees); Procurement (when ordering new chairs for our office, I had ZERO help and assistance, and I had to contact the furniture company and do all the specs myself); and Information Technologies (where upgrades to things related to Banner take months and/or years to occur; where quick and simple changes to a custom Banner module are submitted and never addressed over 5 years later; but where departments who have the technical expertise/knowledge aren't allowed enough permissions to make the changes ourselves, upgrade our website from the clunky style the university has settled on, etc.) The concept of centralization can be spun as a benefit for all involved, but I haven't seen the "proof in the pudding" yet, so to speak!

I think possibly this is an exercise in futility. Some people work, some people don't. I'm on-call 24/7/365, although it has not been bad the last few years. I just don't see how a top-heavy administration side of most departments, can do much here.

Despite being asked several times, it is still unclear if positions with 100% external grant funding will be impacted by this reorganization and if so, how. Additionally, it is unclear the benefits to staff for this reorganization. It sounds like staff are being slotted into very prescribed roles with little room for flexibility. In terms of job satisfaction, this is a recipe for disaster. Diversity in job duties keeps jobs interesting. If there is truly an issue with how accounting and office operation duties are being handled, staff in these positions should be allowed to lead the change, rather than a top down approach that leaves people feeling disenfranchised, undervalued, and disrespected. Not enough time has been spent working with the staff in these positions to really understand what is working and what is not. The level of dissatisfaction with the proposed reorganization should not be ignored.

There was supposed to be further steps taken to gather additional information after the Deloitte Study to talk with staff about their own individual positions here on campus. Why wasn't that done before proceeding with this final plan?

NA

Didn't know of the change.

It has been the practice of UW for the last several years to keep adding work to a job with no raise in pay. Five years ago there were five people doing the work that is now my responsibility. The restructure may or may not change this but the true issue is lack of pay for the people doing the day to day ground work.

I'm paid 100% by a project grant which is specific to my position, for which I'm expected to work 100% for this project. I'm not sure how they can possibly have me working for various departments on campus when I'm paid solely from the project I work for. I also work remotely so I don't know how the "case for change" will affect my remote work. If I'm required to change my position due to the reorganization I will likely retire early, as I'm perfectly content in my current position.

I think this is a great idea and change for the university as a whole. There are more concerns with the change rather than what is actually changing. I think a more detailed plan before implementation would be beneficial. However, a centralized office for different things is good. I would suggest having the people actually physically move out of the department building to a central office otherwise there may be a harder time implementing any changes without physical oversight and a supervisor that is near for questions.

I was made an Office Associate because it's a catch-all position. My duties actually have almost nothing in common with the usual Office Associate duties. I am NOT happy about this proposed change. Being part of a "steno pool" situation would not work for me or my duties.

I feel it would be better for specific information be shared as soon as possible so people can make a conscientious decision about their futures.

The possibility of moving the 2018 pay matrix to 2024 is not very clear, as in what that means

I think many legitimate concerns have been brought up this spring as this plan has rolled out. The communication about this and the lead up to it were all very unclear about what the end goal was, and the communication since then has not been great. This change will have an enormous impact on so many folks and should be handled with care.

I have huge concerns. This reorganization has not been transparent. In one moment we have been told our University is over staffed compared to others of our size, with the back peddling of positions will not be cut. When staff asks questions at town hall we are not given straight forward answers. They are either too tight lipped or don't really know how the major changes will actually affect all areas. This all sounds like a massive "One Stop Shop" which has been pushed for a long time so maybe if they reword it we will catch on. I think the most frustrating part is we/staff know what is happening by reading between the lines.

It is my hope that we will proceed systematically, methodically, and with caution regarding implementation.

The elephant in the room, the part that people are afraid to say out loud, is that there is deep distrust of the current leadership at the University of Wyoming. As it relates to the Deloitte plan, whether there are areas to improve staff efficiencies or design better job descriptions that align with duties seems irrelevant at this point; we have seen this leadership team fail this institution and have no confidence that this reorganization is not another slow-motion disaster in the making. The catastrophe of the previous year in Health Sciences is well-known across campus, and ultimately it distills down to a cataclysmic failure of UW leadership to listen to the faculty, students, and staff who expressed significant concerns over a period of many months and through all the proper channels. The consistent response was to dismiss, deny, and gaslight. The consequences of this are still ongoing, but when you allow careers to be destroyed with so little regard to the affected individuals, you don't just get to apologize and move forward. Recognizing now with this Deloitte reorganization that staff and faculty are again not being heard, consulted, or allowed to participate in the restructure follows the same pattern. We are tired, and we don't trust UW leadership to not be sending us down another Humpty Dumpty path. Consultants are hired, search firms are compensated, administrators come to Laramie and dismiss the expertise of those who have been here for years. These folks get paid large sums, a whole bunch of stuff gets broken, and we are left to try to figure out how to move forward once they've hit the road.

Like many staff I have enjoyed the level of freedom and flexibility. Now with the reorganization, I feel as though our every 5 minutes of time will be tracked and looked at through a microscopic level. I have a significantly higher preference to focus on HR duties, but was told I'll be doing finance only. I was not given any chance to provide input so I'm looking so I'm looking at other business manager jobs. I know those are also subject to change, but those may have more discretion and be in areas with better leadership.

