

WEBVTT

00:00:09.814 --> 00:00:10.164
Yeah.

00:00:11.764 --> 00:02:00.644
Hello.

00:02:02.204 --> 00:02:02.684
Perfect.

00:02:05.074 --> 00:02:06.044
Go ahead, all right.

00:02:08.404 --> 00:02:10.564
Hello. Is that good?

00:02:14.134 --> 00:02:14.364
No.

00:02:17.004 --> 00:02:17.414
Just.

00:04:18.414 --> 00:04:21.024
We have chairs up there. We have, yeah.

00:04:21.854 --> 00:04:23.844
All right. Can you guys hear me OK?

00:04:25.514 --> 00:04:26.654
And in.

00:04:27.364 --> 00:04:28.114
Good. OK.

00:04:29.164 --> 00:04:29.534
Yes.

00:04:37.694 --> 00:04:40.734
We'll get started here just a second

00:04:40.734 --> 00:04:41.484
Good 159.

00:04:57.124 --> 00:05:00.874
Alright, 2:00 folks are joining online, so we'll give

00:05:00.874 --> 00:05:01.574
ve him a couple minutes.

00:05:37.924 --> 00:05:38.874

Causing trouble?

00:05:54.854 --> 00:05:57.964

Alright Mikes here, we can get started now.

00:06:08.384 --> 00:06:11.534

OK, we're going to get started a little

00:06:11.534 --> 00:06:15.124

bit. After two we have good

00:06:15.124 --> 00:06:18.884

know, good online participation. So we're gonna get started first of all

00:06:18.884 --> 00:06:21.994

I, thank you to the HC team. So, Anthony

00:06:21.994 --> 00:06:25.074

and Josh and the rest of the team for setting this up. Lakin

00:06:25.074 --> 00:06:30.044

and her team, of course, as always, for helping coordinate these. Welcome to

00:06:30.044 --> 00:06:33.474

our third town hall for the month of October I

00:06:33.474 --> 00:06:36.764

know we met just a couple weeks ago. Feels like for

00:06:36.764 --> 00:06:39.064

the September one we have to push that one because of the.

00:06:39.144 --> 00:06:42.464

Of the work we were doing on the IT governance, but we want to

00:06:42.464 --> 00:06:45.494

get this back on the kind of the four week cadence

00:06:45.494 --> 00:06:48.764

And so we'll meet today and then I'll show you the

00:06:48.764 --> 00:06:52.284

dates for November and December and then we also have some dates

00:06:52.284 --> 00:06:53.624

earmarked for January.

00:06:54.724 --> 00:06:55.924

In terms of agenda?

00:06:57.324 --> 00:06:58.824

If this thing will work.

00:07:05.114 --> 00:07:08.674

Wanted to today really focused on 2 areas

00:07:08.674 --> 00:07:12.214

One is give you some general updates

00:07:12.214 --> 00:07:15.654

Last time we met talked a little bit about the deep dives

00:07:15.654 --> 00:07:19.664

that we're doing and three areas and so we'll want to James going to cover some of the some

00:07:19.664 --> 00:07:22.744

some of the updates there. We're still waiting some of that

00:07:22.744 --> 00:07:25.034

information back, but give you some general updates.

00:07:25.774 --> 00:07:28.884

Also I think we'll go into a little

00:07:28.884 --> 00:07:32.124

e bit more detail about the service catalog and delivery matrix

00:07:32.124 --> 00:07:35.384

This is something that we shared with you back in August of kind of what that

00:07:35.384 --> 00:07:39.124

t, what that looks like sort of the overall matrix and all the

00:07:39.124 --> 00:07:41.794

different verticals and aspects of within each area.

00:07:42.504 --> 00:07:45.624

We've highlighted. We we've selected

00:07:45.624 --> 00:07:50.154

a handful of those just to kind of give you a snippet into what that work

00:07:50.154 --> 00:07:53.464

entailed and we really went as leadership group had some

00:07:53.464 --> 00:07:56.874

e good healthy dialogue around those areas and

00:07:56.874 --> 00:07:59.954

d as we look towards the future and not so much about reporting

00:07:59.954 --> 00:08:03.074

structures or anything like that, but just from a service delivery and ownership

00:08:03.074 --> 00:08:06.654

p, where is that best suited at sort of what layer

00:08:06.654 --> 00:08:11.354

right, enterprise campus or specialized. So what we'll go into that into those details

00:08:11.354 --> 00:08:13.294

we have Melinda Lilly here from our.

00:08:13.384 --> 00:08:16.614

HR team and so she's going to there were

00:08:16.614 --> 00:08:19.954

e a lot of questions about job architecture in our last town hall

00:08:19.954 --> 00:08:23.634

So we're going to spend a fair amount of time going over that today

00:08:23.634 --> 00:08:28.274

Just giving you a perspective of what it is, why is it important

00:08:28.274 --> 00:08:30.234

sort of the process that we're we're embarking on.

00:08:30.924 --> 00:08:34.604

And there's going to highlight also some of the comp

00:08:34.604 --> 00:08:37.894

analysis that is underway and then kind of give

00:08:37.894 --> 00:08:41.884

you a sense of know very 10,000 view foot view of

00:08:41.884 --> 00:08:45.834

career advancement opportunities in the future and kind of the different paths and options that

00:08:45.834 --> 00:08:49.164

can take talk a little bit I think job tiling

00:08:49.164 --> 00:08:53.604

iling as well and then we'll get into next steps and of course Q&A

00:08:53.604 --> 00:08:56.744

So I don't know that we'll take the full hour to get us

00:08:56.744 --> 00:09:00.034

to Q&A, we may maybe done sooner which is fine

00:09:00.034 --> 00:09:01.114

e, but I at least want to give you.

00:09:01.214 --> 00:09:03.744

An update and on a four week basis.

00:09:05.074 --> 00:09:08.554

Before we jump into the into those topics, I always want to

00:09:08.554 --> 00:09:11.954

start our sessions with a reminder of our of

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objectives, right What are we doing? Why are we doing it? What are we trying to accomplish?

00:09:15.764 --> 00:09:18.884

So first and foremost, you've heard me say this time

00:09:18.884 --> 00:09:22.234

and time again, but again, we're here to try to unify all of all of the it

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roles in teams and responsibilities under single

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organizational umbrella and that leadership structure

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This is really one of the fund foundational elements as we

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e move forward, so we can continue to advance and mature our processes.

00:09:37.104 --> 00:09:40.824

So that's one of the first steps, the

00:09:40.824 --> 00:09:44.144

other item is our governance, right? We're in the process also

00:09:44.144 --> 00:09:47.864

redesigning and revamping our IT governance framework again

00:09:47.864 --> 00:09:50.944

n, we're just completed the workshop came up with

00:09:50.944 --> 00:09:54.844

h the kind of the design and the layout of kind of what that might look

00:09:54.844 --> 00:09:57.924

like. That's going to take a little bit of time to move

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that forward. Jim Buchanan is going to help me take the

00:10:00.994 --> 00:10:04.254

lead of kind of organizing all the different

00:10:04.254 --> 00:10:07.754

streams of work that will be associated with that, but that's

00:10:07.754 --> 00:10:08.834

critical component.

00:10:09.134 --> 00:10:12.644

For our new joint organization moving forward so

00:10:12.644 --> 00:10:14.164

o those are really the two key objectives.

00:10:15.694 --> 00:10:19.114

These are the guiding principles that you have also covered in

00:10:19.114 --> 00:10:22.124

the past. I'm not going to read read on, but I did want

00:10:22.124 --> 00:10:25.554

to highlight and stress because there were some questions about this

00:10:25.554 --> 00:10:28.754

last time about cost reduction, right AM

00:10:28.754 --> 00:10:33.174

m I going to see a salary reduction and we talking we talking about reducing

00:10:33.174 --> 00:10:37.164
the workforce and what have you. I just wanted to reiterate that cost

00:10:37.164 --> 00:10:40.414
is not the driver for what we're doing, right? This is this, that's
not

00:10:40.414 --> 00:10:44.604
at all now the well there be synergies will they be efficiencies

00:10:44.604 --> 00:10:45.614
efficiencies gained? Absolutely, but.

00:10:46.794 --> 00:10:50.494
We expect those, but we're not. We're not trying to meet

00:10:50.494 --> 00:10:53.994
a specific target of savings or head count reduction or

00:10:53.994 --> 00:10:57.024
what have you. It's actually trying to get us

00:10:57.024 --> 00:11:00.734
begin together under 11 umbrella so we can be stronger together moving

00:11:00.734 --> 00:11:03.744
forward. So I just wanted to reiterate that because there were a few
questions

00:11:03.744 --> 00:11:05.694
last time about that.

00:11:07.734 --> 00:11:10.964
In terms of our timeline, I know this is very 10,000

00:11:10.964 --> 00:11:14.054
foot view of the timeline as we get into the sort

00:11:14.054 --> 00:11:17.384
of the final quarter of the year we're going to start

00:11:17.384 --> 00:11:20.494
rt laying out more sort of week by week you key

00:11:20.494 --> 00:11:23.654
w key objectives and tasks that we

00:11:23.654 --> 00:11:27.164
e want to accomplish. We started that conversation yesterday

00:11:27.164 --> 00:11:30.854

but we've we're very much in sort of the now

00:11:30.854 --> 00:11:33.994

w in the operating and organization design phase

00:11:33.994 --> 00:11:37.004

right. We just wrapped up the

00:11:37.004 --> 00:11:38.114

the interviews and the assessments.

00:11:38.834 --> 00:11:43.074

That the Lloyd conducted in three areas, they'll

00:11:43.074 --> 00:11:46.224

we still have again waiting on information they're going to get

00:11:46.224 --> 00:11:49.294

t gather the thoughts and provide some recommendations and more

00:11:49.294 --> 00:11:52.664

detail, but that work is completed in terms of the initial

00:11:52.664 --> 00:11:55.914

interviews and assessment and there's some high, high

00:11:55.914 --> 00:11:57.114

akeaways they've provided.

00:11:58.784 --> 00:12:03.644

And again, we're going to talk about the service catalog and ownership mapping again give

00:12:03.644 --> 00:12:06.664

you give you a highlight of what the work that we did

00:12:06.664 --> 00:12:09.824

and kind of where we landed on

00:12:09.824 --> 00:12:13.124

n things as an example. Again, there's multiple areas, so we can't

00:12:13.124 --> 00:12:16.534

do that all in one session we talked

00:12:16.534 --> 00:12:19.844

about Governance Roberts on PT0 by the way he

00:12:19.844 --> 00:12:23.274

He ran the Marathon Chicago Marathon this past weekend. I haven't talked

00:12:23.274 --> 00:12:26.344

d to him to see what his time was, but anything over 2

00:12:26.344 --> 00:12:28.854

hours is too long. So we'll have to give him a hard time that.

00:12:29.724 --> 00:12:33.374

Next time he's no I turned on the TV that happened to be in Chicago this

00:12:33.374 --> 00:12:36.614

s weekend as well, and I turn on the TV and the guy that was

00:12:36.614 --> 00:12:39.944

leading was running world pace and before know it

00:12:39.944 --> 00:12:43.514

now it, he's done. And it was 2 minutes, two hours and 35 seconds I think

00:12:43.514 --> 00:12:46.894

high is unbelievable and the lady

00:12:46.894 --> 00:12:49.954

dy that wanted was in two hours and 14 minutes I think, or something like that, so

00:12:49.954 --> 00:12:51.854

unbelievable, unbelievable pace.

00:12:53.744 --> 00:12:56.844

Yeah, Christopher's another runner, so you can give him a hard time.

00:12:58.224 --> 00:13:02.044

They really as we as we get into October and November

00:13:02.044 --> 00:13:06.584

we're really now going to start looking at the organizational structure and

00:13:06.584 --> 00:13:09.854

we've talked about the job architecture frameworks of Melinda is going to talk

00:13:09.854 --> 00:13:13.174

about that and the idea is to complete that

00:13:13.174 --> 00:13:16.634

work as much as we can in the month of October, maybe early November and then

00:13:16.634 --> 00:13:20.184

n of course in November time frame we know we need to socialize and review

00:13:20.184 --> 00:13:23.934

those cheap proposed changes with

00:13:23.934 --> 00:13:27.414

leadership across the all the institutions. So we'll do that

00:13:27.414 --> 00:13:29.844

t and then either sometime in November or December.

00:13:29.924 --> 00:13:33.624

We'll start to implement those and of course share those, insert share that

00:13:33.624 --> 00:13:37.054

t in more detail with you. So nothing has changed, we're still kind of

00:13:37.054 --> 00:13:38.174

kind of working to that.

00:13:39.024 --> 00:13:42.614

So with that, let me turn it over to James who's going

00:13:42.614 --> 00:13:46.304

to give us an update on again the interviews that. Deloitte

00:13:46.304 --> 00:13:49.344

conducted and again kind of a high level overview of

00:13:49.344 --> 00:13:50.924

f what the service catalog work that we did.

00:13:54.654 --> 00:13:55.084

Thank you.

00:13:57.044 --> 00:13:57.864

Need a microphone?

00:13:58.724 --> 00:13:58.904

Yeah.

00:13:59.644 --> 00:14:00.554

You able to hear me OK?

00:14:06.604 --> 00:14:08.054
There we go, better.

00:14:11.974 --> 00:14:13.084
OK, as you guys might.

00:14:15.044 --> 00:14:15.254
Yeah.

00:14:18.374 --> 00:14:20.184
OK. Is that better? All right.

