

UPCOMING EVENTS & ANNOUNCEMENTS

Winter Closure and New Year's Holiday

- 2022 is quickly coming to an end.
- Please remember that University offices will be closed from Friday December 23rd - Monday January 2nd.
- Staff Senate would like to take a moment to thank ALL staff members for all of your hard work this year – Your time and commitment is truly appreciated! That being said, please enjoy the break and we will see you in 2023!

COVID Supplies

- Custodial Services still has cleaning and personal protective items available for anyone in need, including face masks, disinfecting spray cleaners and hand sanitizers. If you would like some, please contact Senator Peter Wolfinbarger at pants@uwyo.edu or 307-766-2326.

Holiday Food Drive

- Staff Senate will be collecting food and monetary donations to supply members of our community with food for the upcoming holidays. Everyone is welcome that is in need – Students, Staff and Faculty.
- **If you would like to receive food from or nominate someone to receive, email staff senate at staffsen@uwyo.edu. If there are special needs – you may add that information to the email.**
- Distribution will take place on December 19-20 at scheduled appointment times in case anyone wishes to remain anonymous.
- See Attached Flyer for full details

ADMINISTRATION REPORTS

Academic Affairs – Provost Carmen

A. Legislative Updates

- a. Provost Carmen and other UW Officials will be in Cheyenne over the next few days to discuss the supplemental budget request that is moving through the Legislature.
 - i. Please see finance section below for more details

B. Fall 2022 Graduation

- a. Ceremonies will be held this weekend
 - i. Provost Carmen would like to thank all staff who have made this event possible.

C. New Task Force to review Student graduation progression

- a. Academic Affairs has created a new task force in conjunction with student affairs that will be reviewing procedures, processes and general interaction that may be causing an impediment to a student's graduation progress.
 - i. One example that has come up is the way UW speaks and interacts with students who are not progressing and end up on academic probation. Should UW be shunning them or helping them overcome the obstacles?
 - ii. Staff Senate will keep you updated on this program

D. Staffing Review

- a. Deloit Consulting is now on campus and is in the beginning stages of reviewing information

- pertinent to completing this study.
- b. Deloit Consulting's review will only include areas affected by the 2-13 Re-organization and Academic Colleges.
 - i. Please see human Resource section below for more details.

Division of Administration – Bill Mai – VP of University Campus Operations

A. Update on campus operations

a. Parking

- i. The parking garage construction is about 1 month behind schedule.
 - 1. Supply issues with the elevator are a main cause of delay.
 - 2. Operations is hoping to have the garage finished by mid-February.
- ii. Union Parking Lot
 - 1. This will remain open until the parking garage is completed ***to the extent UW can keep them open.***

b. Dorm construction

- i. Approval for construction on the South Dorm Hall has been delayed. The timeline for the approval is still to be determined.

Parking and Transit – Paul Kunkle

A. Parking

- a. East Union Lot – 30-40 spaces will be lost as trailers move in for work on the North Dorm when that construction project starts.
 - i. Old WyoHall will lose about 50 spaces.
- b. Parking around the lab school is anticipated to be updated to a Brown level parking area.
 - i. The Lab school is working on the flow of pick up/drop off to help with flow of traffic around the school.
- c. UW is in discussions with the City of Laramie to open an additional parking lot on the north side of campus at 11th and Bradley.
 - i. It may be mid semester when these are active
 - ii. This new lot will have EV chargers available.
 - 1. Transit is developing a fee structure for anyone wanting to use the chargers – TBA.
- d. Expanded transit times will begin once the east lots close.
- e. An updated parking lot outline will be published before Spring Semester begins.