All I have is concerns. It sounds like the team I built and my supervisory role will be taken from me, my pay may be in jeopardy, no concern is being given to who will pick up the non-finance/non-HR functions our office currently manages (we have no specific "mission-driven" staff person; it's all shared), communication has been terrible and this change is being implemented far too quickly with far too little information. The staff asked to be fairly compensated for additional duties they'd been assigned and, rather than auditing their positions and making adjustments as needed, UW has decided upon the nuclear option. It would be nice if, just once, the people most likely to be affected were actually included in the decision making process. And, no, the survey did not do this. It was too brief, a little confusing, and likely tailored to the result Deloitte wanted so they could sell UW a model they already had, rather than working up a new one. I also haven't encountered one person below the Director level who actually met with anyone from Deloitte. If you want to understand our jobs, maybe talk to us.

I am concerned about the office associate I supervise being moved out of our unit due to the reorganization. They provide a vital support to our day to day functionality.

More details on what the restructure is, and how this will change the nature of how I interact with the people most effected by it would be helpful

How will the hiring of all graduate assistants, temporary lecturers, and hourly employees for all of campus be handled only by the HR staff during our biggest hiring season (July-August)? The finance positions have also been called finance/budget positions. Does this mean they will load and track budgets? Will they be responsible for reviewing the account analysis reports for accuracy as well? Who is going to go over the budget regularly with the department head and help them understand where they are at throughout the year? HR says they will be meeting with all the staff that are affected by this reorganization, does this include staff who will have duties removed from their role but will continue in that same role? Will HR meet with each faculty or department to explain what is changing and who they should contact for certain things? Some faculty still rely heavily on being able to go see staff in their office to ask questions. How is this going to work if none of their finance or HR staff are in their area? Related to this, staff are not going to want to have to move their office regularly. How is HR going to deal with the decrease in morale and burnout that will happen to those that must move offices constantly? How is the overall workflow going to work (who initiates the tasks/communicates what needs to be done with the HR and finance employees)? How do those HR and finance employees know what funding to use, if it is in the budget, and if that transaction is even allowed from that funding source? There are so many intricacies to what we do as staff and a lot of duties that do not fall into HR or finance (e.g. scholarships, scheduling and tracking remodeling projects with operations, work orders, website maintenance, assisting with marketing, assisting with large events, etc.). How is HR accounting for this in the restructuring? Why can't UW take the next year to work closely with faculty and staff to better define how the reorganization will work with a target implementation date of 7/1/2025? This will ensure that important feedback can be gathered from those affected (faculty and staff) to ensure all implications have been thought through carefully and adjustments made as needed. The colleges are all so different. How does HR know this type of structure will work across the board? Cross training has proven to be important during times of staff turnover. How will staff turnover be handled in the new shared staff model? What if we are short-staffed by several HR or finance people? What about cross training in finance and HR for those positions that are left out of the restructuring? Staff must be able to answer questions from faculty and students and some questions will be related to HR and finance, how will they be able to answer these questions effectively? Faculty and students are not going to want to have to go to several different staff to get their answers, they will give up. The needed purchasing and hires differ widely from department to department and staff need a good understanding of each department they are working with. How is this going to be accomplished for the HR and finance staff? These new finance and HR positions seem to be data entry positions. If that is the case, how are you going to keep employees from burning out in those roles due to the monotony? If the supervisor of these roles is in HR or finance and not working closely with their direct reports or the departments, how will they effectively manage their team? It was mentioned that there would be service agreements between HR/finance and the department. How will these work? Who will be able to enforce them? What is going to happen if the quality of work is not being met? Also, who is going to be responsible for figuring out what to include (the faculty, including the department heads do not always know what it is they need from the staff)? What if it is made clear that this reorganization is not the right solution for UW? Is there going to be anything in place that allows for change if this is the case? Have we talked to others in higher education who are similar in size and have restructured their staff for recommendations? Have we talked to any other institutions who have used Deloitte and asked how it went? The original study for this started in December of 2022. Many things have changed since then due to the time it took to fully come out of the COVID-19 pandemic. Has this fact been considered when thinking about this reorganization? What about doing a second survey to see if there has been significant change? How accurate was the original survey? Most staff do more of certain things at different times of the year and this would be reflected in how they answer the survey at those times. How many staff were included in the Deloitte focus groups? Did they include several staff from each level or position throughout the university? Will communication with HR improve? There was a full year of zero communication on the Deloitte study. This includes ensuring information is shared regularly and being willing to listen to concerns and adjust where needed. Also, communication across campus is lacking. With supervisor lines directly to HR/finance, I imagine this could make communication even worse. How is HR going to ensure communication is effective across campus? There has been a mention that research will be another shared service area. Are employees paid from grants going to be considered in the reorganization even though the grant specifies the work of that employee? Will anything change for the employees at the department or college level who assist the PI in managing the grant (reconciling, approving expenses, making corrections, tracking special charges like participant costs, helping when close to end of funding to ensure indirect costs are considered, etc.)? When HR and finance positions are open, who will be part of the search committee? Will department and/or college representatives from the units served by the position be able to be on the committee? If so, how will HR decide who will be on the search committee and keep it from being too large?

Staff reorg is going to effect everyone (positive or negative/directly or indirectly). It seems misleading to imply otherwise as this survey does.