00:14:21.504 --> 00:14:24.744
I thought I could project. Clearly not

00:14:24.744 --> 00:14:28.574
As you might recall, what we've been talking about is this ongoing kind

00:14:28.574 --> 00:14:31.824
of effort towards work, towards reviewing

00:14:31.824 --> 00:14:34.864
ur service catalog and really understanding what

00:14:34.864 --> 00:14:38.254
t our new normal will be and part of that effort

00:14:38.254 --> 00:14:42.104
t was this deep dive that Deloitte was doing on our behalf into 3

00:14:42.104 --> 00:14:45.474
ree specific areas. As a reminder, it was academic

00:14:45.474 --> 00:14:48.624
and classroom technology, data and analytics

00:14:48.624 --> 00:14:52.254
and research computing is kind of the three tiers that we were really

00:14:52.254 --> 00:14:53.354
digging into and that involved.

00:14:53.434 --> 00:14:56.444
Different people from different campuses depending on the

00:14:56.444 --> 00:14:59.894
vertical and whether you have a place in that or not

00:14:59.894 --> 00:15:03.364

but the purpose of Deloitte helping us with that

00:15:03.364 --> 00:15:06.784

is really trying to flush out all of

00:15:06.784 --> 00:15:10.224

the detailed understanding of what each area does what

00:15:10.224 --> 00:15:13.944

t their responsibilities are on campus and therefore to

00:15:13.944 --> 00:15:17.464

make sure that we have a better understanding as we're talking through the

00:15:17.464 --> 00:15:20.734

e service catalog that we're not making recommendations

00:15:20.734 --> 00:15:23.894

and changes that would negatively impact any

00:15:23.894 --> 00:15:24.254

particular area.

00:15:24.464 --> 00:15:28.074

So Sue and James and Roy led

00:15:28.074 --> 00:15:31.564

those efforts depending if you fell into one of these areas, you

00:15:31.564 --> 00:15:35.074

u might have met with them more than once we

00:15:35.074 --> 00:15:38.284

e have as Juan had just talked about, we certainly

00:15:38.284 --> 00:15:42.254

have had an opportunity to have a an initial debrief we

00:15:42.254 --> 00:15:45.634

e have not gotten their recommendations as of yet. So there's a little bit more

00:15:45.634 --> 00:15:48.984

discussion that needs to happen, but we did get

00:15:48.984 --> 00:15:53.084

t their initial debriefing and 1st pass of feedback from

00:15:53.084 --> 00:15:53.814
those interviews.

00:15:55.814 --> 00:15:59.004
Just as a reminder, when we're talking about the service catalog

00:15:59.004 --> 00:16:02.374
which is what I'm really going to roll into

00:16:02.374 --> 00:16:05.674
we're talking about the three levels. So you'll see like an E or

00:16:05.674 --> 00:16:09.374
or an S as we go to those

00:16:09.374 --> 00:16:12.834
slides. And that breakdown is just what you're seeing here, which now

00:16:12.834 --> 00:16:15.854
hopefully after a couple of town halls, you've seen multiple times E

00:16:15.854 --> 00:16:19.444
E being enterprise, see being campus and S

00:16:19.444 --> 00:16:22.654
really being the specialized unit

00:16:22.654 --> 00:16:23.464
r department service.

00:16:26.744 --> 00:16:30.244
So you didn't see this in the last town hall, but the

00:16:30.244 --> 00:16:33.304
town hall prior. You may recall this breakout of buckets

00:16:33.304 --> 00:16:36.554
for the service catalog. So this is you

00:16:36.554 --> 00:16:40.294
know bringing this back up we went through as a group and in
partnership with

00:16:40.294 --> 00:16:44.364
h Deloitte really kind of talking through each one of these buckets

00:16:44.364 --> 00:16:47.824
and really discussing you know the service needs

00:16:47.824 --> 00:16:51.644

whether it should be an enterprise provided service, whether it should be handled at the campus or

00:16:51.644 --> 00:16:55.604

whether it should be handled handled specialized in nature as you can

00:16:55.604 --> 00:16:57.194

n imagine some of these were not.

00:16:57.264 --> 00:17:00.284

Just to clear its enterprise or its campus sometimes

00:17:00.284 --> 00:17:03.524

s it's a combination and then we try to detail out if

00:17:03.524 --> 00:17:06.584

it's a combination, what those combinations would

00:17:06.584 --> 00:17:09.864

be, what roles each area is

00:17:09.864 --> 00:17:13.264

playing. The slides that we're going to bring up, the next three slides are going to

00:17:13.264 --> 00:17:16.674

give examples of some of these broad buckets and what we really mean and

00:17:16.674 --> 00:17:21.154

d how we broke them down, each one of those

00:17:21.154 --> 00:17:24.614

will have much more detail than even what you're seeing on the slide

00:17:24.614 --> 00:17:27.964

but hopefully it gives you kind of a tangible example of

00:17:27.964 --> 00:17:29.014

going from this into what.

00:17:29.084 --> 00:17:32.194

Do you mean by that pocket and how does that, how does that spread out

00:17:32.194 --> 00:17:33.234

e campus in the enterprise?

00:17:35.974 --> 00:17:39.534

So the first one I'm going to cover and

00:17:39.534 --> 00:17:43.654
that's for the category of administrative and business. So when you

00:17:43.654 --> 00:17:46.794
see service here, right, you see alumni and advancement and then

00:17:46.794 --> 00:17:49.824
you see athletics, auxiliary systems and then business

00:17:49.824 --> 00:17:52.964
capability and process automation. So if I go back to the prior slide

00:17:52.964 --> 00:17:56.454
you'll see how you have alumni and advancement up there in athletics
on the top

00:17:56.454 --> 00:17:59.634
left corner. So that's showing up here in our

00:17:59.634 --> 00:18:02.694
our service buckets under this broad category

00:18:02.694 --> 00:18:05.884
and then we're giving a general description obviously, obviously

00:18:05.884 --> 00:18:06.244
it's not.

00:18:06.314 --> 00:18:09.614
All inclusive, but a general description

00:18:09.614 --> 00:18:12.894
of these different services. As you move to the right, you'll see

00:18:12.894 --> 00:18:16.304
the current state, so you'll see those abbreviations, right? Etc

00:18:16.304 --> 00:18:19.564
And as we talked about and, so this is what we had indicated as

00:18:19.564 --> 00:18:22.924
our current state and then what we

00:18:22.924 --> 00:18:26.284
had captured and a suggestion for our future state as you're going to
see

00:18:26.284 --> 00:18:29.594
as we look through these slides, you know some of these things will

00:18:29.594 --> 00:18:33.604

l vary by campus and what I mean by that is it

00:18:33.604 --> 00:18:36.634

t could be at UNT Denton the future.

00:18:36.714 --> 00:18:40.504

State is actually our current state. It hasn't changed

00:18:40.504 --> 00:18:44.854

because we may be already operating in that model, but you may find if you're at HSC

00:18:44.854 --> 00:18:48.414

your future state, it may be different, right? Because you're not operating in that model. So when

00:18:48.414 --> 00:18:51.424

you're looking at this, if you're looking at you right now

00:18:51.424 --> 00:18:54.954

t now you'll see an Athletics, you see a

00:18:54.954 --> 00:18:58.464

change here as we look at specialized in what

00:18:58.464 --> 00:19:02.744

we're recommending is moving to campus and specialized you

00:19:02.744 --> 00:19:06.204

ou know that is a change at UNT, Denton and at Auxiliary

00:19:06.204 --> 00:19:06.964

Systems.

00:19:07.074 --> 00:19:10.194

We have campus and specialized in. It's moving to

00:19:10.194 --> 00:19:13.704

campus, but auxiliary systems as you know if you're talking about housing

00:19:13.704 --> 00:19:17.064

that may not represent a change for Dallas. So I just want to call

00:19:17.064 --> 00:19:20.214

out that this is as a group and an entity and an exercise that

00:19:20.214 --> 00:19:23.894

hat we went through, we don't have an individual slide for each

individualized

00:19:23.894 --> 00:19:26.924

mpus. What we talked about this is just as a

00:19:26.924 --> 00:19:29.984

service catalog in general and what the new normal the

00:19:29.984 --> 00:19:33.884

the new normal would be. So I don't want to read through

00:19:33.884 --> 00:19:37.394

know, bullet by bullet what this, what this says right now.

00:19:37.484 --> 00:19:41.334

We're making these available, right? The entire or the Powerpoint, so they'll

00:19:41.334 --> 00:19:44.904

be available to all of you after this and you can read through

00:19:44.904 --> 00:19:48.594

and ask questions as you see fit

00:19:48.594 --> 00:19:52.004

t. But we have a couple more examples that I believe Christopher is going to go through

00:19:52.004 --> 00:19:56.374

as well in the slide deck. And Patrick

00:19:56.374 --> 00:19:59.694

but hopefully this gives you something more tangible about where we're going with

00:19:59.694 --> 00:20:02.814

h those broad buckets. And then

00:20:02.814 --> 00:20:05.954

hat those details are actually coming out like on the other end and I think the

00:20:05.954 --> 00:20:07.914

the last thing that I would share is to reiterate.

00:20:07.994 --> 00:20:11.304

Juan was talking about, which is these exercises

00:20:11.304 --> 00:20:14.474

although connected with staffing

00:20:14.474 --> 00:20:18.014

and people, are not an exercise as far as let's talk

00:20:18.014 --> 00:20:21.144

about who's moving where. They're really just an effort to talk about how

00:20:21.144 --> 00:20:25.204

ould we, you know, from a service delivery perspective, where should

00:20:25.204 --> 00:20:28.654

these services be performed at and when we

00:20:28.654 --> 00:20:32.014

talk about them sometimes, as you can see sometimes it may be when we

00:20:32.014 --> 00:20:35.344

we say enterprise, it may just be the platform or it may exclusively be

00:20:35.344 --> 00:20:38.084

the integration. So it's really trying to make sure that we're all on the same page.

00:20:38.354 --> 00:20:41.474

As to who's doing what when we're talking about the

00:20:41.474 --> 00:20:42.104

four individual entities.

00:20:42.784 --> 00:20:46.044

So let me go ahead and hand this over to is it Christopher

00:20:46.044 --> 00:20:46.204

or OK.

00:20:47.864 --> 00:20:48.224

OK.

00:20:52.694 --> 00:20:53.314

Alright.

00:20:54.604 --> 00:20:57.714

I'm gonna tell you that I've been in Mexico

00:20:57.714 --> 00:21:01.084

and I just saw this slide. I didn't even know. No, I'm

00:21:01.084 --> 00:21:01.334

just kidding.

00:21:02.944 --> 00:21:06.114

No, it's this is a really good example and

00:21:06.114 --> 00:21:08.114

I think Anthony's gonna talk a little bit.

00:21:10.614 --> 00:21:13.664

We just wanted to kind of go through from

00:21:13.664 --> 00:21:17.744

an infrastructure perspective. Obviously there are things that we
wanna

00:21:17.744 --> 00:21:21.014

kind of have at an enterprise level where we

00:21:21.014 --> 00:21:23.564

have the governance and the.

00:21:24.524 --> 00:21:27.684

Sort of contracts and best

00:21:27.684 --> 00:21:30.884

practices from that perspective, but there'll also be

00:21:30.884 --> 00:21:33.924

areas that are still specific to the campuses

00:21:33.924 --> 00:21:37.854

because you, the campus leadership and the campus teams know those

00:21:37.854 --> 00:21:40.944

solutions really well. But a good example is and

00:21:40.944 --> 00:21:44.044

we've talked about this and some of you had heard in

00:21:44.044 --> 00:21:47.654

in the last meeting, Ryan Kane for instance was the

00:21:47.654 --> 00:21:51.164

the IT manager for the Health Science Center

00:21:51.164 --> 00:21:54.234

and he's recently moved into a leadership role

00:21:54.234 --> 00:21:55.154

at the system level.

00:21:55.294 --> 00:21:59.404

And then we basically absorb those teams into

00:21:59.404 --> 00:22:02.114

to the system side of things however it's been.

00:22:02.764 --> 00:22:06.174

Correct me if I'm wrong, Anthony, but business as usual, I mean, we didn't miss

00:22:06.174 --> 00:22:09.244

a step, so Ryan and team are still continuing to

00:22:09.244 --> 00:22:12.794

o support the Health Science Center and all those needs, however

00:22:12.794 --> 00:22:16.024

they are getting more into the mix on the system side so that

00:22:16.024 --> 00:22:20.544

they can offer their expertise and guidance across

00:22:20.544 --> 00:22:23.834

those different areas, those different platforms and we can

00:22:23.834 --> 00:22:27.314

continue to basically assimilate

00:22:27.314 --> 00:22:30.634

and unify the teams and so the areas that you see here.

00:22:31.534 --> 00:22:34.884

Are really at kind of that strategic high

00:22:34.884 --> 00:22:38.344

level that we would have a enterprise kind of overarching

00:22:38.344 --> 00:22:41.934

guidance when it comes to business continuity and disaster

00:22:41.934 --> 00:22:45.174

recovery, data center operations, things like that because it

00:22:45.174 --> 00:22:48.624

makes sense that we don't want seven different

00:22:48.624 --> 00:22:51.794

business continuity plans or 4 or

00:22:51.794 --> 00:22:55.864

or you know multiple it'll it'll be very helpful to have those standards and

00:22:55.864 --> 00:22:58.994

that unification across all of

00:22:58.994 --> 00:23:01.604

f the different areas that we see listed here.

00:23:01.834 --> 00:23:05.084

So again HSC team.

