



Staff Newsletter

March 2019

Points to Ponder

In our regular Points to Ponder news feature, we bring you administrative updates that were shared with us during our monthly Staff Senate meeting.

Campus Planning

As a part of the University's planning for the future of the Laramie campus, three processes are currently underway. A bill laying out parameters for the construction of new student housing recently passed the legislature, and it can be viewed by clicking [here](#). This legislation followed from the work that was done by a housing task force that included members of the University administration along with legislative appointees. More information on the work that this task force completed can be found at [this website](#).

Along with the work on student housing, a campus master plan to guide future construction and other physical updates to the campus is currently in the works. A survey requesting feedback from campus constituents will be released soon.

The third ongoing planning process is a parking and transit study. A preliminary report on the findings of the study was presented to the campus community in February. Following that presentation, Staff Senate received many questions and concerns from staff across campus, and we have presented these concerns to President Nichols, Vice President Theobald, and Chair True. The results of the parking and transit study will be integrated into the Campus Master Plan. As the campus planning process continues, Staff Senate will ensure that staff

questions and concerns are integrated into the process.

Cost of Living Adjustments

As you may know, the budget that was recently approved by the state legislature included funding for a cost of living adjustment for state employees. There has been some confusion about this adjustment. Earlier reports stated that for UW employees, the increases would be allocated using the UW Salary Policy, which requires the use of merit and market rankings when determining salary increases. While the original plan did involve disbursing the salary funds via the process laid out in the salary policy, further direction from the legislature clarified that this is a true cost of living increase of about 2% to be applied across the board on each eligible employee's salary up to \$80,000.

Performance Evaluations

Staff employee performance evaluations for the 2018 calendar year have been moved into HCM. Staff Senate is aware of a number of issues that employees and supervisors have encountered. Any issues that were brought to our attention have been shared with Human Resources. As you may know, the deadline for completion of evaluations has been extended to April 30th to give employees and HR support staff more time to address the issues that have come up. Those who are experiencing difficulties are encouraged to email userhelp@uwyo.edu, or call Jesse Begin, at 766-5484.

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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: There was a campus announcement in November 2017 that UW had hired a consultant to review the American Heritage Center and produce a report about management practices. Has that report been released? I know a lot of members of the UW community would be interested in reading it.

Answer: The external review report has been released and is available [here](#). The report highlights the strengths and the unique position enjoyed by the AHC along with challenges and recommendations for staffing and leadership moving forward.



LIAISON REPORT

Athletic Planning Committee:

- The Student-Athlete Advisory Committee is looking for potential community projects. Suggestion can be shared with [Alyson Hagy](#).
- Sexual assault education and awareness continues to be a top priority. President Nichols has recommended that two student-athletes should sit on the No More Task Force.

Facilities Planning

Air Force ROTC has requested vacated space in Wyoming Hall (Rooms 101 and 102) to accommodate increased enrollments in their Aerospace Studies Program.

Senator Kristin Blevins has been appointed as the Staff Senate representative to the **Strategic Improvement Working Group**.

DID YOU KNOW

The February Staff Senate meeting featured special guests Allison Burron (Cigna) and Brad Cooper (MINES & Associates), who each presented on the wellness coaching that's available through their programs. The Employee Assistance Program that is offered to UW employees through Mines & Associates includes four sessions of [wellness coaching](#) per year. The employee can choose the area(s) that they would like to address, and the coach can help to put together an action plan, or the coach can help the employee identify the area(s) they would like to work on.

Burron and Cooper noted that once a UW employee has used their four annual coaching sessions with Mines & Associates, they can continue their work with Cigna by navigating to [Mycigna.com](#) and logging in, or downloading the Mycigna app. Mines & Associates and Cigna have begun working together to facilitate transitions between the two programs.

POLICY CORNER

Staff Senate recently put forth a [resolution](#) in support of longevity pay for classified staff at UW.

In 2009 Wyoming Senate File 125 (State Employee Compensation) provided for longevity pay for staff at Wyoming state agencies in the amount of \$40 per month for each five years' of service. You can read more about this benefit for state employees on the [A&I website](#).

UW staff employees were excluded from the benefit of longevity pay at the time that SF 125 was originally implemented because the University is funded through a block grant. Since that time, UW staff salaries have failed to keep pace with the salaries paid at other agencies, creating significant inequities between UW and other state employees.

If you have comments or suggestions regarding this, or any other [Staff Senate resolution](#), contact your [Senator](#).

SENATE VACANCIES

Staff Senate invites you to join us in representing your peers in campus planning and policy discussions. We currently have openings in Academic Affairs (3), Administration (4), Government, Community and Legal Affairs (1), Institutional Advancement (1), Information Technology (1), and Student Affairs (1). Contact us at staffsen@uwyo.edu for information.

IMPORTANT DATES

● Staff Senate Meeting

April 3, 2019

1:15 pm

Senate Chambers in the Union

● Staff Recognition Day

April 4, 2019

10:00 am

Marian Rochelle Gateway Center

Doors open at 9:30 am. President Nichols has approved two hours of release time for UW employees to attend this event. Free parking and bus transportation will be available.