My position is within a clinic. I have little to do with the department that the clinic is in, and I am concerned that my position will change or become entirely different. I think we would all like more specifics about this change in order to manage our expectations and stress. Will I be training someone to do my clinical duties, which involves handling specific medical supplies and other non-generalized skills? Will I be compensated differently? I am also concerned I will be expected to transition to something that is more heavily focused departmental operation, and receive little training, because it is assumed - based on my title - that I should already know how to do many things regarding the everyday functions of an educational department. I feel like a number and unvalued by the University. It seems cruel and unfair to keep us all in the dark, rather than having a clear path forward so that we are able to prepare. For example, my family has one vehicle, I am not mobile once I get to my job site. Am I expected to be able to drive across campus? Will that be asked or just assumed? We all lead complicated lives and have busy schedules, and this change does not seem to take that into consideration, or, if it has, certainly there has been zero effort to make that known to us.

It seems like every staff are provided an opportunity to "ask questions" or get some clarification about this process we receive the same canned answers every time. Often, the response is "we do not know how that will affect xyz, that is a good question."

It is shocking and disappointing that the word sent out from Staff Senate regarding this Case for Change is that they are supportive of this change. If Staff Senate is speaking on behalf of staff, then staff should have been talked to FIRST, and only then, with a majority vote, should support for this change be given. I want it said and on record that I do not support this centralization. Information was collected under the guise of equity and instead was used against us to promote someone's agenda to centralize. It is being promoted as creating a place of staff professional growth and upward career movement, and yet it is actually creating MORE of a silo and inability for growth. Salary will be more compressed. It creates a place where staff no longer belong in the very community in which they hired into. We will no longer belong anywhere, regardless of where we are "housed". Taking away the freedom and rights of employees by "requiring" an employment move for the sake of "the change" is wrong. It has been wrong in the past and it is wrong now. For staff who are in an age bracket that is closer to retirement than early in their career, who have given this institution decades of their life and built their career here, choice to leave is not a feasible option because age discrimination is real, alive and well. It feels like they are being told to "shut up and do what I tell you to do", from the very institution that claims to have their best interests at heart. You, administration, are missing the mark. If you thought morale was bad before, you have just created a place your people will not be proud of, and that will be told and that discontent will spread faster and farther than satisfaction ever will. We, staff, already feel like we are looked at and treated as second class citizens and this change is evidenced by this change and by the way you have decided to "implement it". And I want to say to you, I disagree with this change. Instead of pulling staff out of colleges to do the bidding of the university, why not allow each college to realign inside it self, as it works for them. Allow staff to still belong to the culture and community in which they hired. Allow staff to leave of their own accord, their own choice, instead of because the university says so.

The lack of information, powerlessness of employees and quick timeline has not been good.

More communication needed. Thank you.

I'm the only UW employee in my office, I have no clue how my position would change

I am in a non-academic department. I feel it might be worth collecting "department type" on this survey to see if there is more acceptance/dissatisfaction in certain areas of the institution.

The town hall meetings regarding this have been very vague and while we know this has to do with eliminating redundancy, they have not provided any details on departments this will effect and how many current staff are going to lose their jobs.

i would like another town hall with AVP Link

This has been rolled out too quickly without true consideration of how it will effect the functionality of each college or unit

I just started at the University a month ago and this change is not making me optimistic. I love the team that I am working with and feel like this change will disband that team. The changes feel like they are coming too quickly with little information being provided to the staff. If the reorg could slow down or provide more information about the changes, I feel like staff would be much less anxious. If the reorg changes too much of my job i.e. pay I will have to find another job to support my family.

Thanks for doing this survey! It's important to know how many people welcome this change. To fix job dissatisfaction, staff should have been consulted directly and asked what they need, rather than a survey that revealed nothing useful.

It's hard to comment on my concerns since I have no idea how the staff re-org will ultimately affect me. Unfortunately, it all sounds like a done deal and I don't think I'll have any input when someone finally let's me know how they plan to change my job duties. Luckily, I have the option to retire if I'm not happy with a top down decision on what I will be doing after the implementation.

I understand the general concept and goal of the reorg, but would really like to know more specifics about how my role would change. I would welcome the ability to be more specialized but worry about potentially being put in a more specialized role that doesn't include the parts of my job I like the most or am best at.

will it affect me?

I am concerned about the ability for our college to hire a candidate who aligns with our college's goals and strategic mission if the accounting, HR, and business positions are centralized. I am also concerned for the retention of the people affected by these changes the most, the ones who go from working for our college to working for centralized services. I think they are not excited and we'll experience more turnover due to these changes. I am against these changes to staff structure.

Thank you for providing this opportunity for further feedback! I have been concerned and did not fully comprehend what was occurring until the Staff Town Hall with AVP Link. I wonder how many staff have not heard, or understand, that are not subscribed to the staff-listserve as that is the sole communication I have received.

Will staff with very specialized roles be considered for reorganization, especially across colleges?

No matter how it is colored, it is reduction in staff and cost savings - how can it not be!??!

Nothing like this is ever communicated down through the chain of command as it should be. The organizational chart has changed several times in the 16 years I have been here and it things continue to get worse! We have legions of goldbricks and sinecures and few that actually perform tasks. Employees being solicited surveys like this is testament to the poor communication skills and general incompetence of this administration.

na

The use of data driven changes makes us no better than robots with no humanity or thought process as to what is best for the university and most importantly the students. Staff function is to attend to the needs of faculty and students, not to be unreachable and unapproachable because we are suddenly shoved into some box that makes no sense to any logical thinker. This process removes us from assisting anyone in an efficient manner. Actually talk to and listen to the people who do the jobs and those we support. Include faculty in this process. Their careers depend on staff and the success of the university depends on the effectiveness of every human, not some ai algorithm.

How are grant funded programs impacted?

I am writing an open letter expressing strong concern about this change and will be distributing it early next week.