00:23:06.274 --> 00:23:10.014

Seamlessly aligned we really I mean

00:23:10.014 --> 00:23:13.354

an we really kind of made that happen in a couple of weeks

00:23:13.354 --> 00:23:16.664

time frame after making the decision, hey Anthony was like.

00:23:18.044 --> 00:23:21.154

Let's align these teams Won thought it was a good

00:23:21.154 --> 00:23:26.204

d idea as well. I did as well, and so we basically assimilated the

00:23:26.204 --> 00:23:29.404

them under this award, but they continue to

00:23:29.404 --> 00:23:33.524

to support the environment. Demario Collins, for instance

00:23:33.524 --> 00:23:36.834

he moved into an architecture role at the system level, but he's still

00:23:36.834 --> 00:23:40.214

supporting the environment with Richard

00:23:40.214 --> 00:23:42.244

And so it's been in my opinion.

00:23:43.074 --> 00:23:46.514

Somebody could correct me if I'm wrong, but it's been a

00:23:46.514 --> 00:23:49.574

very seamless migration a very

00:23:49.574 --> 00:23:52.954

y seamless integration of the teams and we'll look

00:23:52.954 --> 00:23:56.964

at other areas where that makes sense to do as we move forward. So I

00:23:56.964 --> 00:23:59.014

don't know if Anthony had anything to add or.

00:24:00.224 --> 00:24:00.744

Alright.

00:24:05.404 --> 00:24:06.014

Thanks, Chris.

00:24:07.384 --> 00:24:10.554

I don't know how Anthony got out of this. Let's see.

00:24:12.094 --> 00:24:15.794

So if you want to add anything on this slide, you're welcome

00:24:15.794 --> 00:24:19.824

to James did a good job of describing here this

00:24:19.824 --> 00:24:23.834

the graph you see and breaking down what the CS and E

00:24:23.834 --> 00:24:27.144

means. So teaching and learning. Let's break that one out a little

00:24:27.144 --> 00:24:31.124

bit more in the service catalog that's why we're here. This is where
the rubber

00:24:31.124 --> 00:24:32.324

r meets the road so.

00:24:34.204 --> 00:24:37.344

Looking at the current state

00:24:37.344 --> 00:24:40.644

here in the services we have, this is the

00:24:40.644 --> 00:24:44.654

he service catalog as we see it for teaching and learning here at UNT
and You

00:24:44.654 --> 00:24:48.514

u can see the there's an asterisk on

00:24:48.514 --> 00:24:51.674

a few of these and so I'll touch on that you

00:24:51.674 --> 00:24:55.154

u have some areas currently in this service catalog

00:24:55.154 --> 00:24:58.944

g that are delivering these functions, but they're outside of it,
right

00:24:58.944 --> 00:25:02.344

And so they're in the future state we see

00:25:02.344 --> 00:25:04.534

that you know we'll continue to.

00:25:04.614 --> 00:25:08.314

To deliver those the way that they are today and really

00:25:08.314 --> 00:25:10.914

no change there and I could speak for Dallas.

00:25:11.924 --> 00:25:15.174

We have a distance learning department that's currently delivering

00:25:15.174 --> 00:25:18.634

this function for our campus and they'll continue to

00:25:18.634 --> 00:25:21.724

do so and they're not going to move up underneath

00:25:21.724 --> 00:25:25.274

myself or the IT team at Dallas. So just

00:25:25.274 --> 00:25:28.424

wanted to call that out there and explain what that asterisk

00:25:28.424 --> 00:25:32.034

meant. But you can take a look at this slide like

00:25:32.034 --> 00:25:35.164

Juan said, these will be sent out and you can kind

00:25:35.164 --> 00:25:38.684

nd of read through all these. I won't go through everything on here

00:25:38.684 --> 00:25:39.864

but just wanted to touch on.

00:25:40.284 --> 00:25:43.974

What teaching and learning in the service

00:25:43.974 --> 00:25:47.164
catalog looks like for us here at UNT and

00:25:47.164 --> 00:25:50.404
d that there's some services here that we see

00:25:50.404 --> 00:25:53.884
continue to be done at the campus level even outside

00:25:53.884 --> 00:25:54.524
e of it, so.

00:25:55.454 --> 00:25:57.084
Anthony, you have anything you want to add?

00:25:58.754 --> 00:26:02.104
Yeah. So I'll turn it over to Juan

00:26:02.104 --> 00:26:06.094
and Melinda to talk about the job architecture and compensation. Thank
you

00:26:06.094 --> 00:26:06.214
Patrick.

00:26:09.214 --> 00:26:14.304
Just so just to go back to this slide

00:26:14.304 --> 00:26:17.564
really quick, again, we give you a snippet right? We

00:26:17.564 --> 00:26:20.924
e just picked a handful of these of these just to kind of give you a

00:26:20.924 --> 00:26:21.124
sense of.

00:26:21.854 --> 00:26:24.934
Of what that exercise entailed

00:26:24.934 --> 00:26:28.274
and the level of detailed conversations that we have, so at least we
have

00:26:28.274 --> 00:26:31.514
e good, clear understanding and documentation of

00:26:31.514 --> 00:26:34.874
ervice ownership and again at what level that's going

00:26:34.874 --> 00:26:37.954
to be owned and delivered and then also

00:26:37.954 --> 00:26:41.194
hopefully to mitigate and

00:26:41.194 --> 00:26:44.354
calm fears as to you know the takeover or

00:26:44.354 --> 00:26:47.384
l centralization. So you can start from as you can

00:26:47.384 --> 00:26:50.864
e from those handful of slides that we that we shared.

00:26:52.154 --> 00:26:55.204
There's really not a lot of significant change, right? I mean

00:26:55.204 --> 00:26:59.494
just some nuances, things like

00:26:59.494 --> 00:27:03.164
infrastructure where right, where it doesn't make sense to make that
an enterprise level

00:27:03.164 --> 00:27:07.144
platform level service offering we made. So I just want to highlight
that the

00:27:07.144 --> 00:27:10.254
again just three sample areas

00:27:10.254 --> 00:27:13.314
three simple categories, verticals that we share with you, but again

00:27:13.314 --> 00:27:17.554
just to dispel rumors of the yeah

00:27:17.554 --> 00:27:21.394
h, there's obviously campus level services and specialized level

00:27:21.394 --> 00:27:23.064
vel services will be very much.

00:27:23.384 --> 00:27:26.564
Needed and in front and center to the structure as we move

00:27:26.564 --> 00:27:31.134
forward. So just kind of wanted to drive home that point Next we're

00:27:31.134 --> 00:27:34.984
e going to get into job architecture. Again, lot of questions last

00:27:34.984 --> 00:27:38.134
time. So Melinda was gracious enough to join us

00:27:38.134 --> 00:27:41.564
today and she's gonna go through again

00:27:41.564 --> 00:27:45.054
what that is what's important in the process that we're going to

00:27:45.054 --> 00:27:46.764
to undertake. So with that, I'm going to turn over to her.

00:27:49.734 --> 00:27:53.934
And I've heard, Anthony, you're gonna help me with part of this

00:27:53.934 --> 00:27:57.474
Yeah. So come on up you can, you know, be the sample

00:27:57.474 --> 00:28:00.674
alright. Yeah, I was watching this at home the last time and I
messed

00:28:00.674 --> 00:28:04.174
d Jim and I said I bet I'm gonna get invited to the next meeting

00:28:04.174 --> 00:28:07.564
So here I am. For those of you who don't know me, I'm Melinda. Lilly

00:28:07.564 --> 00:28:10.844
I'm the senior director for Compensation Performance Management at

00:28:10.844 --> 00:28:15.164
UNT System. Have been around for a while, probably

00:28:15.164 --> 00:28:18.494
lots of different title iterations and pay plans that we've

00:28:18.494 --> 00:28:20.564
been through with in our organizations.

00:28:20.634 --> 00:28:24.144
And I'm very excited to be a part of this project and

00:28:24.144 --> 00:28:28.974
d so we've heard this term very frequently of job architecture

00:28:28.974 --> 00:28:32.324

What is it Sounds a little fancy. It sounds like something we

00:28:32.324 --> 00:28:35.664

may not be familiar with, but it's things that we do on

00:28:35.664 --> 00:28:38.844

a daily basis in human resources. Really it

00:28:38.844 --> 00:28:42.304

is your organizational design, it's your organizational

00:28:42.304 --> 00:28:46.304

structure. So we're looking at what is the hierarchy of jobs within

00:28:46.304 --> 00:28:49.644

a team, within a division and what makes sense what are

00:28:49.644 --> 00:28:51.764

re the roles we need in order to accomplish.

00:28:51.834 --> 00:28:55.704

The work that we're set out for, so we take the services

00:28:55.704 --> 00:28:59.074

that were identified in these exercises and we put

00:28:59.074 --> 00:29:02.704

them into buckets. So we say, OK, this service goes here and this service

00:29:02.704 --> 00:29:05.934

goes here. We may have some overlap of services

00:29:05.934 --> 00:29:09.064

between areas, but then what are those job titles that go

00:29:09.064 --> 00:29:13.594

along with those services? What are the job descriptions that go along with those services

00:29:13.594 --> 00:29:16.984

What's the market paying for those services? What can we pay

00:29:16.984 --> 00:29:20.244

for those services? So it is looking at

00:29:20.244 --> 00:29:22.474

all of those elements of a job.

00:29:22.554 --> 00:29:26.274

Can have an organization and just putting it into

00:29:26.274 --> 00:29:29.504

a structure, something that makes sense and

00:29:29.504 --> 00:29:32.894

d so it encompasses these things that I mentioned just a moment ago, but really

00:29:32.894 --> 00:29:36.294

talking to about the criteria for career movement. So we

00:29:36.294 --> 00:29:39.804

want to really focus in on our job descriptions what

00:29:39.804 --> 00:29:43.024

at are the skills needed for our jobs? Where are

00:29:43.024 --> 00:29:46.394

those competencies needed for our jobs and how can we work

00:29:46.394 --> 00:29:49.924

with our employees and our staff in order to give them the

00:29:49.924 --> 00:29:53.634

e opportunities to grow those skills so that when there are

00:29:53.634 --> 00:29:54.694

opportunities for advancement.

00:29:54.824 --> 00:29:57.944

They're ready, They're prepared. They're in the right place for that.

00:29:58.624 --> 00:30:01.764

It also really facilitates HR, so it's not

00:30:01.764 --> 00:30:04.864

just something that we're doing for the department and for

00:30:04.864 --> 00:30:08.394

that team, it's something that helps us with our processes as

00:30:08.394 --> 00:30:11.954

well. It helps us to focus in on where do

00:30:11.954 --> 00:30:15.724

we need to put our attention, total rewards being able to go look

00:30:15.724 --> 00:30:19.204

k out at compensation, look at benefits and see what are the packages that

00:30:19.204 --> 00:30:23.064

t we need to offer in order to attract and retain folks, what

00:30:23.064 --> 00:30:26.964

kind of training do we need to provide to people? Is it training

00:30:26.964 --> 00:30:29.074

that we provide like management training?

00:30:29.144 --> 00:30:32.174

Is it training we assist you with, perhaps facilitating when

00:30:32.174 --> 00:30:35.634

it's skills based training. So really thinking about what are

00:30:39.024 --> 00:30:42.474

Succession planning, We know we have a

00:30:42.474 --> 00:30:45.634

workforce that some places have more

00:30:45.634 --> 00:30:48.994

e people who are closer to retirement than others, and we need to be

00:30:48.994 --> 00:30:52.774

thinking about who's gonna come in and fill those shoes and how can

00:30:52.774 --> 00:30:56.004

we give them the right management

00:30:56.004 --> 00:30:59.744

skill training? How can we make sure that they have those

00:30:59.744 --> 00:31:02.844

capacities in place to be able to step up so that

00:31:02.844 --> 00:31:06.194

we don't have any kind of breaking service? So why is it

00:31:06.194 --> 00:31:09.664

important? It helps us with determining the value of

00:31:09.664 --> 00:31:10.504

of jobs based on our business.

00:31:10.574 --> 00:31:13.874

Needs. So what do we Christopher, you seen a squirrel

00:31:13.874 --> 00:31:14.794
or something? I'm hearing like.

00:31:16.294 --> 00:31:19.984
I won't even go into the story of when we had raccoons in the ceiling
at

00:31:19.984 --> 00:31:23.334
UNT, but hey, we did

00:31:23.334 --> 00:31:26.754
Let's see what's going on up there. So really want to look at what are
our what

00:31:26.754 --> 00:31:30.184
t are our business needs, what are our best practices for market.

00:31:30.924 --> 00:31:34.514
We want to have a consistent methodology, we know

00:31:34.514 --> 00:31:37.954
that consistency is so important to people whenever you're dealing
with compensation. When

00:31:37.954 --> 00:31:41.404
you're dealing with your salaries and making sure that you feel

00:31:41.404 --> 00:31:44.734
like it's a fair and equitable process. So having the

00:31:44.734 --> 00:31:47.894
same process that we run things through, we've really focused a lot on

00:31:47.894 --> 00:31:51.534
this last year with within HR to make sure

00:31:51.534 --> 00:31:54.834
that the steps and the processes we're taking for

00:31:54.834 --> 00:31:58.154
Denton's are the same as we're taking for Fort Worth as the same we're
taking

00:31:58.154 --> 00:32:01.184
for Dallas. It's the same we're taking for system so

00:32:01.184 --> 00:32:02.114
that we're looking at.

00:32:02.214 --> 00:32:04.364
Items in the same way and being consistent.

00:32:05.144 --> 00:32:08.264
And then we of course want to have these career paths that

00:32:08.264 --> 00:32:11.744
are logical, that are transparent, that people understand and so

00:32:11.744 --> 00:32:14.604
o that's something that's going to be a big focus as a part of this
architecture study.

