Staff Newsletter

June 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.

Administration Updates

The Department of Administration provided updates on personnel changes and ongoing campus projects. Several units within Operations have reorganized recently, with corresponding personnel moves. Real estate operations, space allocations, and the university architect have joined planning and construction personnel in the Facilities Construction Management department. Operations has also celebrated a number of recent retirements.

Operations has numerous construction projects in progress. The Science Initiative building safety fence is up and work will begin soon. Across the street in the Enzi Building, construction of an Einstein Bagel is currently underway. The Engineering Building construction is complete, and crews are working on landscaping around the building. Further east near the Anthropology Lot, construction has begun on the satellite energy plant. The satellite energy plant will provide a better system for heated water and will relieve some pressure from the central energy plant. Other projects include the Tobin House for freshmen, which is scheduled to open in the fall, and planning on the Law School addition.

As you know, the Housing Project is being administered by the Housing Task Force. Campus constituents and community members should feel free to share their thoughts about the housing plan with task force members.

Finally, Operations has scheduled its annual steam shutdown this summer June 19th – August 22nd.

Human Resources Updates

Human Resources personnel have been working hard to address questions and issues arising from the implementation of HCM. A faculty listserv discussion recently raised the issue of redundant notifications and a time-consuming hiring process in HCM. One obstacle that HR has identified is that individuals within the workflow who need to approve a process within HCM before it can move forward either did not understand their role or did not wish to be included in the approval chain. A second issue is that the default notification settings for the hiring process were generating more notifications than the users wanted to receive. These issues will both be addressed by fine-tuning the chain of approval for hiring decisions and adjusting the notifications settings. Human Resources is working on a solution and will send out a communication to the campus community when a new business process has been identified and fully tested.

DID YOU KNOW

The Wyoming Retirement System (WRS) recently hired a new Executive Director, David Swindell, to replace Ruth Ryerson upon her retirement. Swindell is from Riverton and served as the system's Deputy Director for five years prior to being hired as Executive Director.

The Spring/Summer WRS newsletter is currently available. Topics covered in the current edition include legislative updates for pension plans and pensioners, 2018 financial data for WRS, changes to the WRS board of trustees and legislative liaisons, enhancements for refunds and out of state retirees, a WRS retirement quiz, and more.

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University of Wyoming

LIAISON REPORT

Athletics Planning Committee

The APC reported a clear-bag policy that will go into effect the fall of 2020 for all athletic events. Fans can also expect improved Internet service in the Athletic Complex next year, which comes with a price tag of $6.5 million. A search is currently under way for a Director of Student-Athlete Well-Being who will also serve as a sexual assault victims' advocate. The funding will come from the President's Office until Athletics can fund the position themselves.

Campus Master Plan

The Master Plan continues to move forward in phases. To follow the progress and read updates, go to the Division of Finance and Administration website.

No More Committee

The No More Committee is working on filling a campus facilitator position by this fall.

Parking Study

The final report on the parking study was released in early June. Contact your senator if you would like to see a copy of the report.

Strategic Improvement Work Group

The working group will continue to focus on professional development opportunities, along with work load issues, for staff. The goal is to have a work load survey out by this fall.

Union Visioning Study

The Union Visioning Committee will meet at the end of June to review survey information and go over initial recommendations. Funding will be reviewed later this fall.

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 email your questions or use our survey form by clicking here.

Question:

My college is undergoing a reorganization and several staff positions will be eliminated. I don't think the staff members who are impacted have been notified. What is the current policy on laying off employees?

Answer:

The UW Employee Handbook contains a procedure for managing reductions in the workforce and a retrenchment policy laying out the rights of employees who are impacted by reductions. According to the Handbook:

> A status employee subject to retrenchment shall be given as much advanced notice as possible, but no less than 30 days. The notice shall include the reason for the layoff, the effective date of the layoff, and instructions on who to contact for information on staff benefits continuation, counseling, and placement in another position. A copy of this Retrenchment Policy should be included with the notice.

The policy also notes that the department initiating the layoff must consult with Human Resources throughout the process.

Employees who are impacted by workforce reductions have priority for open positions within UW for which they are qualified for a period of twelve months following their termination. Human Resources staff work with hiring departments to ensure that retrenched employees are given adequate consideration in the hiring pool. If a retrenched employee is hired into a new position at UW within the twelve month period, their original UW hire date will be reinstated, and they will retain their vacation accrual rate prior to termination.

Senate Update

Staff Senate held its annual retreat on June 19th to discuss our successes and challenges from this past year as well as goals for the coming year. One topic that was raised was a celebration of the many accomplishments Senate has achieved over the years since it was established in 1977. Staff Senate has been instrumental in bringing many benefits and policy improvements to UW on behalf of staff. To read a summary, of Staff Senate's work, click here.

UPCOMING EVENTS

Cornhole Tournament

July 11, 2019
11:30am - 1pm
Prexy's Pasture

August Meeting

August 7, 2019
1:15 pm
Senate Chambers in the Union