It is very unclear if external grant funded positions are affected which could completely go against grant funding guidelines - this needs to be considered as it could jeopardize grant funded programs. Also, staff probably feel completely blindsided by this change as we did not understand the actual use of the survey and that this would be the end result.

Even after attending the AVP discussion with staff senate, it is unclear if staff roles will be changed if they are externally funded with specific grant deliverables assigned. AVP clarified that the university has rights to change those roles as needed, so there is concern that there will be impact on grant-funded workplans, timelines, budgets, and other grant-specific project management considerations. It does not appear there was much consideration given to these particular staff roles, but AVP mentioned that HR would have discussions with each of the staff. But how would HR know about grant-funded roles, deliverables, etc? This seems a VERY grey area.

I think we need to stand with administration and support this change.

By not having a liaison to HR in the building to reach out to routinely for answers. As a manager, I am concerned about the negative impacts this may bring. It might be difficult to keep up with the constant changes to HR rules and policies regarding hiring processes, training, and retention. This may lead to losing good candidates or performing the hiring processes wrong.

I already worked in a shared business services office, and I am unsure how this affects my position. It would also be nice to know in my situation how this impacts our role in HR - we have an office associate focused on HR, but I provide assistance/backup for that position. Most of the information provided sounds like it is concerning colleges and how their business offices are structured. This is causing confusion then for support units that do have this more shared business service model and how that affects us. Ideally, it would have been better to NOT say anything until a plan was developed rather than piecemeal information and cause undue stress.

As for question one, I think everyone is aware that change is coming, but no one knows the actual details of the change. My opinion is that during all of the town halls and other meetings questions are not actually being answered. There is a response but not a hard answer, so nothing is "set in stone". The communication plan (or lack thereof) and rollout/implementation has been poor and this has created fear, anxiety, and distrust. Providing CYA responses without clear "hard" answers further perpetuates the feelings and growing culture of concern, fear, and distrust. It is not clear if I will be working in my current college/department, or if I will be pulled and put wherever I am needed, will new job duties be aligned with my strengths and skill set, if my salary will be decreased, if I will have a say in "what bucket" I will be put in and so many more questions. I am not sure how staff is supposed to make decisions whether or not to apply for the new Manager positions when it is not clear what our job would be if we are not selected to be a manager.

Will staff be given ample heads' up about change? "Ample" as defined by those that may be affected, not decision makers who likely have no idea what it is like to work on a staff level

As has been discussed in multiple meetings, some units/departments on campus could benefit from shared business services while others would not. I cannot stress enough that trying to find one solution to meet everyone's needs is a fundamentally flawed plan. While we all use the same systems, departments have different needs. Taking current experts out of their roles and/or duties out of their positions in order to spend the next several years training others up to have the same unit-specific expertise is short-sided and, for many units, unnecessarily damaging. It will slow down operations in many areas and will cause numerous errors that could cost us good candidates from already meager pools, damage vendor relations, and impact effective budgeting. Instead, I suggest administration spend time determining which departments/units/colleges on campus are better served by being exempt from "the case for change" in order to focus on the areas that actually need shared business services. I encourage everyone to consider why we are upending our entire organizational structure to serve systems and job titles/job descriptions that aren't adequately meeting our needs. Can we look for ways to make the system and associated processes better serve us instead? Can we expand job titles and create job descriptions in academic units that actually reflect departmental needs? I would also add that in a time of very strained and often unsuccessful hiring, losing numerous staff to retirement and other work opportunities is not something the university can afford, and speaking for my unit, the current case for change will lead to departures.

I am actually quite appalled by how this reorg was presented and the LACK of information that was provided. Announcing that you're going to overhaul the entire staffing structure but then say, "We won't have full details until May," is ridiculous. That did nothing but create panic and worry for staff for the next two months. Listening to the plans of the reorg, as well, was not easy. It doesn't feel like it has been well planned nor does it seem like the right constituents have been involved with the planning and decision making...aka, the people currently doing these jobs!!! The multiple levels of knowledge of rules/regs that staff need to have for each college is a lot. To then ask people to have responsibilities for more than one college, whether they wanted that or not, is just not okay. I'm not even one of the affected positions above, but I'm still upset about the changes announced. It shows lack of care and concern for staff, yet again. I understand that wasn't the intention and you thought you were presenting things well, but it could have been done SO much differently and much better. I really, really hope UW stops this process and becomes more thoughtful about it versus trying to push it through by July 2024. It does NOT sound like a good plan nor does it sound like there has been any transparency with these changes. From what I've been told from colleagues in these positions, their thoughts and input have not been heard and UW is pushing to do what they want to do without listening to the people actually doing the work. As if morale wasn't bad enough right now, this just added to the low morale. Please, please put this plan on hold and be more thoughtful with it. Please listen to the staff regarding what they want (and yes, as many have already stated, that Deloitte survey was AWFUL and completely inaccurate, which I complained about to Bob Link and others when it was administered but was not heard nor received replies). These plans have missed the mark. I would encourage a stop to them and/or a pause to do better with the planning and implementation. Our business operations directors know their staff and their responsibilities. Let them be involved in these discussions. Listen to them. They've worked hard to establish shared business service offices. Don't wipe those out because you think you have a better plan. Thank you for listening to this for asking for feedback. I like the idea of "ladders" for staff, but the way this was presented and handled was done very poorly.

are you going to publish full disclosure of how each of the positions will change?