00:32:18.624 --> 00:32:21.934
So here are just some broad categories for when

00:32:21.934 --> 00:32:25.084
you're looking at a job architecture we'll

00:32:25.084 --> 00:32:28.204
l be working through identifying what all of these different

00:32:28.204 --> 00:32:31.214
categories are, but this is just really an example document for you to

00:32:31.214 --> 00:32:34.734
see. What does this look like? So we start off at the job function

00:32:34.734 --> 00:32:37.884
and the job function can almost be a division if we

00:32:37.884 --> 00:32:41.404
think about how our businesses are organized, we

00:32:41.404 --> 00:32:44.734
have academics, we have finance, we

00:32:44.734 --> 00:32:48.234
e have advancement, we have fundraising, we have IT so

00:32:48.234 --> 00:32:49.294
o IT is a.

00:32:49.364 --> 00:32:53.184
Big overall job function of our

00:32:53.184 --> 00:32:56.964
organization and it crosses multitudes within the organization

00:32:56.964 --> 00:33:00.274

We have people who have IT functions be it

00:33:00.274 --> 00:33:02.914

t small or be it comprehensive in their role.

00:33:04.034 --> 00:33:07.494

We then want to look at job families and so job

00:33:07.494 --> 00:33:10.614

families are where we can group things together. It's almost like your own

00:33:10.614 --> 00:33:14.434

n personal family. Everybody has the same last name, or maybe they

00:33:14.434 --> 00:33:17.734

do, they get together and they have meals together and

00:33:17.734 --> 00:33:21.294

d share, share time together

00:33:21.294 --> 00:33:24.334

But here an example job family is IT security

00:33:24.334 --> 00:33:27.374

So what are all of the different jobs that perhaps

00:33:27.374 --> 00:33:30.524

support IT security? It may not necessarily be enriches

00:33:30.524 --> 00:33:33.544

shop, it may be in some of the other areas that are across

00:33:33.544 --> 00:33:33.744

s the organization.

00:33:34.604 --> 00:33:38.044

We get into career paths, so the career paths are

00:33:38.044 --> 00:33:41.714

looking at how can I progress through the organization if

00:33:41.714 --> 00:33:45.584

I started an entry position if I start at mid level

00:33:45.584 --> 00:33:49.264

l, what are those steps that I can take in order to progress within the

00:33:49.264 --> 00:33:53.254

organization so that security operations team is the

00:33:53.254 --> 00:33:56.264

e example of a career path group, but I'm

00:33:56.264 --> 00:34:00.104

going to show another slide in a moment. It is not linear

00:34:00.104 --> 00:34:03.464

r. It's really easy to get a linear mindset and I'm just going to

00:34:03.464 --> 00:34:06.274

to use my own team as an example. Someone starts as a comp analyst.

00:34:06.364 --> 00:34:09.894

Go to a Senior Comp Analyst, Comp Manager, Comp Director, but

00:34:09.894 --> 00:34:13.474

they're gathering skills that maybe help them

00:34:13.474 --> 00:34:16.594

to be able to deal with employee relations situations they've had to

00:34:16.594 --> 00:34:19.964

o have difficult conversations, so those skills will help

00:34:19.964 --> 00:34:23.644

translate them over into maybe being an HR business

00:34:23.644 --> 00:34:26.894

partner, going into an HR manager, going into benefits, so

00:34:26.894 --> 00:34:30.314

thinking about what are those skills that are comprehensive across

00:34:30.314 --> 00:34:33.744

different areas that can help people progress within the organization

00:34:33.744 --> 00:34:34.714

because we all know there's.

00:34:36.084 --> 00:34:39.784

A limited number of positions, and so you get to a point

00:34:39.784 --> 00:34:43.434

and you think, OK, well unless this person retires or

00:34:43.434 --> 00:34:47.044

r wins the lottery or leaves, I don't have an

00:34:47.044 --> 00:34:50.404
opportunity for growth. And so we want to be able to show where those
other

00:34:50.404 --> 00:34:53.574
opportunities for growth within the organization

00:34:53.574 --> 00:34:57.194
job level, those are really just individual jobs. So we get the

00:34:57.194 --> 00:35:00.704
data for that job, we get what are the expectations, what are

00:35:00.704 --> 00:35:04.064
e the qualifications needed and we set it based on

00:35:04.064 --> 00:35:06.714
ed on the responsibilities of the job. Again, have another slide.

00:35:06.784 --> 00:35:09.884
That really talks about job titling and

00:35:09.884 --> 00:35:13.064
job leveling, where we look at different aspects of

00:35:13.064 --> 00:35:16.434
a job as to how we place it within a level

00:35:16.434 --> 00:35:19.584
and then finally we get to the individual job title. So drill all

00:35:19.584 --> 00:35:23.484
this way down, we finally get to alright, this is an

00:35:23.484 --> 00:35:26.634
IT security analyst too. We need it to do XYZ

00:35:26.634 --> 00:35:29.934
Z job duties. We need it to have a bachelor's degree in two

00:35:29.934 --> 00:35:33.014
years experience. We needed to have these qualifications. So this

00:35:33.014 --> 00:35:36.344
is just breaking it down to take away some of

00:35:36.344 --> 00:35:37.484
the mystery of what we're talking about.

00:35:37.554 --> 00:35:39.644

Whenever we discuss the word job architecture.

00:35:42.394 --> 00:35:46.034

So this is the slide that I wanted to talk to you about career pathing just to

00:35:46.034 --> 00:35:49.264

o give you some information and ideas about what we'll be looking for

00:35:49.264 --> 00:35:52.524

whenever we develop these paths. And so we've got

00:35:52.524 --> 00:35:56.584

somebody who starts off near, you know, let's say their entry or

00:35:56.584 --> 00:35:58.504

intermediate to our organization.

00:35:59.604 --> 00:36:03.324

Thinking about what skills and abilities we grow

00:36:03.324 --> 00:36:06.884

in them or what opportunities we provide to them, so

00:36:06.884 --> 00:36:10.144

maybe they're involved with certain projects, certain teams

00:36:10.144 --> 00:36:13.554

they could perhaps go one of these two pathways they could go to

00:36:13.554 --> 00:36:17.564

o management pathway where they're starting to get into leadership serving as a team lead

00:36:17.564 --> 00:36:20.714

d, maybe serving as a team manager or they could go into the

00:36:20.714 --> 00:36:24.334

technical expert path where they really have a focus

00:36:24.334 --> 00:36:27.604

s on certain technology, certain skills, certain packages

00:36:27.604 --> 00:36:29.254

that they are the technical expert.

00:36:30.174 --> 00:36:33.384

You see that? We've got a lot of crossing over that go there

00:36:33.384 --> 00:36:37.104

We have people at that technical expert level that perhaps become a

00:36:37.104 --> 00:36:41.204
technical leader. So they have leadership over

00:36:41.204 --> 00:36:44.514
a particular team and they are providing that leadership for that area

00:36:44.514 --> 00:36:47.844
or they could even go into senior leadership, they've developed the

00:36:47.844 --> 00:36:51.104
skills within their particular area but also

00:36:51.104 --> 00:36:55.214
leadership skills that would take them into that senior leadership
path and

00:36:55.214 --> 00:36:58.994
d same thing for management, it could cross over either way. So it's
not

00:36:58.994 --> 00:37:01.814
again that linear path that I was talking about. There's this
different.

00:37:01.884 --> 00:37:05.204
Options that people can take along the

00:37:05.204 --> 00:37:07.484
way in order to support their career growth and opportunities.

00:37:11.374 --> 00:37:14.394
This is our job, architecture, process and

00:37:14.394 --> 00:37:14.664
e are.

00:37:15.324 --> 00:37:18.474
Kicking it off, I've got lovely spreadsheets

00:37:18.474 --> 00:37:21.744
for the leadership team, for them to look at and for us to

00:37:21.744 --> 00:37:25.584
start walking through this process, so we've talked about

00:37:25.584 --> 00:37:28.934
organizational design and the IT team has done a lot of work on

00:37:28.934 --> 00:37:32.034

this already. They've talked about the services. This is what was covered. Just a

00:37:32.034 --> 00:37:35.664

moment ago. What are the services that we have to provide? Where

00:37:35.664 --> 00:37:39.024

are they best provided? Where is that location within

00:37:39.024 --> 00:37:42.604

the organization? With that, let's then take those services

00:37:42.604 --> 00:37:46.444

and bucket them into teams. Who are the teams that will provide those

00:37:46.444 --> 00:37:46.854

services? What?

00:37:46.994 --> 00:37:50.794

What is the general

00:37:50.794 --> 00:37:54.654

common theme between the work that has to happen in that team is

00:37:54.654 --> 00:37:59.214

is it very focused? Where it may be focused on a very specialized area is

00:37:59.214 --> 00:38:02.494

it more general where maybe it's cross functional support and we've

00:38:02.494 --> 00:38:05.764

got to think about what are the services that are provided there and then

00:38:05.764 --> 00:38:09.094

within that team what kind of levels of work do we need we

00:38:09.094 --> 00:38:12.454

do we need senior leader, do we need a mid level

00:38:12.454 --> 00:38:16.364

leader? Do we need team leads? Do we

00:38:16.364 --> 00:38:18.724

do we need senior specialists? Do we need specialists? Do we need entry level?

00:38:18.794 --> 00:38:22.254

Folks who this is a great opportunity for them to get in within

00:38:22.254 --> 00:38:25.414

the organization. So looking at what are the levels

00:38:25.414 --> 00:38:28.474

that we need in order to provide those services in the most effective way.

00:38:29.704 --> 00:38:33.314

Job analysis, That's really the area we're moving into, so

00:38:33.314 --> 00:38:36.474

we're looking at all of our job descriptions, which we have

00:38:36.474 --> 00:38:39.674

a lot, and we're reviewing them to make sure they're

00:38:39.674 --> 00:38:42.994

up to date, that they're accurate, that they contain the

00:38:42.994 --> 00:38:46.004

components that we need within those job descriptions looking at the

00:38:46.004 --> 00:38:49.054

e qualifications as

00:38:49.054 --> 00:38:52.954

higher education industry, we tend to

00:38:52.954 --> 00:38:56.004

ver qualify sometimes. So we will look at what market is

00:38:56.004 --> 00:38:59.074

requiring for positions and seeing if what we're requiring

00:38:59.074 --> 00:39:01.094

g is really truly what may be.

00:39:01.164 --> 00:39:04.864

Standard and industry, or if we're saying

00:39:04.864 --> 00:39:08.364

for this position, it's gonna be a bachelor's in 10 years

00:39:08.364 --> 00:39:11.714

and we're gonna start you at \$38,000, probably not going

00:39:11.714 --> 00:39:15.014

to get a whole lot of interest for that role. So we need to think

00:39:15.014 --> 00:39:18.244

about that balance between what's real, what's expected in

00:39:18.244 --> 00:39:21.414

market and what we can attract candidates

00:39:21.414 --> 00:39:24.574

within our positions titling will

00:39:24.574 --> 00:39:27.854

l be really important again been

00:39:27.854 --> 00:39:30.904

en here 28 years. We have titled people all sorts

00:39:30.904 --> 00:39:32.694

rts of titles, so looking at titles.

00:39:32.764 --> 00:39:36.504

Making sure they represent the work that folks are

00:39:36.504 --> 00:39:40.004

doing and making sure it's something that if we post that job, people know

00:39:40.004 --> 00:39:43.784

what we mean. It's not something that they have to go

00:39:43.784 --> 00:39:47.224

read further down than the description and say, hey, I know what this

00:39:47.224 --> 00:39:48.094

eans or that we haven't.

00:39:49.004 --> 00:39:52.464

Oversold the title. This is the Director

00:39:52.464 --> 00:39:55.594

of X, and really, they're A

00:39:55.594 --> 00:39:59.404

roject leader perhaps. So we have to think about what is that titling and

00:39:59.404 --> 00:40:02.494

what's the scope? And again, I've got another information slide on

00:40:02.494 --> 00:40:05.634

n titles and qualifications as well

00:40:05.634 --> 00:40:09.404

thinking our qualifications appropriate. Are they

00:40:09.404 --> 00:40:12.654

market realistic compensation? Everybody likes that

00:40:12.654 --> 00:40:15.734

slide compensation we are going to

00:40:15.734 --> 00:40:19.674

o be doing market comparisons. We are in the middle of a salary study.
I'll

00:40:19.674 --> 00:40:20.444

l go through those steps.

00:40:20.524 --> 00:40:23.654

With you in just a moment, but we're benchmarking

00:40:23.654 --> 00:40:27.114

about 75% of our titles across the

00:40:27.114 --> 00:40:30.184

organization and just a little

00:40:30.184 --> 00:40:33.594

hint or I guess an aside probably for IT

00:40:33.594 --> 00:40:37.154

T, it's probably 85 to 90% of the titles that I'm going to be

00:40:37.154 --> 00:40:40.534

market market matching for IT. We know this project is

00:40:40.534 --> 00:40:43.974

so important and so critical we want to make sure that we're getting

00:40:43.974 --> 00:40:45.164

ting very comprehensive information there.

