



UPCOMING EVENTS & ANNOUNCEMENTS

Staff Recognition Day

- Staff Recognition Day 2024 will be held April 16th in the Arena Auditorium from 11:00 AM – 1:00 PM
 - Food and drinks will be provided.
 - There will be recognition awards, games, and raffles during the event.
- 2.5 hours of release time has been approved through the President's Office so that all may attend.

Staff Senate Elections

- Senator and Senate Officer Nominations for full senate and officer positions are open now.
- Voting on accepted nominations will occur on May 1.
- New Senators and new Officers will begin their duties on July 1.
- **If you would like to volunteer for a position or nominate a peer, please send an email to your Staff Senator as soon as possible.**

Proposed changes by which UW community learn how to report concerns. – VP & General Council Tara Evans with Internal Auditor Becky Garcia

- Part of President Seidel's Freedom of Expression workgroup is how to handle complaints on campus
 - a. A website exists ([Report a concern \(uwyo.edu\)](https://uwyo.edu/report-a-concern)) and a hotline where anyone may submit complaints; this is an offsite platform and completely anonymous.
 - i. There is a proposal to add a tile on this website for freedom of expression specific concerns and one proposed for student specific freedom of expression.
 - ii. This group is asking for feedback from Staff on this topic and if it would be welcomed, encouraged concerns.
 - a. Feedback is encouraged by the end of April
 - i. Please contact your senator if you would like to provide feedback, they will relay that information to the working group before the May Staff Senate Meeting.

ADMINISTRATION REPORTS

President's Office – Chief of Staff Kelsey Kyne

A. Upcoming events:

- a. Coffee and conversation Thursday April 11 from 1:30 – 3:00
- b. Spring convocation 2:30 to 4:30 and streamed on Wyo-cast on April 24

B. Presidential Leadership Institute for UW Staff has launched

- a. Over 40 applications were received and the office is in the process of reviewing and initiating the program.
- b. The program initially was going to take twenty participants and grow year to year, they are now reviewing to see if that number may be increased.
- c. The [Presidential Leadership Institute](#) (PLI) information may be found through this link.
- d. The platform of the program is to learn new skills, increase communication abilities, gain leadership skills, DEI, etc.
 - i. These skills are meant to assist with career growth, provide career enhancements and be applicable to career ladders.
- e. Meetings will be held between May 2024 through September 2024.

- i. The final meeting will be held at President Siedel's home.
- C. The President's Office is committed to recognizing staff efforts:
 - a. The Office initiated The Presidential Excellence Award for a staff member in support of UW's Strategic Plan:
 - 1. Enhancing Student Success, pursuing institutional excellence, providing a supportive community, engaging with, and serving the state of Wyoming and cultivating financial stability & diversification
 - a. There will be a \$1,000 cash award associated with this award.
 - ii. President Siedel will be presenting at the April 16th Staff Appreciation Day event
 - iii. President Siedel will also be hosting an upcoming employee of the quarter recognition.
- D. President Siedel would like to create a new event for staff centered around student success and those staff members who have made this possible.
 - a. Please watch for more information to come.
- E. The President's Office continues work on the Freedom of Expression initiative on Campus.
 - a. There is still a perception that individual speech is restricted on campus. His office will continue working on this to make sure it becomes better.

Ombudsperson – Nellie Haddad

- A. Nothing new to report on this month

Academic Affairs – Chief of Staff Mandy Gifford

- A. Mandy provided clarification on previous communication confusion : Provost Carmen did not tell Deans to stand down regarding Staff reorganization and that was not the intention of prior conversations.
 - a. The conversation was intended to promote working together and collaboration in the engagement and advancement of the upcoming changes.
- B. Thank you to everyone involved in the recent Student Days
 - a. You are appreciated and are amazing!
- C. Next Gen USP (University Studies Program)
 - a. Scheduled to be implemented in Fall 2026.
 - b. Freshman (FYS) Seminar will not be required as part of the USP.
 - i. It is OK for the colleges to have this as long as the college is hosting and taking care of the program.
 - ii. It is being replaced broadly by another course than will build on the foundations from Saddle Up.
 - c. The office is currently engaged in gathering information and feedback.
- D. Academic Affairs as stated in the University's Standard Operating Procedures and as required for the office, is currently reviewing low enrollment and low competition courses again.
 - i. The list this year is much smaller than last year, and will be delivered to Dean's soon so that they can review and submit any narrative in support or opposition.

Student Affairs – AVP/Dean of Student Success & Graduation Nycole Courtney

- A. Not present

Office of Research & Economic Development – Assistant to the VP of Research & Economic Development, Chelley Schneider

A. Upcoming Events:

- a. 4/23-4/24 - Controlled Environment Ag Workshop – Marian H. Rochelle Gateway Center
- b. 4/23/24 – Colorado – Wyoming Climate Resilience Engine Kick-off – Marian H. Rochelle Gateway Center
- c. 4/25/24 – ART Grant Kick-off (Accelerating Research Translation) and Navigating the Start-up Ecosystem - Coe Library

Division of Operations – VP of Campus Operations, Bill Mai

A. Not present

Division of Budget and Finance – AVP Aaron Courtney

A. Not present

Human Resources – AVP Bob Link

A. Case for Change & Deloitte Study Update:

- a. UW administration is pumping brakes just a bit to meet with the colleges and units with the intention of listening to their feedback.
 - i. These conversations will allow Administration to determine the path forward and the roll out timeline. As of today, they are still hoping for July 1, but the conversations may have an effect on the final date.
 - ii. HR will also have 1-on-1 conversations with affected staff members.
 1. HR will be setting up in the college to allow individuals to come speak with a representative and discuss the impacts to their specific situation.
 2. The representative will be from HR & Budget and Finance. AVP Bob Link will provide training to the representative(s) prior to the meetings taking place.
 - a. They will meet with individuals impacted (supervisors are not required to be at an individual's meeting)
 - b. Timeline is dependent on how many people attend and how many questions are asked during each conversation.
 - c. Estimated timeframe is 3-5 weeks. These will start this month (Monday, April 8th)
 - iii. The committee for hiring new shared line manager positions will be determined as soon as the position descriptions are finalized. These positions will be posted internally only and are anticipated to be posted next week.

B. There is a new lower \$35 co pay for local mental health visits.

Government Affairs – VP of Government Affairs, Mike Smith

A. The State of Wyoming Legislature agreed upon this year's budget.

- a. UW's overall request was well received
 - i. UW's priority was for compensation to increase wages, but these increases have been delayed until July 2025 and will be mostly used to address compression issues.
- b. Other various items and provisions were also funded including funding for mental health initiatives
- c. Joint legislative committees are now meeting and many will be on campus during the legislative break.

B. Budget and Finance is currently having meetings with all units on campus regarding their upcoming budgets for FY25.

Diversity, Equity, and Inclusion–VP of Diversity, Equity, and Inclusion Zebadiah Hall

- A. AVP positions in the DEI office be not moving forward.
- B. VP Hall is working with the DEI working group to gather information in response to the Wyoming Legislative budget.
 - a. There are somethings we will still do – such as ADA, etc., other items we may have to change.

Staff Senate Updates

- A. Staff Senate is currently gathering nominations and contacting those nominated for Staff Senate positions.