We need to slow down and do more review and research and collaboration with departments before this change is implemented

If we worked on the pay issue first, we might be able to recruit people to fill the gaps in the current system rather than reorg it.

I love my job and the varied duties it entails - I am never bored! I love what I do and am bonded with my coworkers, and I am committed to my department and its mission. To take me away from my department and coworkers removes the biggest reasons I work for UW. Unfortunately with upcoming changes I have started seeking employment elsewhere so I am ready to leave if I am moved out of my department or my job becomes unrecognizable due to the reorg.

I have major concerns regarding this change. There are a lot of office associates on campus that do not have a heavy financial or HR related task load, yet this change will impact them. The departments hire these positions to fill the needs of the office and can't function very well without them. The official stance is that this is not a cost-saving effort, which is obvious since it will end up costing the university a lot more, but if not, then why do it? It's very disruptive to the operations of campus. The people that enjoy and are dedicated to their current jobs will be pulled out of that and many will quit. The departments will suffer without those "fragmented" tasks being done. For an example of how this sort of reorganization doesn't work, look at 2012. IT absorbed a bunch of positions that were needed in the depts. The depts ended up finding funding for getting those positions back in their offices. Those of us that have been here a long time know these consultant inspired reorganizations don't work as promised. Some of the changes may be necessary, but the overall full sweep isn't being well thought out. And to hear the provost is telling the deans to get their people in line is pretty disheartening and a morale killer. I love UW, but administration sometimes makes that hard.

Most reorg at university settings is for the goal of the university and not the employee; no guts to lay off or make other budget changes - - i do not intend to apply for my current position with a reorg

I feel sorry for those who are affected and are not happy about the change. I hope we will not see too many resignations.

I've been told for the past year or so that my position can't be audited because it will be part of this study and reclassification. However, that does not appear to be the case. It's frustrating because I've been passed over for promotions and more work is being piled on my plate, but there's no word about when this review will happen or if I'll even be part of it.

It is very concerning that HR has not shared details about the changes and has not obtained input from impacted staff members. They cannot know how to reorganize if they do not know what tasks the individual staff members do currently on a daily basis. My area already has a shared business model that runs quite efficiently. We are able to provide a high level of quality service to faculty and students. I am very concerned that a reorganization will decrease the quality of service.

I am new to UW, and already feel pigeonholed in my current position, and am worried this will stunt my future growth within UW. I am already very underpaid as a new employee, and I am sure this will create little incentive to move up the professional ladder both financially and positionally.

I am retiring effective 1 June 2024. That was planned. However, my answers reflect my concern for the lack of information and transparency with what is going to happen.

I truly and honestly do not enjoy working for the university. I think the university is doomed to a life of mediocrity, and I'm very hopeful to resign soon to seek employment elsewhere.

Thank you as always for all that you do. Not all departments are created equal with how staff are treated. I have worked with directors and business managers who are responsible for both HR and financial duties and who neglect their HR duties in favor of their financial duties. Importantly: I don't think they realize they do this or perhaps this just seems normal to them because of the greater perceived value put on money rather than people. The larger number of hard, financial deadlines may be what keeps moving financial duties forward and pushing back HR responsibilities with no or softer deadlines. I had to handle 3 people's jobs (including mine) for more than a year because the director claimed to not have the time to start the hiring process for 2 roles. They only moved forward with filling 1 of the 2 roles when an upper-administrator thought I was about to quit and ordered them to move forward with it. I still had to absorb the 2nd role. Therefore, I am ABSOLUTELY FOR splitting HR and finance duties IF this means staff get the support they deserve. Of utmost importance is to allow staff opportunity for growth because the staff culture we have now is not the same staff culture we had ten years ago. Many of us want to strive toward something and need the support to do it.

No

This statement is on the Human Resources website "Create a workplace where all staff members can grow, excel, and thrive at UW." I feel that statment was correct before this staff reorganization came about. I have had the opportunity to excell and move into higher paid jobs over the past 30 years. I don't believe this new plan will create a space for staff to "thrive."

Should I be concerned about loosing my job, should I be looking for a new job?

all I have stated above. I have no idea what the staff reorganization is.

UWYO likes to do whatever they want to faculty and staff and have been for the past five years. It is overwhelmingly clear we are not people to them.

I don't see how these are going to work. "Traveling Salesmen" will not know the intricacies of individual departments and will likely make things worse.

I started a year and half ago with UW and I knew then it was just a foot in the door position. Last July I swithed positions, to one I absolutely LOVE! 1- I have a variety of things to do! (I'm not bored!!) 2- I feel important and proud of what I'm doing! 3- This new position is my dream position, I don't want to go anywhere or do anything else! 4- most importantly, I don't want my position to change!!!! 5- I love what I'm doing!!!!

I am very discouraged by the rollout/communication/timeline of such a major change. In my opinion, Shared Services will lead to meaningless processing instead of mindful management of funds. HR/Finance/Research are all very interrelated and each organization has it's own particulars.

I'm satisfied with my position, just not the hours - I usually work 6 days a week. I am not clear enough on the changes that are coming to know if I should have concerns. Everything is so vague!! I really hope HR talks to us individually!!

I have gathered that people are scared of the unknown, which is natural. As soon as we have more information regarding how our positions, job duties, pay, etc. will be affected, I anticipate that people will be more accepting to the idea.

It is difficult to accurately state if I am satisfied or dissatisfied with the changes coming as I feel like I don't fully understand what those changes are going to entail. I am unsure of how my job duties will change, and I am not sure what things will look like over the next few months. There is just a lot of uncertainty with everything related to this.