00:40:46.624 --> 00:40:50.394

If it is found, which I would

00:40:50.394 --> 00:40:54.374

anticipate based on the way the world has changed since

00:40:54.374 --> 00:40:58.244

Covid, I would expect that our pay grades would adjust. It may

00:40:58.244 --> 00:41:02.124

not be that someone who's a grade 10 is not still a grade 10, but

00:41:02.124 --> 00:41:05.584

it may be that grade 10 ships up and so our midpoint for A

00:41:05.584 --> 00:41:08.764

grade 10 may shift and I'm going to throw a number out from 50,000

00:41:08.764 --> 00:41:12.264

to 55,000 based on what's changed in market and

00:41:12.264 --> 00:41:15.534

and so with that then we'll have to have discussion with leadership

00:41:15.534 --> 00:41:18.734

as to how do we apply, what resources do we have available.

00:41:18.864 --> 00:41:22.554

But it also then gives us more room for individuals that

00:41:22.554 --> 00:41:25.954

maybe are highly skilled and bring in

00:41:25.954 --> 00:41:29.354

a bigger skill set that we've got more room for them that they can have

00:41:29.354 --> 00:41:33.034

we have opportunity for a higher salary within that pay grade

00:41:33.034 --> 00:41:36.614

and then we'll be doing placement and grade that again will be

00:41:36.614 --> 00:41:40.344

we're reliant on resources. So looking at where the

00:41:40.344 --> 00:41:43.794

where grades fall, then we'll look at individual skills

00:41:43.794 --> 00:41:47.214

So, we'll look at their competencies, we'll look at their time

00:41:47.214 --> 00:41:50.654

within the organization, their performance and

00:41:50.654 --> 00:41:51.954

and make recommendations on where.

00:41:52.154 --> 00:41:53.934

They might fall within that pay grade.

00:41:55.404 --> 00:41:59.304

Career development We don't wanna forget this is

00:41:59.304 --> 00:42:02.724

s probably a longer term goal. I know these first three

00:42:02.724 --> 00:42:06.304

items were really gonna focus on hitting within this time frame that

00:42:06.304 --> 00:42:09.394

t Juan has identified, But career development

00:42:09.394 --> 00:42:12.544

We are going to lay the groundwork while we're doing these first

00:42:12.544 --> 00:42:15.844

t three steps to make sure that we're ready for that so

00:42:15.844 --> 00:42:18.914

some of the resources that we have available have competencies

00:42:18.914 --> 00:42:22.384

s already laid out for us, so we'll document those, bring them in

00:42:22.384 --> 00:42:25.864

in, we'll get the appropriate folks to verify them and make sure they're appropriate.

00:42:26.474 --> 00:42:30.054

We will build out those career families so that you'll see OK

00:42:30.054 --> 00:42:33.154

K, here's my family, here's my path, here's what I can do in

00:42:33.154 --> 00:42:33.794

order to grow.

00:42:34.744 --> 00:42:37.794

We are really starting to focus in

00:42:37.794 --> 00:42:41.134

on skills assessment and succession planning, so I

00:42:41.134 --> 00:42:44.354

know Jim shared at our last meeting that we're going to be going forward with

00:42:44.354 --> 00:42:47.384

page up as our new HTS and performance

00:42:47.384 --> 00:42:50.714

management program. It does have a succession planning component

00:42:50.714 --> 00:42:54.114

as well, so utilizing that succession planning tool

00:42:54.114 --> 00:42:57.324

will do analysis of where folks are falling within

00:42:57.324 --> 00:43:00.704

that and develop out talent development

00:43:00.704 --> 00:43:03.974

plans for them. So that you can say here's where I am

00:43:03.974 --> 00:43:06.374

here's where I want to be, what's that gap?

00:43:06.454 --> 00:43:09.494

And how do we close it? How do we fill this gap? How do

00:43:09.494 --> 00:43:12.544

we move someone forward and have a designated plan

00:43:12.544 --> 00:43:15.704

That's not just something we talk about

00:43:15.704 --> 00:43:19.054

a performance review time, but something with actionable steps that

00:43:19.054 --> 00:43:23.054

t we can move folks forward and then overall

00:43:23.054 --> 00:43:26.924

l governance is going to be important and I know that you all have talked a lot about just IT governance

00:43:26.924 --> 00:43:30.034

in general thinking about how are we going to

00:43:30.034 --> 00:43:33.224

to do certain things, how are we going to manage transactions, how are we

00:43:33.224 --> 00:43:36.454

going to manage security, how are we gonna manage purchase of

00:43:36.454 --> 00:43:37.724

f new equipment, but.

00:43:37.894 --> 00:43:41.054
HR needs governance as well, and we have to

00:43:41.054 --> 00:43:43.784
think about when we create a new title.

00:43:44.454 --> 00:43:48.204
Let's think about that new title. Who needs to be involved in that

00:43:48.204 --> 00:43:51.354
approval process when we're creating new positions or

00:43:51.354 --> 00:43:54.564
position becomes vacant, Thinking about is the replacement of

00:43:54.564 --> 00:43:57.704
that position in the right place or do we

00:43:57.704 --> 00:44:01.054
have an opportunity to perhaps

00:44:01.054 --> 00:44:04.434
either adjust folks salaries, do we have an opportunity to reclassify

00:44:04.434 --> 00:44:08.324
this job and be able to get maybe a skill or a duty that

00:44:08.324 --> 00:44:12.104
we're not able to perform but you know thinking about

00:44:12.104 --> 00:44:15.414
ut those job descriptions also making sure they're reviewed, making
sure

00:44:15.414 --> 00:44:16.644
e they're kept up to date.

00:44:16.864 --> 00:44:21.284
We don't want stuff that refer refers back to

00:44:21.284 --> 00:44:24.404
an HR. Maybe a U P031 if you want.

00:44:26.394 --> 00:44:30.014
So, keeping things up-to-date, taking out

00:44:30.014 --> 00:44:33.704
references to fax machines, maybe some of those things, and just

keeping

00:44:33.704 --> 00:44:36.814
it fair, but also compensation

00:44:36.814 --> 00:44:40.204
compensation is a governance item as well and how are we going to

00:44:40.204 --> 00:44:43.364
manage that compensation across our institutions when

00:44:43.364 --> 00:44:46.724
we have these shared bodies of

00:44:46.724 --> 00:44:49.744
employees? We're in that same boat in HR we support

00:44:49.744 --> 00:44:53.194
rt all four institutions. How do we manage compensation

00:44:53.194 --> 00:44:56.654
for those areas? I don't have the answer for that today, but it's

00:44:56.654 --> 00:44:58.164
definitely something that is on our radar.

00:44:58.234 --> 00:45:01.314
Something that we're thinking about that we're considering and

00:45:01.314 --> 00:45:04.744
d we'll make recommendations on how we can best approach that for

00:45:04.744 --> 00:45:06.674
a more shared organization.

00:45:10.714 --> 00:45:13.794
Alright, so I talked a little bit about this. About what

00:45:13.794 --> 00:45:17.254
would we take into consideration whenever job titles

00:45:17.254 --> 00:45:20.064
es and these are really those key elements that are considered.

00:45:20.964 --> 00:45:24.414
We know that we have some job title creep

00:45:24.414 --> 00:45:27.504
within our organization, if you've been

00:45:27.504 --> 00:45:31.954

here for a while, that one way to be able to

00:45:31.954 --> 00:45:36.844

get somebody more money is to reclassify and while

00:45:36.844 --> 00:45:40.424

we are expected that the reclassified job

00:45:40.424 --> 00:45:43.714

does show that the individual has expanded their

00:45:43.714 --> 00:45:44.344

ir responsibilities.

00:45:45.674 --> 00:45:48.934

Probably a movement within pay grade might have been just

00:45:48.934 --> 00:45:52.734

as beneficial to that person. So we want to think

00:45:52.734 --> 00:45:56.044

about titling and making sure that the titles

00:45:56.044 --> 00:45:59.554

reflect the work that the individual is performing and the

00:45:59.554 --> 00:46:02.694

level of work that the individual is performing we want to provide

00:46:02.694 --> 00:46:06.104

e those opportunities that if a person maybe is taking on

00:46:06.104 --> 00:46:11.144

more work within their particular job, then instead of a reclassification

00:46:11.144 --> 00:46:14.914

we perhaps move them within their pay grade instead of doing

00:46:14.914 --> 00:46:17.384

that reclassification. So things that we'll take into consideration.

00:46:17.444 --> 00:46:20.544

Entitling is that span of control what

00:46:20.544 --> 00:46:24.054

t is the number of teams that this position supports U

00:46:24.054 --> 00:46:27.394

UM, what are the number of functions that this position may support

00:46:27.394 --> 00:46:30.834

What are the variety of skills that this position may support

00:46:30.834 --> 00:46:34.004

Is it doing it for an individual campus or

00:46:34.004 --> 00:46:38.004

r an individual department? Or is it doing it for maybe a broader scope

00:46:38.004 --> 00:46:41.364

of a campus or even system wide? So thinking about the span of control of

00:46:41.364 --> 00:46:44.734

a position, the level of complexity

00:46:44.734 --> 00:46:48.004

how much detail, how much knowledge, how much skill

00:46:48.004 --> 00:46:48.544

s this position?

00:46:48.614 --> 00:46:51.834

Have to have in order to perform effectively so that

00:46:51.834 --> 00:46:55.154

it will really determine is this a senior level position? Is it a mid

00:46:55.154 --> 00:46:58.554

level, entry level position? Level of

00:46:58.554 --> 00:47:01.924

visibility? How much work does this position have to have with

00:47:01.924 --> 00:47:05.514

internal and external stakeholders? What kind of

00:47:05.514 --> 00:47:08.604

of conversations, what kind of negotiations may this position be

00:47:08.604 --> 00:47:12.044

having to hold? So that is something that will be important to

00:47:12.044 --> 00:47:15.374

think about level of risk, so we know that

00:47:15.374 --> 00:47:19.214

there are certain positions that if there

00:47:19.214 --> 00:47:19.694
is failure.

00:47:19.774 --> 00:47:22.954
That it is critical and can shut down

00:47:22.954 --> 00:47:25.574
significant systems for our organizations.

00:47:26.284 --> 00:47:29.544
There's also those who do

00:47:29.544 --> 00:47:33.474
u do their job every day and that's important, but we want to be able
to

00:47:33.474 --> 00:47:36.824
le to recognize that there are some positions that have an elevated
level of

00:47:36.824 --> 00:47:40.244
and with those likely a higher level

00:47:40.244 --> 00:47:43.294
of compensation. You think about the football coach a little bit of
level

00:47:43.294 --> 00:47:46.814
of risk there. So that's why we have that position

00:47:46.814 --> 00:47:48.044
n compensated at the level that it is at.

00:47:49.054 --> 00:47:52.544
And then finally and most importantly, I might have put this at the
top

00:47:52.544 --> 00:47:55.864
p, but this is from our friends at Deloitte. What's

00:47:55.864 --> 00:47:59.744
the market data show? What are our competitors doing and making

00:47:59.744 --> 00:48:03.564
sure that we're looking at the correct competitors the

00:48:03.564 --> 00:48:07.144
e world has shifted, especially during my time that I've been

00:48:07.144 --> 00:48:10.194

in compensation. Once upon a time we could go look and see

00:48:10.194 --> 00:48:13.234

what's UTI? Well, I'm not going to use them because that's

00:48:13.234 --> 00:48:16.704

bad examples UTSA, UTD we used to you know

00:48:16.704 --> 00:48:19.324

know, beat them all over the place, but that's a little bit different.

00:48:19.394 --> 00:48:22.594

Now, but we would look and see what are the competitors

00:48:22.594 --> 00:48:25.674

in our local higher education market paying for

00:48:25.674 --> 00:48:28.894

our jobs. We know now especially with

00:48:28.894 --> 00:48:32.184

information technology, this is a population that could

00:48:32.184 --> 00:48:34.444

find job opportunities in any organization.

00:48:35.164 --> 00:48:38.934

It could be remote, it could be hybrid, it could be in a face

00:48:38.934 --> 00:48:42.194

to face situation. So we have to make sure that we're being

00:48:42.194 --> 00:48:45.684

appropriate at those job markets that we're looking at and that also that

00:48:45.684 --> 00:48:48.744

we are really making sure we're matching

00:48:48.744 --> 00:48:51.914

appropriately. So one of the parts of the exercises that we'll be working on

00:48:51.914 --> 00:48:55.144

is doing job matching and making sure that based on the

00:48:55.144 --> 00:48:58.504

responsibilities of the position, we are matching it to titles

00:48:58.504 --> 00:49:00.714
that have similar responsibilities out in the market.

00:49:04.464 --> 00:49:08.194
Right, I think this may be my final

00:49:08.194 --> 00:49:11.254
slide. This is what we're working on. So this is the

00:49:11.254 --> 00:49:14.894
other project while I'm spending a tremendous amount of time with my
IT

00:49:14.894 --> 00:49:18.784
T colleagues and working with you on this project, this is something
that is

00:49:18.784 --> 00:49:21.934
spanning systemwide that we're working on

00:49:21.934 --> 00:49:25.024
presently About three years ago, we partnered with Siegel and

00:49:25.024 --> 00:49:28.334
d we did a comprehensive salary study and came

00:49:28.334 --> 00:49:31.384
back with results of where the we placed

00:49:31.384 --> 00:49:32.254
within the market.

00:49:33.374 --> 00:49:36.994
As you recall, it was 2020 and 2020

00:49:36.994 --> 00:49:40.284
was a odd year. We'll just

00:49:40.284 --> 00:49:43.774
say that we weren't sure what was going to happen if we

00:49:43.774 --> 00:49:47.004
e were going to stay in business, what was, what was going to happen
in

00:49:47.004 --> 00:49:50.054
2020. So there was

00:49:50.054 --> 00:49:53.094

a conservative application of the

00:49:53.094 --> 00:49:56.674
pay structure and we applied

00:49:56.674 --> 00:50:00.484
what was responsible at that time from a fiscal standpoint

00:50:00.484 --> 00:50:03.174
and it is a discounted pay structure, so.

