

UPCOMING EVENTS & ANNOUNCEMENTS

UW Town Hall for Staff Members

- Tuesday February 7th! All Staff are encouraged to attend. This is your chance to hear directly from UW Administrators.
- Your time attending the Town Hall is to be considered the same as any other time you would spend attending any other type of meeting.

Half Acre Gym – Golf Simulator

- Half Acre gym has gotten a golf simulator! If you have a membership and complete the initial 45 minute training on the use of the equipment you can try it out! See their web site for more details.

2nd Disbursement of the FY23 Board of Trustees Employment Retention Payment

- Remember to check your March 31st paystub! The 2nd half of the Board of Trustees Employment Retention payment will be given at this time.
- The full allocation will be disbursed proportionately. Payments reserved for employees that have since left the University will be distributed amongst those still employed.

Staff Recognition Day

- This year's celebration will be held at the Hilton/UW Convention Center on Thursday, April 13th from 11-1 - mark your calendars!

Staff Senate Elections

- If you have ever considered being a senator, now is the time to act. Thanks to legislation passed by Staff Senate in FY22, Classified Staff members can serve as a senator in a seat outside of their college.
- Nominations will open in March for vacant seats on Staff Senate. You can nominate yourself or someone else. We will send out the electronic nomination forms when the process opens.

Staff Senate Climate Assessment Survey

- Staff Senate will be sending out a survey to all *classified staff* the beginning of March. This is NOT a full campus survey.
- The survey will focus on high level areas with the results affecting what Staff Senate should focus on next year. PLEASE, PLEASE, PLEASE complete it when it comes out!

The HCM Review Committee has asked for your input

- Please let your Staff Senator know if there is something you would like to see in a deep dive, or a process that you feel could be more efficient.

ADMINISTRATION REPORTS

President Siedel

A. Legislative Session at the State of Wyoming

- a. President Siedel is being updated daily by members of his cabinet that are spending time in Cheyenne for the session.

- b.** There are some newly elected congressional members in the legislature this year which are causing a few unknowns in the areas which affect the University:
 - i.** Salaries: the good news so far:
 - 1.** \$15 MIL was requested (\$10 MIL for staff), we are now at 13 MIL, progression is good, but nothing is definitive until the final passage.
 - ii.** There was a good reception on restoring the engineering budget to the 2015 level supporting programs and people.
 - iii.** Capital construction has been more difficult:
 - 1.** Over \$1 MIL is needed to complete our current projects due to inflation, but we have support from legislative leadership.
 - iv.** Social Issues: some legislative circles view UW as leaning on the liberal side and are concerned that more conservative views are being suppressed and could lead to freedom of speech issues.
 - 1.** In response, UW has created a working group to find out more and offer suggestions on how this can be addressed.

B. BOT updates:

- a.** Key point – President Siedel’s position WAS RENEWED!
 - i.** President Siedel appreciated the staff review of his report. There were 8-9 items were he can focus his efforts on in the coming year(s).
 - 1.** UW Staff employees are just as important as students & faculty.
 - 2.** UW Morale needs to be brought up.
 - a.** He will be exploring ways to make this better.
- b.** All Deans, Presidential cabinet members and Senior Leadership positions are now filled.
- c.** UW’s strategic plan was accepted by the Board of Trustees.
- d.** Approval of tuition and financial aid as it is right now.
 - i.** However, we will be looking at an updated model in the future to encompass in the full budget and make sure we have incentives for growth.
 - ii.** A working group will begin exploring this early this summer-late spring (after FY24 budgets in).
- e.** Upcoming BOT appointments to fill vacancies as board members retire:
 - i.** Pres Seidel recommended to the Governor that we need a more diverse board, including more women serving as Trustees.

C. Aligning goals across campus is a priority:

- a.** Administration, Board of Trustees, Senates, etc.
- b.** See UW’s Strategic plan for more details.
- c.** UW morale and employee well-being IS a priority.

D. 12/22 Flexible Work Schedule Revisit:

- a.** Administration would like everyone to know that they really tried to do something good for everyone and apologize that the result was not as they had expected.
- b.** He is discussing this topic with his cabinet this week.

- i. There will be better internal and campus communication when future events occur.
- ii. Most likely will be either all be on or we will all be off.
- iii. More definitive statements will be issued, leaving less room for individual interpretations.

Academic Affairs – Chief of Staff Mandy Gifford on behalf of Provost Carmen

A. Strategic Plan

- a. UW administration presented the UW Strategic Plan to the Board of Trustees for approval and received overwhelming support from the board, ASUW and Staff Senate.
 - i. The full plan and additional steps that will be taken can be viewed on the Academic Affairs website.

B. Saddle Up

- a. Changes have been made on the design and implementation of the fall 2023 event, including items such as: more time for more in and in between activities, rotating lunch topics, introduces students to campus and enhancements to time management and study skills.

Human Resources – Bob Link - AVP of Human Resources

A. End of the Year Performance Goals & Review:

- a. 2022 Performance review has begun and is open until 03/31/23.
- b. Last month, Staff Senate asked if there was anything HR could do to implement a consistent scale across campus.
 - i. It is well known that supervisors across campus rate differently than others.
 - 1. For instance: to some a 5 is doing your job well, but that same level of effort would be rated at a 3 by a supervisor in the building next door.
 - ii. HR has begun addressing this issue and is working on “A calibration review of the performance evaluations” - A Standardization of the Scale.

B. Classification & Compensation & Staffing Study Updates:

- a. Deloitte Consulting is now on campus and has begun the study.
 - i. Staff involvement:
 - 1. 462 employees responded to the initial high level survey identifying functions across campus.
 - 2. 657 employees responded to the Satisfaction survey.
 - 3. 40 stakeholders were interviewed in December.
 - b. Not all employees on campus will be surveyed, but there will be a mix between departments.
 - i. If you would like to be interviewed or feel you have additional information that may be pertinent, you can schedule an individual meeting with Deloitte by contacting VP Link.
 - c. Next Steps: Review of State recommendations, job classification analysis and final conclusions.
- d. HR is creating a process and a SAP for the compensation side of the Deloitte review that can be used by UW to continuously review the market value of positions without having to bring in an outside consultant.