There has been no discussion whatsoever with each unit to truly understand the immense nuances of every job title. There is so much more to many of these jobs the potential damage of taking away/centralizing duties is far greater than any benefits. This is the wrong move for UW and for the loyal employees that serve our mission.

The first question of this survey is hard to answer. What details? They either can't or are unwilling to provide us with many details. When this whole process first started, we were led to believe that the study was mainly going to focus on classification and compensation, but that does not seem to be the case. I feel a vast majority of the staff were not given a voice in this process. Most of us only filled out a strange, vague survey asking what percentage of our time we spent on certain tasks. From that, they saw most of us were doing a variety of tasks, but nobody bothered to ask us if we liked that about our jobs. There also seems to be an awful lot of "we are still working on that", "we will circle back to that", "we will let you know" etc for something that is happening in a few short months.

There have been many meetings, but no consistent message. They say there will be no reductions, but there will be savings. Trust in upper administration and HR is lacking, and they seem to be mucking along without a clear plan or message.

I think the information was communicated to staff too late and that does not allow the appropriate amount of time make staff aware and for departments to make adjustments before the change. It feels very rushed especially because the lack of communication early on

I would like a detailed timeline of when, and what, staff can expect. For all meetings that HR are going to meet with staff, I cannot stress it enough to also include the supervisor. Increase communication to supervisors. Provide more specific details - beyond what the website says, or the power points - exactly WHAT is going to happen. It's very unclear.

I don't even know where to start. Let's start with Adam's misrepresentation of the staff's feeling about this to the trustees. His report was not accurate. HR has not been transparent with any of this. The Deloitte survey did not capture appropriate information to support the decisions that have been made. Campus has not been kept informed; including administrators and directors whose staff will be directly impacted. This sweeping change fixes a small number of pain points but is going to create inefficiencies and problems in places where the current system is working fine and is NOT inefficient. UW HR did NOT engage those doing these jobs to find out what really happens and how this could impact. The staff senate town hall with Bob was absolutely telling of how this is going to impact campus and employee morale. It was clear that this project needs to be put on HOLD until actual information and input can be collected and a new plan can be written that will not just burn the place to the ground. I mean, want to destroy employee morale? Continuing with this plan the way it is now is a good way to do that. This is an epic fail on HR's part. And on the trustees and president if they allow this to continue as is.

n/a

None

Major concerns: What is the structure - are staff generally being restructured within their current division with the exception of smaller divisions that may be consolidated? Is the "grant management" shared service center still a thing and who will be moved there? What happens when positions are erroneously on this list - i.e. administrative associates who are largely administrative and do extremely limited finance and/or HR tasks? Which positions are likely to be leads/reporting managers and how will that structure work? What happens to existing direct report structures when positions on this list already report to others on this list? Are managers going to be able to provide feedback on how many employees at which level they can manage within their duties (i.e. 6 minimal oversight employees may be possible but 2-4 may be the upper limit for more direct management.) Managers need to know what to tell their direct reports who are on this list and need to be able to assist with clarifying current job duties and roles. Employees, especially marginalized ones, are often extremely careful and ask clarifying questions when interviewing and accepting positions to ensure a compatible work environment and that needs to be considered when managerial changes are a possibility as good manager relationships are a major component of retention. What is being done to ensure "good fits" with direct reports and managers - i.e. ensuring employees with remote and flexible work arrangements aren't being placed with managers who don't believe in them and marginalized employees aren't being placed with managers and/or within units where they are likely to experience micro-aggressions and/or mere tolerance instead of acceptance?

I'm worried about employees not having enough diversity in their job duties which can cause them to be unfulfilled.

My position operates in a somewhat similar manner as to what this proposes. It has some advantages, but it's been a hard road and I'm lucky because of the relationships I've established on campus for last several years. I think folks who have been in my roles in serving other units and here for less time would say differently (we've had a revolving door on a few MCS positions) and we continue to have different needs and approaches to our work for our units. A LOT of work will need to be accomplished to make this somewhat successful. I'm also curious if there has been a plan on how budgets, phone lines, spaces, equipment, etc. will be handled. There's a lot more than just changing a reporting structure/salary line item in HCM.

I'm really trying to be open minded about this, but the fact that no one asked for my input BEFORE the rollout is unacceptable and also negates any good will being extended now. Frankly, the only thing I've gleaned is that I am being removed from the job and department into which I applied and was hired. I'm not trying to be glib here; that is the only thing I know for sure. Based on the recent town hall, it sounds like half of my duties will be handed to someone with less experience in this department, my salary will be lowered as a result (which had *never* been mentioned before), and those of us relocating to Shared Business will be changing locations day by day. I am going to be removed from my department and relegated to an ephemeral position with no dedicated work space—if not let go altogether. Again, I'm not being glib. This is the information that has been communicated to me by "you, the University", not the rumor mill. The thing that really has me up in arms is that the only response to "Are you laying people off?" has been "We don't INTEND to," which means "Yes" in this context. If you weren't planning layoffs, the answer would be "No," and the fact that demotions and salary decreases were only mentioned for the first time LAST WEEK has really made that evident. If this rough sketch of a plan plays out as described, I truly have no choice but to find work at an institution that values the careers and skillsets of their employees.

The reorg. is an awful idea in my opinion. I don't believe the university has thought about how negatively this is going to affect staff morale and retention.