00:50:03.874 --> 00:50:07.344
Complete Transparency. It's a 10% discounted pay structure

00:50:07.344 --> 00:50:10.884
so our midpoints are 10% below what market was at that point

00:50:10.884 --> 00:50:13.894
in time. We are hoping that we will be

00:50:13.894 --> 00:50:17.574
able to recommend and implement a true market

00:50:17.574 --> 00:50:21.104
based pay structure where midpoints will be reflective

00:50:21.104 --> 00:50:24.874
of market. Now it may be that we are not as close to midpoint as we

00:50:24.874 --> 00:50:28.344
are now, but we would at least know we'd have the information we

00:50:28.344 --> 00:50:31.624
e have the responsible, we'd have that data there for us

00:50:31.624 --> 00:50:34.454
make data informed decisions on if I'm hiring.

00:50:34.554 --> 00:50:38.204
Job. This is what this person may be getting as an offer from

00:50:38.204 --> 00:50:41.774
another organization and I need to look at my budget I

00:50:41.774 --> 00:50:45.134
I need to look at my resources, I need to look and see how this supports

00:50:45.134 --> 00:50:48.474
our organization, but at least having that information would be

supportive of

00:50:48.474 --> 00:50:51.764

you being able to make better decisions. So these are the steps that

00:50:51.764 --> 00:50:54.924

we're taking, some of the things we've already completed

00:50:54.924 --> 00:50:59.114

we are using Koopa, which is a higher

00:50:59.114 --> 00:51:02.384

education salary survey. It's kind of our standard that we've used for years. It helps to

00:51:02.384 --> 00:51:05.124

elps to keep us a baseline of what our other higher education organizations.

00:51:05.204 --> 00:51:08.464

OK, but with that we've also added in

00:51:08.464 --> 00:51:12.374

comp analyst. So comp analyst is a national survey source, so we

00:51:12.374 --> 00:51:16.364

look both nationally, we also look regionally, we look at DFW market

00:51:16.364 --> 00:51:20.484

and see what are similar positions paying within DFW

00:51:20.484 --> 00:51:23.934

and then Mercer is also another national

00:51:23.934 --> 00:51:27.184

l survey survey source, Mercer has some

00:51:27.184 --> 00:51:30.364

great discipline based data that

00:51:30.364 --> 00:51:33.954

we can break down into certain service sectors for

00:51:33.954 --> 00:51:36.504

the Health Science Center for example, we can really get into some.

00:51:36.574 --> 00:51:39.624

Clinical and medical data that is not as

00:51:39.624 --> 00:51:43.494

easily discernible for some of our other organizations and

00:51:43.494 --> 00:51:47.234

for some areas we are using some specific data, so

00:51:47.234 --> 00:51:50.474

I have examples for specialized fields, athletics we want to

00:51:50.474 --> 00:51:54.844

o go look at conference data. What are our conference competitors paying folks

00:51:54.844 --> 00:51:58.364

for police. We want to look at what are local municipalities paying their police

00:51:58.364 --> 00:52:01.554

departments, so where there is specialized information

00:52:01.554 --> 00:52:04.904

in the area, we're pulling that and also considering that in

00:52:04.904 --> 00:52:06.054

r decision making process.

00:52:07.214 --> 00:52:10.364

So we've done that. We've pulled that information together

00:52:10.364 --> 00:52:13.374

We have selected our benchmark titles. We have about

00:52:13.374 --> 00:52:17.424

900 benchmark titles that we're looking at for the whole organization and

00:52:17.424 --> 00:52:21.384

we really focused in on three things, what are our most highly utilized

00:52:21.384 --> 00:52:26.314

d titles? So custodians, people who work in dining services, administrative support

00:52:26.314 --> 00:52:30.064

IT, support financial

00:52:30.064 --> 00:52:33.394

l aid, admissions, recruitment, those things that we know we have a lot of

00:52:33.394 --> 00:52:36.444

f folks in those bodies we also then looked at

00:52:36.444 --> 00:52:39.694

t making sure that we had a variety of levels within a

00:52:39.694 --> 00:52:39.944

job family.

00:52:40.044 --> 00:52:43.294

And so taking admissions we

00:52:43.294 --> 00:52:46.744

e have entry level folks who maybe are helping out with

00:52:46.744 --> 00:52:50.014

admissions work. We have people who are perhaps going out

00:52:50.014 --> 00:52:53.894

and doing recruiting. We have mid level management we have

00:52:53.894 --> 00:52:56.904

e the management, we have maybe some of the technical support people
in

00:52:56.904 --> 00:52:59.944

that team. So making sure that we have various levels that we

00:52:59.944 --> 00:53:03.494

can use those to benchmark other individuals within the group and

00:53:03.494 --> 00:53:06.804

d then we met with a large number of leaders and talked to

00:53:06.804 --> 00:53:10.184

them about their recruitment and retention concerns, where are they

00:53:10.184 --> 00:53:10.984

the most worried about?

00:53:11.054 --> 00:53:14.454

Losing their staff. And so we focused

00:53:14.454 --> 00:53:17.604

in on certain positions to make sure that we will go out

00:53:17.604 --> 00:53:18.734

and benchmark those titles as well.

00:53:19.704 --> 00:53:23.504

So we are at the point of doing market matching. So if you

00:53:23.504 --> 00:53:26.814

see a comp person, I told the HR team to give them a

00:53:26.814 --> 00:53:29.124

hug, but you can just give them a high five or something.

00:53:30.624 --> 00:53:34.214

They need support. Right now they are doing a lot

00:53:34.214 --> 00:53:37.274

of work, so we're doing the market match data right

00:53:37.274 --> 00:53:40.734

now. We have also made a commitment that if we struggle on doing this, we will

00:53:40.734 --> 00:53:43.864

reach back out to the subject matter expert and say we're

00:53:43.864 --> 00:53:47.004

having difficulty in making this match please work, work with

00:53:47.004 --> 00:53:51.274

us to make sure we're identifying this correctly and accurately we'll

00:53:51.274 --> 00:53:54.584

ll then work through an area of market analysis and this is

00:53:54.584 --> 00:53:58.464

s where we may be reaching out to some of you especially like Rajesh and

00:53:58.464 --> 00:54:02.044

working through some of that linear modeling looking at

00:54:02.044 --> 00:54:02.374

egression analysis.

00:54:02.464 --> 00:54:05.774

Making sure that we can look at it from a statistical point

00:54:05.774 --> 00:54:08.794

and say here's what a healthy pay structure looks like

00:54:08.794 --> 00:54:11.864

for our organization, for our titles with

00:54:11.864 --> 00:54:15.094

th that, we'll then make recommendations to leadership. Here's what we found

00:54:15.094 --> 00:54:18.454
Here's how far we are off or man, we're

00:54:18.454 --> 00:54:20.534
paying right at market. This is the greatest thing ever.

00:54:21.824 --> 00:54:24.944
Let's see. Anyway we will be

00:54:24.944 --> 00:54:28.114
e working with leadership. We'll provide that information for them

00:54:28.114 --> 00:54:31.654
to make decisions that this will be in time for them to have the

00:54:31.654 --> 00:54:35.154
information and planning for budget so that we can have that planned out

00:54:35.154 --> 00:54:38.394
for budget exercises. The anticipation is

00:54:38.394 --> 00:54:41.404
that the decision making and budget decisions to be made in spring of

00:54:41.404 --> 00:54:44.694
24 with a implementation

00:54:44.694 --> 00:54:48.504
of new pay structure or changes in September of 20

00:54:48.504 --> 00:54:51.614
What this doesn't mean is that we're not doing other work

00:54:51.614 --> 00:54:53.094
in between that time.

00:54:53.194 --> 00:54:56.254
So if we do have areas that we have need to

00:54:56.254 --> 00:54:59.834
o have a focus if we find information

00:54:59.834 --> 00:55:03.104
with the IT study and there were resources in order to do

00:55:03.104 --> 00:55:06.564

o something sooner, that's a possibility. This is just

00:55:06.564 --> 00:55:07.044
the overall.

00:55:08.234 --> 00:55:11.184
Calendar for what we anticipate for this program.

00:55:12.904 --> 00:55:13.944
I think that is.

00:55:15.064 --> 00:55:17.854
My presentation, perfect. Thank you. Right.

00:55:18.774 --> 00:55:19.934
Anthony, you sure?

00:55:24.234 --> 00:55:28.014
Alright, we'll get into the final stretch here. Just want

00:55:28.014 --> 00:55:30.654
to quickly cover some next steps so.

00:55:31.934 --> 00:55:33.414
Really. Going back to?

00:55:34.174 --> 00:55:35.824
Our timeline.

00:55:38.404 --> 00:55:42.774
We're really obviously now getting into the organizational

00:55:42.774 --> 00:55:46.294
design, operating models, conversation etcetera now that the service
service delivery

00:55:46.294 --> 00:55:49.734
y matrix exercise and that

00:55:49.734 --> 00:55:53.294
process is complete. So we're we're definitely going to be

00:55:53.294 --> 00:55:57.464
focusing on that. Let me go back to the next steps

00:55:57.464 --> 00:56:00.054
we are awaiting the overall.

00:56:01.714 --> 00:56:04.774
Detailed findings and most importantly

00:56:04.774 --> 00:56:07.804
recommendations from Deloitte, we definitely felt

00:56:07.804 --> 00:56:11.124
like we wanted to leverage their expertise in the areas that we.

00:56:11.924 --> 00:56:17.174
That we covered earlier between again academic technology data

00:56:17.174 --> 00:56:20.254
a analytics and research computing

00:56:20.254 --> 00:56:24.104
just to make sure that we understand operation

00:56:24.104 --> 00:56:27.484
Opera operating models out there that have worked at that we

00:56:27.484 --> 00:56:30.594
can look to implement within our in

00:56:30.594 --> 00:56:30.884
our enterprise.

00:56:31.684 --> 00:56:35.074
As we move forward, we're also

00:56:35.074 --> 00:56:38.204
going to sort of 0 in, I know early three months ago

00:56:38.204 --> 00:56:41.324
I said we cast a very wide net as

00:56:41.324 --> 00:56:44.574
we started this journey and we knew certainly not everything was going

00:56:44.574 --> 00:56:47.724
to be not all these groups and resources that

00:56:47.724 --> 00:56:50.894
t we started to consider

00:56:50.894 --> 00:56:54.564
er would ultimately be part of the enterprise IT organization

00:56:54.564 --> 00:56:57.584
that we're assembling. So we'll look at that and

00:56:57.584 --> 00:57:01.524

make sure that there's technology teams that

00:57:01.524 --> 00:57:03.364

t need to remain embedded within the business.

00:57:03.434 --> 00:57:06.664

Units or what I called adjacent groups

00:57:06.664 --> 00:57:10.284

you so what we would call shadow IT, we know that there's

00:57:10.284 --> 00:57:13.724

s a specific role for certain areas and certain groups that are

00:57:13.724 --> 00:57:17.274

very specific. So what we'll look at that and make sure that we

00:57:17.274 --> 00:57:20.584

we've we've reached the conclusion on those on

00:57:20.584 --> 00:57:23.734

those areas one of the things definitely as

00:57:23.734 --> 00:57:27.994

as we move forward, we know we need to make sure that we're tightly integrated and there's

00:57:27.994 --> 00:57:31.194

oversight and there's collaboration and there's awareness of

00:57:31.194 --> 00:57:34.134

pening in those areas. So it's not so siloed.

00:57:34.344 --> 00:57:37.524

And then also things like job titles, if they're

00:57:37.524 --> 00:57:40.804

if they're truly performing an IT job function

00:57:40.804 --> 00:57:44.264

n that they're using the this job architecture

00:57:44.264 --> 00:57:47.384

this job catalog that we're going to be putting together.

00:57:48.824 --> 00:57:51.974

That's the next piece a lot of

00:57:51.974 --> 00:57:55.264

f work here in the next few months on

00:57:55.264 --> 00:57:58.574

the job architecture you got a good overview of

00:57:58.574 --> 00:58:01.604

f what that process entails. It's

00:58:01.604 --> 00:58:04.854

time consuming to go through that, but a

00:58:04.854 --> 00:58:08.144

critical, critical component to make sure that we're sort of dusting

00:58:08.144 --> 00:58:11.494

off our organizations, looking at our roles, make sure that we have

00:58:11.494 --> 00:58:14.774

current titles, that we have accurate descriptions and that

00:58:14.774 --> 00:58:18.334

we can therefore do the right compensation studies and

00:58:18.334 --> 00:58:19.294

d analysis.

00:58:19.704 --> 00:58:22.964

And then on the financial modeling and the approach

00:58:22.964 --> 00:58:26.964

moving forward, this is really I think more than anything

00:58:26.964 --> 00:58:30.964

a conversation with you NT right just given how

00:58:30.964 --> 00:58:34.494

all the operating costs for

00:58:34.494 --> 00:58:37.544

r people and hardware

00:58:37.544 --> 00:58:41.184

software, technology are embedded within the schools and colleges

00:58:41.184 --> 00:58:44.194

what makes sense to do moving forward, right, a lot of that

00:58:44.194 --> 00:58:47.724

is already centered or centralized at HSC in Dallas

00:58:47.724 --> 00:58:50.404

s in system of course, but.

00:58:50.474 --> 00:58:54.154
You know what would make sense to set

00:58:54.154 --> 00:58:54.244
up?

00:58:55.154 --> 00:58:58.304
At UNT so that we have campus level.

