

OIT - UA & UAF IT Consolidation

ON THE MERGE...

Upcoming Events:

October 19 - 28

OIT Directors finalize revisions to Org Recommendation and staffing allocations

Oct 28

Final date to submit feedback affecting initial stages of OIT consolidation implementation

Nov 18 - 23

Staffing allocation and implementation priority announcements

Questions about the IT Consolidation?

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

Call for OIT and University Community Feedback

OIT's proposal phases are captured for public review and comment on the OIT Development page at: <http://www.alaska.edu/itmerger/development/>. See the most recent recommendations on [page 2](#).

YOUR COMMENTS ARE NEEDED! Please send your feedback on all aspects of the UAF and SW Information Technology merger. If you've been holding back, now is your time to be heard. Your input counts. October 28 is the last date to submit recommendations that will immediately impact initial implementation of OIT's consolidation. Recommendations made after October 28 are less likely to affect critical planning.

Steve Smith and his planning staff want OIT and UA community feedback.

No one person has all the answers. A well designed and managed organization depends upon its people. As the community moving the consolidation forward, we influence every decision. Each contribution triggers analysis, ensuring decisions are based upon world-views, rather than single perspectives. **Remember, your input counts.**

During the remainder of October and early November, the CITO will finalize implementation plans with his direct reporting staff and Human Resources. Take advantage of the opportunity to influence OIT's final look and service delivery.

Make your recommendations in person, via telephone, email or OIT's feedback form: www.alaska.edu/itmerger/feedback.html.

"There is very little difference in people. But, that little difference makes a big difference. The little difference is attitude. The BIG DIFFERENCE is whether the attitude is positive or negative."

- W. Clement Stone

Human Resource Developments for OIT

Effective Thursday, December 1st, HR services for OIT Staff will be provided by the Statewide Office of Human Resources (SWOHR) and coordinated through the OIT Business Office.

Currently, both UAF and SW Human Resource Offices provide HR support. This split service function creates a growing concern. Although all University HR Offices follow the

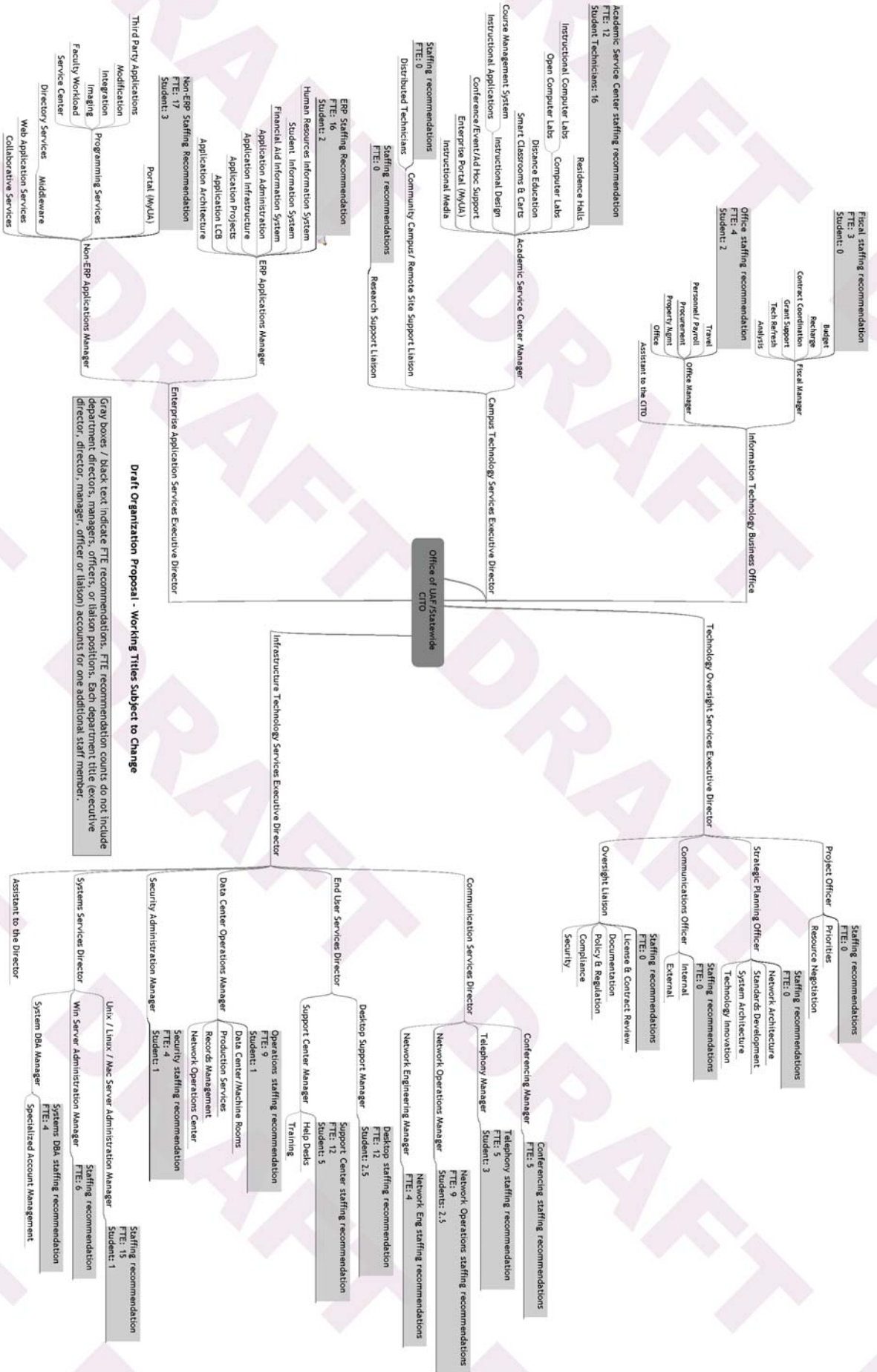
same regulations and policy, each location has the latitude to determine local procedures. This latitude confuses employees who report through a department subject to multiple and sometimes conflicting HR guidelines.

The decision for OIT to align with SWOHR was made following a series of discussion with both UAF and SW Human Resource Offices. The most salient considerations were

efficiency and existing HR resources at each site. UAFHR and SWOHR are actively coordinating records transfer to meet the December 1st goal.

Please Note: Employee Relations issues should be directed to SWOHR effective immediately.

For HR questions, contact Lacy Mitchell (x8383) or Jann Hawkins (x1994) of the OIT Business Office.



Draft Organization Proposal - Working Titles Subject to Change

Gray boxes / Black text indicate FTE recommendations. FTE recommendation counts do not include department directors, managers, officers, or liaison positions. Each department the executive director, director, manager, officer or liaison accounts for one additional staff member.

IT Business Office - coordinates and provides administrative and fiscal support for OIT.

End User Services - Responsible for ensuring delivery of services for students, faculty and staff.

Applications Services - Core service applications directed toward the end-user community without regard for MAU boundaries.

Infrastructure Technology Services - Services common to all deployed IT systems.

Technology Oversight Services - Coordinates and provides direction and guidance in various areas of OIT including, but not limited to: project management, strategic planning, communications, and security.