I am concerned that workloads and job satisfaction were not considered during the initial "survey" process. The survey was unclear and confusing, and the goals of the survey outcome were also unclear. It does not appear that UW has established a clear path to make a transition of this level that will affect everyone on campus, whether directly or indirectly. I believe that the staff should have been involved in one-on-one interviews/meetings with HR well before now, instead of at the last minute right before the job duties are expected to change significantly. The changes feel rushed and not well thought out, and this is a major concern for the efficiency and continued operations to meet the needs of departments campus-wide. Additionally, I believe these changes will have a significant and negative impact on staff morale and job satisfaction, which has a tendency to be low already. I don't believe that limiting job duties for staff will increase efficiency by a noticeable amount, and will reduce the chances for opportunity and growth within campus or elsewhere in the long-term.

My major concern in regards to the change is the salary issue (whether it will be affected or not). My main gripe with my position is the salary--it does not match market value for other positions similar to mine, and it is not enough to cover cost of living (the salary is barely enough to support a single individual and basic needs--food, rent, utilities, etc.).

I listened to Bob Link speak about the case for change and am completely unclear as to how it will affect me in my current position, my coworkers, my unit, or how we interact within UW systems. While I would love to be excited about efforts for fair and generous compensation across staff positions as well as clearer distribution of duties, or revised job descriptions when appropriate, I haven't seen how that would be implemented or benefit me. It seems like the case for change would mostly be on a case-by case basis because staff jobs can be so different. I would love to see clear opportunities for staff advancement and communities of practice in their careers at UW and would love to be part of an organization that respects staff as professionals not inferior too or valued less than faculty. The whole case for change seems imposed by an outside consulting group who did a potentially flawed study that may no longer apply with Bob Link seeming to be the only person who knows anything about what's happening. It is completely unclear how this would benefit anyone. Until I see and understand how this is affecting me it's just creating tons of uncertainty and stress across campus with additional morale blows. I would anticipate chaos if this is implemented in 14 weeks. I don't see how it's physically possible and it seems like it could cause major disruptions university-wide. Giving employees a choice to apply to a different position could be a better approach. Overall I don't know anyone who knows what's going on and how jobs will change in a matter of weeks. I think the roll out has been completely backwards and stress-inducing for no good reason. Thank goodness staff senate is attempting to gather this survey info because no one else is. If there are problems with inconsistencies in how staff implement budget, finance, and HR tasks, then that could be solved another way instead of what sounds like upending the day to day of what employees signed up for with it being unclear what agency employees will have in determining their job duties, workspace, or coworkers.

I have been the victim of a reorg before - one that was sprung on us literally the day it happened. If it happens again I'll have to seriously reconsider staying here. Every time these type of things happen it seems to be that the higher ups always look back and say "oh crap, this worked better the way it was!" and yet they can't put the toothpaste back in the tube. When you take employees in a very specific/specialized area and make them move elsewhere where their duties don't quite jive with where they are deposited, it doesn't work. It doesn't work. The new department doesn't know what the other department really does and they don't really have a clue how the business processes work. Here's the truth about this University. All financial needs are NOT the same. There are retail operations. There are major construction and contractor services/operations. There are academic/grant/travelling operations. There are athletic ops. Each department has their own timecard requirements. Some bill out time and it needs to be noted as such. HOW can you put all of those things under one umbrella. IT DOESN'T WORK. Leave things alone for crying out loud. (A frustrated bookkeeper)

It does not seem as if enough research was conducted before making this decision.

The reorg seems unnecessary to me. For the most part, it seems like it will create more steps for identifying contact points across UW. Additionally, the new structure seems to completely disregard the autonomy of most of positions that will be affected. Overall, my impression of the reorg is that it's another change implemented by administration that is completely disconnected from the daily tasks of most staff - which is the usual impression that I get from any administrative interaction.

Incredibly concerned that this will not impact salaries positively and I don't trust that it won't negatively. I was in the middle of a position audit that was delayed significantly (July 2024) because of this, which means I've been doing above and beyond work that isn't officially recognized through a promotion to the level of work I'm currently doing. I don't know if my staff is going to be reclassified or taken from my office because their positions mention financials, but they're coordinators on a grant. The ambiguity of responses provided regarding project coordinators was incredibly concerning. I've been through a lot with UW in the last 10 years, but this is almost too much. It needs to not be framed as a mass demotion for staff. HR/Finance people won't be able to expand in their roles with fewer duties. This furthers the issue of having to apply to a different position on campus for promotions. We aren't being told how the new pay matrix will look, how it changes, what the impact on hiring processes are, whether we need to hold on hiring until we know the new pay matrix, etc. Basically just need to reach out to my staff senator to submit my novel of concerns.

I am new to working at the University

Please reconsider the hasty and forced implementation of this plan, and actually sit down with the staff, and College Administrative teams to make a plan going forward.

I have no idea what this is.

I am highly concerned with the fact that we are likely going to see supervisory changes. I have remained in my position because of the great team my direct supervisor has built. My direct supervisor has been told that she will likely lose (unmerited) her supervisory role. On the point of potential salary changes: while I am not actively planning on leaving UW or finding a new position, I will if I lose my current team and am thrown into a new area with new management. I will also likely be forced to leave if my salary is lowered, especially as I am the breadwinner in my family.

N/A

I have concerns that HR isn't prepared to deal with departments with only one person that does everything. I can also see it taking much longer than 3 months to get the system working.