00:59:00.434 --> 00:59:04.464
Cost center that can hopefully have someone that can potentially house

00:59:04.464 --> 00:59:07.784
some of these costs from a people perspective from a

00:59:07.784 --> 00:59:09.784
from a technology delivery perspective.

00:59:10.544 --> 00:59:14.634
So that's really the next few tangible steps

00:59:14.634 --> 00:59:19.584
again all kind of in line with that timeline that I shared reminder

00:59:19.584 --> 00:59:23.694
ours are just our kind of our next town halls again we

00:59:23.694 --> 00:59:25.114
want to get back into the four week.

00:59:26.594 --> 00:59:30.934
Town Hall Tuesday cadence, So the next one will be

00:59:30.934 --> 00:59:34.774
mid November. We'll be back up at UNT

00:59:34.774 --> 00:59:38.234
Denton and then the last one for this calendar

00:59:38.234 --> 00:59:41.424
year will be the AT

00:59:41.424 --> 00:59:44.454
the AT either they call it Woodhill or BC that's where

00:59:44.454 --> 00:59:47.464
system HR IT

00:59:47.464 --> 00:59:51.124

IT and in our procurement teams are house, so just south of

00:59:51.124 --> 00:59:54.704

the campus. So we'll be

00:59:54.704 --> 00:59:57.744

there before the end of the year. So with that I think we're at.

00:59:57.824 --> 01:00:01.064

Little, little early, that's OK. And I didn't think it was going to take

01:00:01.064 --> 01:00:04.484

us that long and I think we're ready for Q

01:00:04.484 --> 01:00:08.564

A. So we'll open it up and

01:00:08.564 --> 01:00:12.044

d I'll invite Anthony make sure that he's up

01:00:12.044 --> 01:00:14.454

here for to help me with some of these questions. So.

01:00:19.044 --> 01:00:22.824

We did get several questions and the first one is

01:00:22.824 --> 01:00:26.534

s from Ryan. What is the plan to address core infrastructure failures?
How can

01:00:26.534 --> 01:00:29.894

we ensure there's transparency and accountability

01:00:29.894 --> 01:00:34.244

for these core services?

01:00:38.184 --> 01:00:41.534

Where's? Where did Christopher go? Oh, there he

01:00:41.534 --> 01:00:44.984

is. He's staying back. No, I think. Let me

01:00:44.984 --> 01:00:48.364

just say a couple things and I'm gonna let him chime in here

01:00:48.364 --> 01:00:51.724

as well. I think we've been talking. I think the

01:00:51.724 --> 01:00:55.014
question was around transparency, accountability. I think we've

01:00:55.014 --> 01:00:58.564
been very transparent and we've

01:00:58.564 --> 01:01:01.824
made the decisions that we needed to make

01:01:01.824 --> 01:01:05.334
Definitely the, you know, the data

01:01:05.334 --> 01:01:08.824
migration to, you know, from a shared drive perspective as we layer it

01:01:08.824 --> 01:01:09.174
in the hammer.

01:01:09.254 --> 01:01:12.834
Based technology has been very, very

01:01:12.834 --> 01:01:15.704
impactful and we've communicated that.

01:01:16.984 --> 01:01:20.964
We've escalated that with the vendor we

01:01:20.964 --> 01:01:24.774
e have done our very best to pivot

01:01:24.774 --> 01:01:28.234
and transition away from them as quickly as we

01:01:28.234 --> 01:01:31.414
can, so I think we have been transparent and open

01:01:31.414 --> 01:01:34.804
and honest about it. We have not ultimately the product

01:01:34.804 --> 01:01:38.174
the technology crater under the volume

01:01:38.174 --> 01:01:42.274
of concurrent usage and data that was thrown at

01:01:42.274 --> 01:01:45.904
it that that's truly, truly what happened as much as

01:01:45.904 --> 01:01:48.664
igence as we did, as much as planning as we did.

01:01:48.744 --> 01:01:52.514

It ultimately didn't work right, so we needed to come

01:01:52.514 --> 01:01:56.454

up with the Plan B and so I think we've been executing to that, but

01:01:56.454 --> 01:02:00.264

to unfortunately it's you know the way that the platform works

01:02:00.264 --> 01:02:03.614

I'm just probably going way into the deep into the weeds on

01:02:03.614 --> 01:02:06.944

on this particular one, but I know it's top of mind but

01:02:06.944 --> 01:02:10.474

t I think we've been transparent along

01:02:10.474 --> 01:02:14.334

that when we had a certainly an issue at UNT

01:02:14.334 --> 01:02:17.664

with the College of Music, we also Christopher and I and James

01:02:17.664 --> 01:02:20.374

were there, we were we were sitting down in front of the.

01:02:20.464 --> 01:02:24.074

In front of the entire college highlighting

01:02:24.074 --> 01:02:27.524

g what happened and how we got to the point in doing our very best

01:02:27.524 --> 01:02:30.954

to retrieve everything that we possibly we could. So I think we

01:02:30.954 --> 01:02:34.834

are doing that, but certainly if there's more

01:02:34.834 --> 01:02:38.234

questions or concerns that folks have happy to take

01:02:38.234 --> 01:02:41.544

e that. But Christopher I don't if you want anything to this to the

01:02:41.544 --> 01:02:44.134

hammer space item, I mean the only thing that I would add is.

01:02:45.164 --> 01:02:48.534

That I do feel, and even I

01:02:48.534 --> 01:02:52.864

think Abraham and I have had some discussions. Abraham. John

01:02:52.864 --> 01:02:56.094

and having discussions about how during let's say

01:02:56.094 --> 01:02:59.454

y the hammer space migration, he's like the simple fact

01:02:59.454 --> 01:03:03.384

that we were able to come and talk with you all

01:03:03.384 --> 01:03:06.614

and we got together collaboratively

01:03:06.614 --> 01:03:10.204

to discuss, hey, this is a real pain point, this solution isn't going to work

01:03:10.204 --> 01:03:13.564

k. It wasn't like I was like, hey, that's sorry

01:03:13.564 --> 01:03:15.994

this is what we purchased and we're going to make it work.

01:03:16.094 --> 01:03:19.244

It was alright. Let's pivot and let's find

01:03:19.244 --> 01:03:22.724

an alternate plan and another solution that will work to meet

01:03:22.724 --> 01:03:26.424

the university's needs. And I will say that you know, looking

01:03:26.424 --> 01:03:29.864

g back in hindsight is always 2020 we met

01:03:29.864 --> 01:03:33.394

t with other universities. I met with A and M they had Hammer space. They're like, oh yeah, we

01:03:33.394 --> 01:03:37.134

love it. They weren't using it anywhere near the capacity that

01:03:37.134 --> 01:03:41.024

we are. In fact, there's no one in the world using hammer space

01:03:41.024 --> 01:03:44.524

to the capacity that we are. I didn't know that AS

01:03:44.524 --> 01:03:46.094
as far as there's a lot of universe.

01:03:47.304 --> 01:03:51.344
Usage data wise, there's capacity

01:03:51.344 --> 01:03:54.534
more than ours. There is not the number of concurrent connections
those

01:03:54.534 --> 01:03:57.904
e are little things that just nobody told

01:03:57.904 --> 01:04:01.384
me that, nobody told us that and things like that, but as far as kind
of

01:04:01.384 --> 01:04:04.804
the question around infrastructure

01:04:04.804 --> 01:04:07.964
and transparency, I don't think you'll find somebody that

01:04:07.964 --> 01:04:11.334
is more transparent than I am, because I do

01:04:11.334 --> 01:04:14.464
not find that I have all the answers what I like to

01:04:14.464 --> 01:04:17.634
do is collaborate to come to the best decision

01:04:17.634 --> 01:04:18.274
as a team.

01:04:18.414 --> 01:04:22.044
And if there's ever a situation where somebody's like, why wasn't
involved or I

01:04:22.044 --> 01:04:25.404
didn't understand or I didn't get asked

01:04:25.404 --> 01:04:28.904
and I'm I will be the first to apologize. But I will also

01:04:28.904 --> 01:04:32.194
be the first to say let's figure out how we do this

01:04:32.194 --> 01:04:35.614

s better going forward and if it's six months or a year

01:04:35.614 --> 01:04:38.624

r down the road and we're looking back and we're like, hey, we could have done

01:04:38.624 --> 01:04:41.834

this better, that's how we get better as a team and so

01:04:41.834 --> 01:04:45.014

o as far as transparency goes when it comes to infrastructure

01:04:45.014 --> 01:04:48.244

if there's ideas, if there's people that are attending conferences and they see

01:04:48.244 --> 01:04:50.254

ew solutions, Michael Baggett and I've been emailing.

01:04:50.324 --> 01:04:53.424

Looking forth about Azure and things like

01:04:53.424 --> 01:04:56.924

that, I'm totally open to those kind of things. So I

01:04:56.924 --> 01:05:00.234

hope that answers. I think it was Brian's question, but

01:05:00.234 --> 01:05:03.624

if not, feel free to email me and I will

01:05:03.624 --> 01:05:04.184

l elaborate further.

01:05:06.864 --> 01:05:07.424

Thanks Sir.

01:05:10.064 --> 01:05:13.224

Thank you. This next question is regarding staffing

01:05:13.224 --> 01:05:16.344

What is the plan for business continuity? How will we ensure

01:05:16.344 --> 01:05:20.284

there is redundancy in place for uninterrupted

01:05:20.284 --> 01:05:23.264

business operations in adequate staffing levels as team members depart?

01:05:25.324 --> 01:05:28.384

I mean, I think as we start

01:05:28.384 --> 01:05:32.344

the conversations with that Melinda and her team

01:05:32.344 --> 01:05:35.534

m are helping us go through, that's part

01:05:35.534 --> 01:05:39.014

of the conversation that takes place right in terms

01:05:39.014 --> 01:05:42.224

ms of what is from a service, delivery perspective, service

01:05:42.224 --> 01:05:45.624

vels, what is the current capacity and

01:05:45.624 --> 01:05:49.564

we're So that is going to be part of the conversations as

01:05:49.564 --> 01:05:53.124

we move forward. I think definitely there's we know that

01:05:53.124 --> 01:05:55.594

t there's single points of failure for.

01:05:55.814 --> 01:05:58.994

Different areas out there, so I think it's important

01:05:58.994 --> 01:06:02.374

to understand what those are and put plans of actions in place, but I think

01:06:02.374 --> 01:06:06.154

that is part of the conversations as we get into the job

01:06:06.154 --> 01:06:09.184

architecture phase that we also

01:06:09.184 --> 01:06:12.464

surface. So don't have an answer what that looks like yet, but I

01:06:12.464 --> 01:06:15.504

think obviously first, first step will be clearly

01:06:15.504 --> 01:06:18.624

identifying and documenting those and putting a plan of

01:06:18.624 --> 01:06:21.264

of action as we move forward along with the compensation steps that we'll take.

01:06:23.894 --> 01:06:27.344

Thank you. And just a reminder for those that have midterms this

01:06:27.344 --> 01:06:32.404

s is being recorded and will be uploaded on the website this afternoon

01:06:32.404 --> 01:06:35.654

This next question is from Justin. Will the data gathered

01:06:35.654 --> 01:06:39.164

from the job architecture, process and skill assessments be

01:06:39.164 --> 01:06:40.404

made available to employees?

01:06:43.184 --> 01:06:44.324

One they want to take that though.

01:06:52.604 --> 01:06:55.674

I would say the short answer is yes, one

01:06:55.674 --> 01:06:59.084

of the most important things that will come out of this

01:06:59.084 --> 01:07:02.224

will be job descriptions. Job descriptions now are

01:07:02.224 --> 01:07:05.554

accessible to all of our employees. You can see the job

01:07:05.554 --> 01:07:08.644

descriptions for any of our titles within the organization you

01:07:08.644 --> 01:07:12.464

u can see your own personal position description within our people admin system. So

01:07:12.464 --> 01:07:14.374

that will obviously be transparent.

01:07:15.194 --> 01:07:18.404

Changes to titles if there are changes to titles made

01:07:18.404 --> 01:07:21.784

e, those will be communicated out to individuals. They'll

01:07:21.784 --> 01:07:25.154

be communicated to their supervisor so that they are given

01:07:25.154 --> 01:07:25.624

n that information.

01:07:27.584 --> 01:07:31.334

I can't think of individual areas that may

01:07:31.334 --> 01:07:34.684

or may not be transparent or

01:07:34.684 --> 01:07:38.354

released. There may be some specific personal information about

01:07:38.354 --> 01:07:41.424

individual salaries that we of course wouldn't share except with

01:07:41.424 --> 01:07:45.334

that person. So the things that need to be maintained as

01:07:45.334 --> 01:07:49.204

confidential, we will be very willing to have one on one conversations

01:07:49.204 --> 01:07:53.724

with folks, But the overall structure and organizational

01:07:53.724 --> 01:07:57.124

design and development will be completely open and we'll just

01:07:57.124 --> 01:08:00.144

need to make sure that we can put that into a place and format that.

01:08:00.214 --> 01:08:01.144

Folks can access.

01:08:02.644 --> 01:08:03.334

Perfect. Thank you.

01:08:05.954 --> 01:08:09.154

Thank you. This next question comes

01:08:09.154 --> 01:08:12.894

from Denton. What is the desired future state for specialized class
labs

01:08:12.894 --> 01:08:16.274

that are currently managed by the academic units and

01:08:16.274 --> 01:08:20.054

academic affairs? How will we ensure national accreditation standards are

01:08:20.054 --> 01:08:20.214
being met?

01:08:22.384 --> 01:08:23.374
Take that one, James.

