

**UA & UAF IT Consolidation Transition Teams**

***ON THE MERGE...***

**Upcoming Events:**

- Friday, June 17 - 2:00pm  
All IT Staff Meeting @  
Schaible Auditorium
- June 22 and 23 - Board of  
Regents in Fairbanks
- July 4 and 5 - 4th of July  
Holiday - UA & UAF closed
- Monday, July 11 - UA ITC  
Videoconference
- Friday, July 08 - 4:00pm  
All IT Staff Annual Picnic @  
Pioneer Park

**Questions about the  
IT Consolidation?**

Contact Lori Merdes:  
450-8387 or  
lori@alaska.edu

**Introducing Your Transition Oversight Team**

Established in November of 2004, by Steve Smith (Oversight Team Chair) through Department Heads and Directors, the Transition Oversight Team is our overall consolidation coordinating team. Team members represent the SW and UAF departments, services, and staff affected by the SW/UAF IT Consolidation.

To keep the Oversight Team size manageable, participation is limited to a mix of senior and mid-level management. It does not include an individual from every department or service. However, every department and service is represented by an assigned senior or mid-level manager on the Oversight Team. Oversight Team members are expected to function as two-way communication channels for all IT staff.

The Transition Oversight Team's charge includes:

**Sustain a global view:** Ensuring that all aspects of the consolidation are adequately and effectively managed.

**Timeline Development:** Establishing, maintaining, adjusting, tracking and communicating impact on the consolidation and changes that occur during the consolidation.

**Transition Team Development:** Transition Teams will be working groups assigned to focus on specific integration issues for specific IT areas. The Oversight Team will identify teams, assign participation, and monitor Transition Team progress.

- See *Transition Teams* on page 2.

*"You must welcome change as the rule but not as your ruler."*

- Denis Waitley

**Consolidation Organizing Principles**

1. Establish a Locus of Institutional Responsibility
2. Clearly Define Roles and Responsibilities
3. Formally Organize Distributed Support
4. Recognize that Structures Depend on People
5. Use Common Sense
6. Design Organizations that Enable them to Change

- Steve Smith's 3/16/05 presentation to SW/UAF IT staff.

**IT Business Office Formed**

The IT Business Office has been formed and is quickly transitioning processes for providing administrative and fiscal support to IT Staff at both UA Statewide and UAF.

SW and UAF Administrative Offices were tasked in December of 2004, to completely take on the support functions for all six departments included in the SW/UAF IT consolidation by June 30, 2005.

The new IT Business Office is comprised of the following:

- Nikki Blake . . . . . x 8382
- Spring Brattrud . . . . . x 1994
- Lacy Mitchell . . . . . x 8383
- Laura Morisky . . . . . x 8384
- Doreen Paul . . . . . x 8380
- Michelle Rizk . . . . . x 8388
- Wendy Rupe . . . . . x 6908
- Gail Wheeler-Hannis . . . x 6288

- Your IT Business Office -  
- An amazing group indeed -

# UA & UAF IT Consolidation Transition Teams

Learn more about IT Transition Teams at: <http://www.alaska.edu/itmerger>

## Transition Team Development

Teams are comprised of volunteers and individuals recommended by supervisors and managers. Final decisions regarding Transition Team members were made by the Transition Oversight Team, based on the following agreement:

### Transition Teams:

- Each team is comprised of both UAF and SW participants;
- Each team includes at least one (preferably two) IT participants from outside the Team's area of expertise;
- Each team will avoid relying on a single department for participation.

### Individual participation:

- Individuals should not participate in more than two transition teams;
- Transition Oversight Team members are not eligible to participate as Transition Team members;
- Transition Oversight Team members may serve in the facilitator role, provided the Transition Team to which he/she is assigned falls outside his/her area of expertise or management.

### Size:

- Minimum team size is four participants; maximum team size is eight participants;
- Each Transition Team will be assigned a facilitator outside the team's area of expertise.

Transition Teams are challenged to bring form and substance to IT's logical reorganization map. The Transition Teams will develop recommendations for new departmental structures, while identifying needed resources. Their recommendations will be reviewed, refined and resolved among all the IT staff and managers into a final plan that will guide the integration.

## Initial Focus

Transition Team workgroups will begin meeting the week of June 20th. The Transition Teams' initial focus is to define and prepare an Individualized Departmental Diagram (IDD). Initial goals for the IDD include:

- Comprehensively reviewing the SW and UAF IT Organizations;
- Looking beyond *what we have*;
- Listing services provided within the scope of identified teams;
- Identifying resources necessary to effectively deliver listed services;
- Clarifying surplus and deficit resources;
- Preparing service organization diagrams.

IDDs are due to the Oversight Team on August 5. All staff will have a chance to review and comment on each Team's recommendations.

## Designated Teams

### Oversight Team:

Steve Smith (chair), David DeWolfe, Bill Gregory, Brenda Knavel, Fred Smits, Tim Larrabee, Richard Machida, Lori Merdes, Lacy Mitchell, Rory O'Neill, David Rohwer, Michael Scott, and Charles Ward

### Campus Technology Services A:

Fred Smits (facilitator), Earl Voorhis, Ken Jernstrom, Chris Van Dyck, Robert Hale, Roger Asbury, and Jason Buechler

### Campus Technology Services B:

David DeWolfe (facilitator), Heather Havel, Lisa Fjellheim, Martha Mason, Charles Shepherd, Roger Asbury, Cassandra Heide, and Josh Steadman

### Enterprise Application Services C:

Tim Larrabee (facilitator), Janet Johnson, Beth Mercer, Steve Mullins, Tom Moyer, John Pile, Doug Knight, and Casey Baber

### Telecommunication Services D:

David Rohwer (facilitator), Donna Rohwer, Mike Brase, Craig Collar, Josh Steadman, Joyce Allen-Luopa, Ken Meggitt, Larisa Brundson, and Alan Nussbaumer

### Infrastructure Applications E:

Dana Platta (facilitator), Jayne Harvie, Kerry Digou, David Bantz, Martin Miller, Daniel Laroe, and H. B. Telling

### Infrastructure Applications F:

Michael Scott (facilitator), John Pile, John Mitchell, Jim Williams, Aida de l'Isle, Bill Wakefield, and Walker Wheeler

### Operations Services G:

Virginia Linneman (facilitator), Lisa Sporleder, Dale Denny, Larry McGrady, James Gentry, Josh Peter, and Jo Knox

### End User Services H:

Bill Gregory (facilitator), Kenneth Coon, Martin Miller, Casey Baber, Jayne Harvie, Bev Fonoti, Dave Hill, and Larisa Brundson

### End User Services I:

Rory O'Neill (facilitator), Mike Simmons, James Elieff, Clint Biery, Josh Peter, Chris Van Dyck, and Doug Maynes

### Systems Services J:

Lori Merdes (facilitator), Sherman Watts, Brad Havel, H. B. Telling, Cassandra Heide, Cal Mercer, James Elieff, and Ricky King

### Security Administration K:

Kenneth Coon (facilitator), James Gentry, Jim Williams, Kerry Digou, John Mitchell, Josh Steadman, and Anthony Shaw

### Technology Oversight Services L:

Walker Wheeler (facilitator), Steve Mullins, Lisa Fjellheim, David Bantz, Bill Wakefield, Mike Brase, Brad Havel, and Ken Meggitt

- *Providing Vision for the Future* -