

## OIT - UA & UAF IT Consolidation

# ON THE MERGE...

### Upcoming Events:

#### October 11

OIT Director and Manager Team finalize revisions to Org Recommendation

#### Oct 10 - 14

OIT Consultant Glenn Wilde returns

#### Oct 12

**OIT Staff Meeting** with President Hamilton and Chancellor Jones @ 2:00 in IARC 501

### Questions about the IT Consolidation?

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

## Will I have to apply for my job in the new organization?

Short Answer... No (for most of OIT staff).

Long Answer... The newly developing OIT already promises opportunity for growth and change.

While reporting structures will very likely change for many employees, it is expected that approximately 80 per cent of OIT staff will readily map from the old organization into the new organization. In these cases, the employees' jobs may change very little.

In limited contexts, some departments within OIT will realize an FTE savings resulting from combined services areas that perform with greater efficiency. In these situations, staff allocated to a particular task in the old organization structure exceeds what is needed in the new structure.

This will allow OIT to augment service areas that demonstrate a staffing shortage.

OIT will work closely with Human Resources to maximize growth opportunities for OIT staff. A variety of methods will most effectively realize these potential changes: 1) Reallocation - when a department's service is changed or divided, employees may be assigned according to their primary duties in the old organizational structure; 2) Reassignment - when an individual owns the skill set and desire to pursue a new opportunity; 3) Internal recruitment - when several individuals are qualified for the same opportunity; 4) External recruitment - when the vacancy requires a competitive application process. 5) Cross training - when both practical and beneficial to OIT.

## OIT Development

The Transition Oversight Team enjoyed a VERY successful wrap-up on Friday, September 23, bringing the initial stages of IDD review and revision to a close.

Many thanks to the dedication and professionalism exhibited by the Transition Oversight Team as they worked through identified overlap and redundancy to recommend a sound structure for OIT while maintaining great respect for the staff-developed IDDs.

*(continued p. 2)*

*"To succeed as a team is to hold all of the members accountable for their expertise."*

**- Mitchell Caplan**

## Celebrating Success

Northwest Campus (Nome) received funding through a PT3 grant to improve the campus' general network.

Several factors made this project unique: 1) To meet grant requirements, the Northwest Campus project had to be completed as the fall semester started; 2) UAF Computing is critically short staffed; and 3) UAF Computing is part of OIT.

Following UAF Computing's call for assistance, OIT managers and staff coordinated needed workforce to ensure successful completion.

Staff to note: Josh Steadman - UAF Computing, (Tim Larrabee, Mgr.); Jarkko Toivanen - SW Network Operations (Mike Brase, Mgr.); and Christopher Nicolaus - UAF Telco (Dave Hill, Interim Mgr.)

***Congratulations on a job well done!***

## OIT Development - Preparing for Phases III and IV

OIT's organizational draft is currently under review by Directors and Managers to ensure that critical items have not been overlooked. The Managers and Directors team met Monday, October 3, to provide feedback and make additional recommendations toward finalizing OIT's organization draft.

September also saw OIT departments meeting with Steve Smith and the Consolidation Coordinator. These meetings have been highly informative while providing an effective means for gathering information, dispelling rumors, and addressing concerns unique to individual departments. Questions asked and answered during these sessions are being compiled into a comprehensive Frequently Asked Questions (FAQ) document that will be published on the IT Merger website.

OIT is efficiently working through Phase II of the consolidation. We should realize Phases III (Implementation) and IV (Assessment and Refinements) very soon.

The Phase III and IV milestones (shown at right) will continue to remain flexible to protect the efficiency of daily operations.

## OIT Logo Contest Update

OIT staff's "Top 5" logos are with SW and UAF University Relations awaiting final review and approval. Attend the Oct 12 staff meeting to view OIT's final logo selection.

Many thanks to our creative UA and UAF staff. OIT received 26 great entries. OIT's new logo will be announced pending final approval from SW and UAF University Relations.

See the OIT's Top 5 Logo Selections at: <http://www.alaska.edu/itmerger/>.

OIT Consolidation Timeline: University of Alaska \*\*\*Draft 2\*\*\*  
Effective Date: September 1, 2005

Transition Activity	Year: 2004												2005												2006					
	Month:	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun										
OIT Staffing PD review																														
Physical Org Implementation																														
OIT Staffing/Location Changes																														
Phase III																														
60 Day Assessments																														
Preliminary Internal Review																														
Assess and Refine OIT																														
Prepare for External Review																														
External Review																														
Phase IV																														

Learn more about the OIT Consolidation Timeline at: <http://www.alaska.edu/itmerger>