01:08:32.074 --> 01:08:35.444
So I was gonna just get Anthony up here to answer

01:08:35.444 --> 01:08:36.084
that one for us.

01:08:38.234 --> 01:08:39.794
I think the.

01:08:40.614 --> 01:08:44.224
The easy answer to a relatively complicated question is

01:08:44.224 --> 01:08:47.244
that it starts from

01:08:47.244 --> 01:08:50.604
know, from accreditation standpoint. It starts with discussions.

01:08:51.264 --> 01:08:54.914
With the deans and the business units and making sure that we're

01:08:54.914 --> 01:08:58.894
actually meeting standards, it starts and ends with that, right? So
there's not going to

01:08:58.894 --> 01:09:02.144
be no matter what we do, no matter how we configure ourselves, no
matter

01:09:02.144 --> 01:09:05.634
r what the support looks like, there's not gonna be a

01:09:05.634 --> 01:09:08.964
deviation from meeting our accreditation standards. Those guide

01:09:08.964 --> 01:09:12.134
know, guide us in everything that we do, whether that's anything down
to

01:09:12.134 --> 01:09:15.294
labs to anything, to the registrar's office and financial aid. So I

01:09:15.294 --> 01:09:16.154
would say that.

01:09:17.314 --> 01:09:20.464
That's a good question. It is not an area of concern

01:09:20.464 --> 01:09:24.004
for me that we would move away from that and any of these

01:09:24.004 --> 01:09:27.104
structured conversations that we're having would alter

01:09:27.104 --> 01:09:31.034
that. So for the

01:09:31.034 --> 01:09:34.404
easy answer is that's nothing to be concerned

01:09:34.404 --> 01:09:37.424
with, will continue to have ongoing discussions

01:09:37.424 --> 01:09:40.794
about what the individual business needs are

01:09:40.794 --> 01:09:44.084
for each campus and when it comes down to specialized

01:09:44.084 --> 01:09:47.234
labs, what those specialized lab needs are and then

01:09:47.234 --> 01:09:50.474
n following that through to what are the accreditation requirements.

01:09:50.564 --> 01:09:53.734
In those specialized labs and making sure that we're

01:09:53.734 --> 01:09:56.714
compliant. So that will not change no matter what the service catalog
looks like.

01:10:02.154 --> 01:10:05.384
Thank you. This next question is 2 parts the 1st

01:10:05.384 --> 01:10:09.454
rst question is, can IT staff expect to be provided with centralized

01:10:09.454 --> 01:10:12.574
resources and continuing education for developing

01:10:12.574 --> 01:10:15.674

our technical and leadership skills so that we can continue to

01:10:15.674 --> 01:10:17.444

follow the established succession plans?

01:10:19.824 --> 01:10:23.894

So think questions around training and training

01:10:23.894 --> 01:10:24.084

ng.

01:10:24.774 --> 01:10:28.324

Opportunities and resources, Yes, absolutely. I mean

01:10:28.324 --> 01:10:29.004

I think.

01:10:30.064 --> 01:10:33.294

Obviously, we have to look

01:10:33.294 --> 01:10:37.784

at. I can just speak from the system IT perspective we've invested

01:10:37.784 --> 01:10:41.064

d very heavily and training and conferences that we put

01:10:41.064 --> 01:10:44.424

on hold for a number of years

01:10:44.424 --> 01:10:47.824

I don't have the numbers but it's we we've definitely made made a

01:10:47.824 --> 01:10:51.434

purpose made a concerted

01:10:51.434 --> 01:10:54.974

d effort to send folks that needed to go to whether it's people self

01:10:54.974 --> 01:10:58.234

related or highland for document management.

01:10:59.444 --> 01:11:02.494

The different conferences that are

01:11:02.494 --> 01:11:05.954

relevant to security et cetera. So we we've we've we've invested in

01:11:05.954 --> 01:11:10.994

that. We've also I know through Christopher's

01:11:10.994 --> 01:11:14.464

suggestion for example invested in an online learning

01:11:14.464 --> 01:11:17.864

platform that is incredibly rich and robust in

01:11:17.864 --> 01:11:21.154

terms of classes that it offers and

01:11:21.154 --> 01:11:24.364

d we've seen it's seed based. So I don't know what

01:11:24.364 --> 01:11:27.864

the seed count is so but we can definitely

01:11:27.864 --> 01:11:31.254

y 65, we can always of course look to expand that but that's

01:11:31.254 --> 01:11:32.164

a.

01:11:32.274 --> 01:11:35.434

That's another mechanism that's available to our employees.

01:11:37.054 --> 01:11:40.164

And we've seen people that don't use it ever to

01:11:40.164 --> 01:11:43.584

people that actually go down the Azure certification

01:11:43.584 --> 01:11:47.564

track, right. So a lot of that also will depend on the employee as well to

01:11:47.564 --> 01:11:50.854

make sure that they're taking the initiative, taking advantage of those resources

01:11:50.854 --> 01:11:54.044

resources. But certainly we will make a concerted effort

01:11:54.044 --> 01:11:57.054

to identify those platforms

01:11:57.054 --> 01:11:59.504

or training opportunities to support that for sure, yes.

01:12:03.814 --> 01:12:07.494

Perfect. The second part is do you think this gives other

01:12:07.494 --> 01:12:10.904

UTI UNT IT staff members advantages

01:12:10.904 --> 01:12:14.064

and following the succession plan and if so how do you

01:12:14.064 --> 01:12:14.964

u plan on addressing this?

01:12:17.034 --> 01:12:20.224

If given the I'm sorry the repeat

01:12:20.224 --> 01:12:23.784

the question. Do you think this gives other

01:12:23.784 --> 01:12:26.864

UNT IT staff members advantages and

01:12:26.864 --> 01:12:29.864

following their succession plan and if so, how do you plan on addressing it?

01:12:30.714 --> 01:12:34.494

I think to me and then we just want to make sure that

01:12:34.494 --> 01:12:38.474

we're investing in our employees to continue to develop and

01:12:38.474 --> 01:12:39.134

d advance their skills.

01:12:40.654 --> 01:12:43.734

I'm not sure I understand why the advantage question aspect of

01:12:43.734 --> 01:12:47.284

the question, but I mean to me that's the most important

01:12:47.284 --> 01:12:50.754

piece is just to make sure that we're investing in our resources to

01:12:50.754 --> 01:12:53.924

train and further develop their skill set and the areas

01:12:53.924 --> 01:12:57.194

a that are core to their operation, but also areas of interest, right and

01:12:57.194 --> 01:13:00.344

d so things like an online learning platform helps provide

01:13:00.344 --> 01:13:02.964
hat. So that's what comes to mind.

01:13:06.944 --> 01:13:07.234
Yeah.

01:13:08.154 --> 01:13:08.624
Yeah. Thank you.

01:13:13.544 --> 01:13:17.234
This next question is related to the job architecture again

01:13:17.234 --> 01:13:21.244
n, will there be room in this new job architecture and organizational structure to

01:13:21.244 --> 01:13:24.734
allow for differences in specialized needs from one campus

01:13:24.734 --> 01:13:24.904
to another?

01:13:26.454 --> 01:13:30.834
I think the short answer is yes, absolutely we'll

01:13:30.834 --> 01:13:34.414
l take a look at that. I think the one thing we want to make sure is that

01:13:34.414 --> 01:13:34.864
we.

01:13:35.554 --> 01:13:39.214
We understand that. What the

01:13:39.214 --> 01:13:42.294
job, job requirements that the title reflects that

01:13:42.294 --> 01:13:45.484
we're consistent and we know that there's going to be some again

01:13:45.484 --> 01:13:47.664
n, back to the scope of.

01:13:48.534 --> 01:13:51.754
Of the scope of the position

01:13:51.754 --> 01:13:55.074
So yes, I think it will definitely factor into that

01:13:55.074 --> 01:13:58.904

whether it's from a technology specific item or from

01:13:58.904 --> 01:14:02.144

a specialized skill set that may be needed, absolutely that will factor

01:14:02.144 --> 01:14:02.414

into it.

01:14:05.534 --> 01:14:08.694

This next question I think is for you, Melinda. How will

01:14:08.694 --> 01:14:11.764

we ensure that changes to the

01:14:11.764 --> 01:14:15.284

IT job descriptions don't negatively impact resource managers? Who

01:14:15.284 --> 01:14:17.474

o depend on exempt employee resource status?

01:14:23.084 --> 01:14:27.114

It's a very specific one. Alright, well, there's so much

01:14:27.114 --> 01:14:30.274

packed into that question we have

01:14:30.274 --> 01:14:34.774

e to comply with federal guidelines when it comes to exemption status and

01:14:34.774 --> 01:14:37.844

I'm not sure probably none of you look at this like

01:14:37.844 --> 01:14:41.474

e I do, but the Department of Labor is proposing

01:14:41.474 --> 01:14:44.604

some changes to exemption status. It is going to be

01:14:44.604 --> 01:14:47.624

a salary threshold change that we may

01:14:47.624 --> 01:14:49.914

perhaps have to meet. This is something that came about.

01:14:51.294 --> 01:14:54.434

I don't know. Some former administration ago where

01:14:54.434 --> 01:14:57.764
they said we were going to need to move up to a certain level that

01:14:57.764 --> 01:15:00.994
then got caught up in the courts and didn't

01:15:00.994 --> 01:15:04.424
Didn't happen. But there is now another proposal that folks would

01:15:04.424 --> 01:15:07.904
have to make a certain salary in order to be exempt. We will

01:15:07.904 --> 01:15:11.194
have to follow that first. So that's number

01:15:11.194 --> 01:15:14.514
one. And with that we'll have to consider what resources we

01:15:14.514 --> 01:15:17.844
have available if we need to say a position needs to be

01:15:17.844 --> 01:15:21.184
e bumped up to meet that salary threshold or if it will we

01:15:21.184 --> 01:15:23.664
will just have to say this is going to be a non exempt role.

01:15:23.854 --> 01:15:26.994
And folks will have to accrue comp time

01:15:26.994 --> 01:15:29.434
be paid out for comp time as needed so.

01:15:30.214 --> 01:15:33.334
We will always be looking at the responsibilities

01:15:33.334 --> 01:15:36.654
of the job, the expectations of the job

01:15:36.654 --> 01:15:39.774
whether it meets any of those standards that allow us to

01:15:39.774 --> 01:15:42.904
exempt the position, that will be critical because

01:15:42.904 --> 01:15:46.334
we do have this federal guidelines that we have to comply with, but

01:15:46.334 --> 01:15:46.684

ut know that.

01:15:47.344 --> 01:15:50.354
This is on our radar and we'll

01:15:50.354 --> 01:15:53.494
definitely be having more discussions as this DOL

01:15:53.494 --> 01:15:57.014
recommendation comes into light and it will

01:15:57.014 --> 01:15:59.424
be communicated with campus as appropriate.

01:16:00.834 --> 01:16:03.904
To clarify, that's not specific to it, but the

01:16:03.904 --> 01:16:07.044
entire enterprise, correct? It is specific to the entire

01:16:07.044 --> 01:16:09.024
United States.

01:16:09.304 --> 01:16:12.514
Not just you, not just it. Good to know

01:16:12.514 --> 01:16:15.624
we are in compliance with all state and federal laws. That's

01:16:15.624 --> 01:16:16.424
what we're here for.

01:16:17.904 --> 01:16:19.214
Thank you.

01:16:20.454 --> 01:16:23.554
Will the Deloitte findings and recommendations be shared

01:16:23.554 --> 01:16:23.754
with us?

01:16:26.364 --> 01:16:29.374
I think the things

01:16:29.374 --> 01:16:32.934
that are relevant, absolutely. I think we'll you

01:16:32.934 --> 01:16:36.294
in we're waiting to

01:16:36.294 --> 01:16:39.654

understand kind of what their proposed approach to some of

01:16:39.654 --> 01:16:43.564

the challenges and as we move forward. So I think you'll see some

01:16:43.564 --> 01:16:46.904

of that reflected in our next conversations as we get into

01:16:46.904 --> 01:16:50.754

November, December, we'll definitely share that

01:16:50.754 --> 01:16:54.574

the initial observations by the way I've passed them along to the leadership team

01:16:54.574 --> 01:16:57.784

here. So we'll start

01:16:57.784 --> 01:16:58.624

getting that data.

01:16:58.674 --> 01:16:59.734

Here shortly.

01:17:02.654 --> 01:17:05.894

That concludes the online submitted questions. Do we

01:17:05.894 --> 01:17:06.614

have any in the room?

01:17:11.964 --> 01:17:13.654

Nobody has a question for Anthony.

01:17:16.234 --> 01:17:18.004

Everybody's given Anthony a hard time.

01:17:21.774 --> 01:17:25.474

You wrap up. All right. Perfect. Well, thank you again for

01:17:25.474 --> 01:17:29.904

your time. I know we give you back 15 minutes or 20

01:17:29.904 --> 01:17:33.174

minutes again. We'll try to get, try to get back into a four

01:17:33.174 --> 01:17:36.594

week cycle as again as we get into November and December

01:17:36.594 --> 01:17:39.924

we'll get into more specifics around the organizational

01:17:39.924 --> 01:17:44.054

al design, the structure and those proposed realignments as we

01:17:44.054 --> 01:17:47.224

wrap up the conversations with Deloitte. So thank you for

01:17:47.224 --> 01:17:50.664

your time and hopefully this is useful and we'll post

01:17:50.664 --> 01:17:52.104

t these slides online.

01:17:52.174 --> 01:17:55.484

For you guys to review and the recording will be available. So appreciate.