



Staff Newsletter

April 2019

Current Topics

In our regular Current Topics news feature, we bring you campus news and administrative updates that are shared with us during meetings throughout the month.

Staff Recognition Day

Staff Recognition Day 2019 was celebrated on April 4th at the Gateway Center. UW staff celebrated with refreshments and door prizes, and more than 200 employees were honored for their years of service and contributions to UW. In addition, the spring raffle winners were drawn:

- **Ashleigh Pilkerton** won the 50/50 raffle
- **Molly Hand** won the meat raffle.

You can read more by clicking [here](#).

Board of Trustees Meeting

The UW Board of Trustees met March 27-29. During their meeting they approved a Bachelor of General Studies Degree, an Elementary & Special Education Degree, and the reorganization of the Geography degree program. They also discussed a tuition proposal for 2020-2021, and will take action on this proposal during the May meeting. Information on the tuition proposal can be viewed by clicking [here](#).

Other items reviewed during the board meeting include the academic calendar and the revised salary policy. The board will take action on these items during the May meeting. During the March meeting the trustees also discussed the salary increase that was included in the state budget for FY20. This increase

will not be disbursed according to the procedure outlined in the UW salary policy. In addition, the funding that was designated for UW employee salary increases for FY20 did not include adequate funding to cover employees in self-funded or grant-funded units. The University is looking at ways to fund these salary increases from other sources in the budget.

Campus Construction

During the March Board of Trustees meeting a number of facilities projects were approved. Roof replacement on the College of Engineering building has been approved and will be completed with major maintenance funding. In addition, a consultant was selected for the College of Law expansion and renovation project.

During the April Staff Senate meeting, Vice President Theobald reported that construction on the ADA ramp between the College of Agriculture and the College of Engineering is scheduled to begin this summer.

Salary Policy

The Salary Policy is an evolving document and is once again being updated. The latest version clarifies eligibility of faculty and staff to receive potential raises, distribution of potential raises, and how performance evaluations factor into the merit section of a raise, among other items. You can read the current red-line version of the policy [here](#). Contact your [Senator](#) with any concerns or questions.

@ staffsen@uwyo.edu

↑ uwyo.edu/staffsenate

f @uwstaffsenate



ASK A QUESTION

Staff Senate invites you to ask any question about the University of Wyoming or your employment here. We will do our best to discover the answers from the experts on campus and publish them in the staff newsletter. You can send questions to us at staffsen@uwyo.edu or use our survey form by [clicking here](#).

Question: Do you know if there are any more scheduled increases to the employee contribution for state retirement?

Answer: Contribution rates for state retirement are determined at the state level for all state agencies, including UW. There is currently a 0.25% increase scheduled to take place each year for the next three years (see below). For more information visit the Wyoming Retirement System [website](#).

Date	Employee Contrib		Total Employee	Total Employer	Total
	Paid By Employer	Paid By Employee			
Jul-19	5.57%	3.18%	8.75%	8.87%	17.62%
Jul-20	5.57%	3.43%	9.00%	9.12%	18.12%
Jul-21	5.57%	3.68%	9.25%	9.37%	18.62%

POLICY CORNER

Question: How does UW determine who is staff and who isn't? It seems like we sometimes lump in administrative positions with staff, but other times we don't. Is this defined anywhere?

Answer: Several different employment categories are defined in Section I of [University Regulation 5-1](#). According to this regulation, all employees who are not designated as officers, academic personnel, student employees or "other employees" are designated as staff. Other employees include "grant funded employees, contract employees, and at-will administrative professionals."

One point of confusion that has been brought to Staff Senate's attention in recent months involves at-will administrative employees. According to Regulation 5-1, at-will administrative employees are not entitled to the same benefits and rights of staff employees as laid out in the Employee Handbook and other UW Regulations. Instead, the terms and conditions of their employment are laid out in the contract or letter of appointment they received when they were hired.

DID YOU KNOW

Staff Senate collects Box Tops for Education across campus and distributes them to local schools. Collection boxes can be found in the following locations:

- Coe Library, staff break room on the 6th floor
- College of Business, Dean's Office and Accounting mail room
- Health Sciences, Room 292
- Information Technology, room 155
- Knight Hall, Admissions front desk
- McWhinnie, 1st floor mail room
- Service Building, mailbox area
- Transit & Parking, front desk
- Vet Lab, main office
- Washakie, administrative offices



LIAISON REPORTS

The **Campus Master Plan Working Group** has scheduled meetings with various constituent groups around the state. The Campus Master Plan will incorporate recommendations from the Parking & Transit Study, the Student Housing Task Force, and the Union Visioning Team. In addition, the working group is considering issues such as working to achieve a STARS rating for the campus, and addressing classroom technology, irrigation, aging storm pipes, and other infrastructure issues.

The **Public Art Committee** has submitted the final draft of the Public Art Plan and is awaiting approval.

The **Student Media Board** continues to work toward securing an adequate space to support student media activities on campus.

To view a complete list of the staff liaisons to campus committees and task forces, click [here](#).

LEGISLATIVE UPDATE

During the April meeting, Staff Senate passed three resolutions and deferred one to a third reading.

[Resolution 236](#) Resolution Regarding Sexual Violence on UW Campus passed by unanimous consent.

[Resolution 237](#) Resolution in Support of Longevity Pay for University of Wyoming Classified Staff Employees was deferred to allow time to incorporate friendly amendments.

[Resolution 238](#) Request for Modification to Salary Policy passed by unanimous consent.

[Resolution 239](#) Request for Revision of Data Governance Committee passed by unanimous consent.

UPCOMING EVENTS

● Clothing Drive

April 29, 2019
10:30 am - 2:00 pm
Wyoming Union Breezeway
Donated clothing items will be collected for Laramie Foster Closet

● Staff Senate Meeting

May 1, 2019
1:15 pm
Senate Chambers in the Union

● Engagement Session

May 2, 2019
2:00 pm
East Ballroom in the Union
Learn more about UW's campus master plan project, and share your views on the future of the campus