Division of Administration – VP of Budget & Finance Alex Kean and VP of Governmental Affairs and Community Engagement Mike Smith

A. Legislative Updates – Alex Kean

- a. The State of Wyoming Budget hearing is this Friday.
- b. Governor Gordon's budget request is good news for UW.
 - i. There is additional salary compensation requested and at a higher rate that we asked for. The total amount of the budget request under review is \$15 mil.
 - ii. IF the legislature approves this it may be approved to be effective this spring rather than July 1.
 - 1. We will keep you posted – remember – this is still in the *proposed stage and has not been approved yet.*
 - a. The Legislature is in session mid-January – late February.

- b. This week's meeting is for UW officials to defend the budget recommendations.
- iii. The reasoning behind the higher increase is due to multiple factors, including but not limited to: an inflation adjustment, science and tier 1 initiative projects and additional campus security funding.

B. Legislative Updates – Mike Smith

- a. Thinks that with this year's senate we may see more opposition to spending than we have in the past year.
 - i. Various environmental activities and inflation have brought more focus to spending.
 - ii. He is hopeful that because we are asking for salaries, security, etc. that this will help with gaining legislative approval.
- b. Mike will work on getting a more cumulative summary that can be distributed to staff members of what UW is doing in an effort to increase transparency and so that staff members are able to have knowledgeable conversations on these topics when in a public forum.
 - i. If you happen to speak to your State representative about the upcoming legislative session: it is important to speak as a constituent, not a State Employee.
- c. CAUTION: please remember that this budget is NOT CONFIRMED YET – do not get your hopes up until the legislature actually approves the budget increase.

Human Resources – Bob Link - AVP of Human Resources

A. End of the Year Performance Goals & Review:

- a. Goals need to be input into WyoCloud by Dec 31 for 2022.
 - i. There are training and help sessions available to anyone who may want/need them.
- b. 2022 Performance review begins in January 2023.

B. HCM Review:

- a. HR will continue to use Deep Dives to deliver information to everyone.
- b. All QRG's have been updated.
- c. HR is continuing to work on their website making information easier to locate.
- d. Revamped non-benefited position # taking place now – hope to be done by year end.
- e. HR has begun having regular meeting w/ Oracle to create efficiencies in WyoCloud hoping to make it more useful and see if other available recruiting features would be better for our users.
 - i. If UW staff members want the system to do something oracle cannot do – HR is exploring alternatives & work a rounds that may help.

C. Year-End Information:

- a. Make sure your address is up to date and you have selected electronic delivery for your end of year documents.

D. Classification & Compensation & Staffing Study Updates:

- a. As mentioned by Provost Carmen: Deloit Consulting is now on campus and is in the beginning stages of reviewing information pertinent to completing this study.
 - i. They are beginning with foundational work: creating interviews and structures for UW and comparing those to the same across the state of WY.
- b. HR is working on creating a process for the compensation side of the Deloit review that can be used by UW to continuously review the market value of positions without having to bring in an outside consultant.
- c. Working groups have been formed to represent staff, staff senate, faculty senate and faculty that will be effected by the study so that all voices are heard.
- d. Please send questions to HR@UWyo.edu.

- i. HR is currently developing a more enhance communication venue to keep everyone updated
- e. **Limits for this study:**
 - i. There will be some cross reference:
 - 1. The study will be determining the amount & type of work that a given position is determined to be accountable for.
 - 2. This description will then be applied to all like named positions.
 - ii. The actual staffing reviews will only take place within the departments that are being restructured and in academic units.
 - iii. **Staff Senate has raised this as a concern and has asked for more information from HR and Administration during the January 2023 Staff Senate meeting detailing how this will affect all other Divisions.**
 - 1. For instance: What type of staffing review will all other Divisions receive if not a review directly from Deloit?
 - iv. **Staff Senate is prepared to take action to ensure all divisions are treated fairly and have equal access to and equitable levels of staffing.**
 - 1. *PLEASE NOTE:* VP Link currently does not have information on how the Deliot staffing survey will affect all staff outside of the restructured and academic units at this time. He has agreed to relay Staff Senate concerns that all campus staffing levels are not being reviewed for staffing shortages and will bring us an update next month.