I believe we already have issues with the HR Recruiting pooled model - slow response times, annoyances with having to talk to different people, feelings of starting from square 1 everytime. I believe this new model will create the same issues. Model doesn't take into account different skillsets

The plan is terrible. When surveyed staff like myself felt the survey was not properly conducted, wrong questions were asked and the answers recorded could easily be left up to interpretation. With my background in research, which is not as robust as some of my colleagues, I was angered that we spent any kind of money on this service. I have seen employees that could write a better survey for their pay of \$15 an hour. Through the presentations that I have attended of this I do not believe that Bob knows exactly how university is ran or should be ran. The staff here are clearly asking for more in terms of man hours, which does not mean taking away tasks from a certain position, but adding more people to our workforce. The idea of the implementation of this plan created such an uproar that our administration should highly look at properly conducting research on workloads of staff. This plan has nothing to benefit morale, but actually does the opposite.

I'm not sure who is determined "mission driven" - am I mission driven as a senior office associate in the dean's office? I am the first contact for the college; people see me as the face of the college when they need assistance, access, or are potential students looking for help. Does this mean my role won't change even though I do financial work? What separates "mission driven" from "non-mission driven"? Aren't we all mission driven?

This needs to be paused if not cancelled completely. Every single job on campus is different, regardless of whether it has the same title or not. UW is being too hasty in rolling this out without proper communication and without speaking to every individual that this will affect. It is a poorly planned idea that will impact UW greatly and we stand to lose some very knowledgeable people that we will not be able to replace.

Based on the information, I believe this will be a great change for classified Staff at the University. This will give staff opportunities for advancement and professional development that are lacking under the current structure. I am excited that the University is taking a modern approach to ensuring the satisfaction of it's employees and has made strides to enhance the retention of productive employees.

I have no questions. Thanks for all you do

Relying solely on the Deloitte study as the basis for implementing change is impractical. Each college, department, and staff member has unique duties and functions that cannot be adequately captured by a one-size-fits-all approach. The survey conducted by Deloitte, conducted two years ago, may not accurately reflect the current landscape of responsibilities. To truly understand the intricacies of each role, it's essential to engage in individual meetings with staff members. These discussions provide insights into the specific tasks and responsibilities undertaken, which may not fit neatly into predefined categories such as Human Resources, Finance, and Research Admin. Many mission-critical duties exist beyond these categories, and without comprehensive discussions with staff members, important aspects may be overlooked.

I think the issue is no real details are being given, just general information. I have no idea what my job duties will be changing to, just that we will be told "sometime early May". And changes will be implemented July 1, but I haven't been reached out to personally from anyone at HR in regards to what my position would look like (would I stay in my office, would I be HR focused, would I be working with my same team, etc.). Managers of staff with these job titles have not been kept informed. I would strongly encourage some explanation as to why we are doing ALL departments across the entire campus as an experiment at the same time, rather than trying this with one college or two to work out the kinks. Business Enterprises does a similar model, has anyone reached to them to get pros/cons, what is working well or what might cause hiccups. Just seems like this is a "let's wing it and see what happens". Feedback is being requested after the budgets were approved/presented to BOT...which as a Business Manager makes it pretty clear no feedback is truly wanted, or (maybe worse) we're doing a rather poor job of "budgeting" when we don't even know what positions will be here come July 1.

My position is designed to juggle many hats, and as of right now this re-organization has no answer for how that will affect my positions, and I'm not happy about that.

The information that is provided doesn't allow people to understand what the change mechanism will be or how it will directly affect them. More information should be provided to ensure that there is an awareness for how those mechanisms will be supported.

I fully support the case for change. I believe the reorganization will allow employees to fully develop skills and be more effective in supporting the mission of the University; better to be an expert in a few areas than mediocre in all. Standardization will also allow for better collaboration between departments and coverage while filling open positions.

My role is key to my department. My annual evaluation showed the qualities of my work and contribution. My change will have great negative impacts to everyone in my department.

I work in Athletics and I believe my position could be affected by this change for the better. I received an email from our Associate AD, for Budget and Finance in the Athletics Business Office this week stating that our department has asked for an exemption from these changes. This is very upsetting because Athletics is always believes we function differently than the rest of campus and therefore we shouldn't be treated the same. I have worked in this department for over 18 years. I have been given more duties over the years and expected to perform a certain way but I am never compensated, listened to, or respected for what I do. I just continue to sit back and watch others around me receive numerous pay increases and/or title changes. Athletics is very "clicky" and if you don't fit in then you are not treated the same as others and you will never go anywhere. If the exemption is allowed then nothing changes for me and Athletics will just continue to get their way. I plan to resign from my position if Athletics is given this exemption.

These changes are a disservice to all parties involved in my opinion. I believe centralizing is generally a terrible idea because it significantly limits flexibility and innovation. In my view, it leads to slower decision-making processes since all decisions must go through separated hierarchy, and hurts responsiveness. This centralized approach is demoralizing to employees by restricting their autonomy and ability to influence outcomes. I've worked many split positions and all of them have been awful experiences that ultimately ended up with me leaving due to differing priorities in authority and not being able to specialize in my work. I feel awful for my colleagues facing this transition and know a few that are considering moving on due to it.

We have no idea what this Staff Re-Structure is, who it affects, how it affects, are there going to be layoffs, retrenchments? These are the questions we are being asked and we just don't know. I can say with the increase cost of living, no raises this year at UW, why did we plan to roll this out this year, seems to me we could have discussed, made sure all the positives of it were explained, and then roll it out 7/1/25.

Q10 - Emotion 244 ⓘ

