

Statewide Transformation in brief

What moves to Universities?

- Academic Affairs and Research:
 - K-12 Outreach (DONE)
 - Workforce development programs – SW to assist with new programs (60-days)
 - Student related services, campaigns and communications (30-days)
 - FERPA Compliance (DONE)
- Information Technology
 - System access and security management (90-days)
 - IT operational support staff (helpdesk, training) (30-days)
 - Unify helpdesks across system (60-days)
- Finance and Risk
 - Operational risk functions (if economical from systemwide view) (30-days)
 - Financial operations functions where appropriate (60-days)
 - Functions of Chief Procurement Officer (30-days)
- Human Resources
 - HR transactional work for SW employees (30-days)
 - Banner access management – implement automatic assignment by job (30-days)
 - Payroll for SW employees (30-days)

What moves within Statewide?

- University Relations
 - AVP State Relations under University Relations (formerly Strategy, Planning Budget) (DONE)
 - AVP Public Affairs Report to UR (DONE)
 - AVP Development report to UR (DONE)
 - Shaping Alaska's Future to OPA (DONE)
 - Public records requests to OPA (60-days)
- Administrative Assistants
 - Reorganize administrative function (30-days)
 - Distribute functions of temp coordinator or use shared service model (90-days)
 - Use co-located assistants as backup to president's assistant (30-days)
- Finance
 - Risk services report to FA (30-days)
- Information Technology
 - Move Records and management to OIT - limit to policy (90-days)
 - OnBase system administration to OIT (30-days)
 - Leverage OIT business office to serve other SW offices (30-days)

What stays the same?

- UA Scholar outreach – director on SES Council to strengthen collaboration (60-days)
- College Savings Plan location (30-days)
- System Governance (DONE)
- Chief Human Resources Officer (DONE)
 - Policy-related HR functions (No change)
 - Payroll accounting, tax accounting for out of state and international students and employees (No change) Process improvements (60-days)

- Benefits management, accounting, retirement compliance (No change)
- Audit and Consulting policy functions (DONE)
 - Use audits as a tool to evaluate management practices (DONE)
 - Hotline management (DONE)

What role is defined for Statewide?

- Student and Enrollment Strategy (60-days)
 - AVP SES will chair SES council (60-days)
 - Educational policy issues (No change)
 - System-level workforce development issues – develop charter (60-days)
 - Leadership role for system industry-related policy decisions (No change)
 - Recruitment strategy, broadly (60-days)
 - System level scholarship and tuition policy (30-days)
 - FERPA policy development (DONE)
 - Strategic enrollment strategy (90-days)
 - Coordinate any remaining student outreach activities with universities (30-days)
- Information Technology
 - Enterprise systems under CITO (30-days)
 - IT standards, policies with consult (90-days)
 - Access policy for IT systems - (90-days)
 - Video conferencing support for BOR (30-days)
 - Centralize maintenance and upgrade functions for Banner (90-days)
 - Policy to eliminate duplication of technology system management and functions (90-days)
 - Establish single learning management system (Blackboard) to have in place by fall 2016 (60-days)
 - Establish single email and calendar through Google Apps (30-days)
- Academic Affairs and Research
 - White paper on accreditation (60-days)
 - Define roles of research – establish strategies and goals (90-days)
 - e-Learning vision and strategy, in concurrence with SP (90-days)
 - Workforce development strategy, industry connections (No change)
- University Relations and UA Foundation
 - Align development accountabilities and results (60-days)
 - Ensure federal and state relations efforts are aligned – engage campuses in systemwide plan (60-days)
- Institutional Research
 - AVP IR will chair IR council
 - Ensure efficient access to data (60-days)
 - Custodian of system institution data and definitions – specify campus responsibilities (30-days)
- Chief Risk Officer in President’s cabinet (30-days)
 - Risk-services focused on policy-related operations (30-days)
- Land Management
 - Long-term land management strategy (90-days)
 - Update process for land permits (60-days)
- Finance
 - Consistent financial policies for entire system (60-days)

- Contracting process redesign (60-days)
- Develop plan to enhance training on Banner, financial systems and processes (90-days)
- Audit
 - Adherence to annual audit plans – reduction of ad hoc audits (DONE)
- Human Resources
 - CHRO responsible for HR data definitions (30-days)
 - Lead IT priority setting for HR projects (30-days)
 - Oversight for job classification and compensation (30-days)
 - Regular compensation review, market analysis (30-days)
 - Collaborative hiring for statewide recruitments (DONE)
 - Training and development policy (60-days)
 - Coordinate mandatory training and standardize tracking (90-days)
 - Launch effort to redesign and automate HR processes (60-days)
 - Establish a culture of trust and collaboration (30-days)
 - Lead HR policy (30-days)
 - HR Council to inventory strengths and best practices, triage HR issues (60-days)
 - CHRO accountable for HR Council follow through and implementation (90-days)

What gets reduced or reassigned?

- University Relations
 - Squire Patton Boggs Federal Relations contract termination (DONE)
- Positions
 - University Relations administrative position (DONE)
 - ½ temporary coordinator (university house)(DONE)
 - Goal: 20% reduction in systemwide senior administration in FY17 (30-days)
 - Chief Procurement Officer position (30-days)
 - The number of out-of-state employees (30-days)
 - SW training office (DONE)

What Councils will be established or better defined?

- Student and Enrollment Council – (60-days)
- Information Technology Council – (90-days)
- UA Executive Development Council (60-days)
- Institutional Research Council (60-days)
- Finance Council (60-days)
- Technology governance structure (DONE)
- Payment Card Industry governance committee to refine policy, reduce risk (30-days)
- Team of procurement officers to evaluate reorganization and develop plan and processes (DONE)
- Charter for Human Resources Council (60-days)

What needs further consideration or evaluation?

- University Relations and Foundation
 - Options for state relations and federal relations – (90-days)
 - Align efforts, ways to work together with UR and AAR on Fed Relations (DONE)

- Evaluate combining state and federal relations into single position (90-days)
 - Clarify mission and vision of University Relations and role in respect to Federal relations (60-days)
 - Examine development structure and accountabilities (60-days)
 - Analyze oversight necessary for Foundation Investment strategy (DONE)
- Administrative Functions
 - Hubs for travel and procurement requests (30-days)
 - Staffing for university house and events (30-days)
 - Need for special events coordinator – backup assistant (30-days)
- Risk Services
 - Opportunity to streamline risk services staff (30-days)
 - Consider using SW Emergency Manager for business continuity (90-days)
- Facilities
 - Designating one campus lead for facilities issues (60-days)
- Senior Administration
 - Examine all senior administrative positions across UA system (30-days)
- Audit
 - Audit staffing levels to be reviewed and adjusted according to risk and review cycles (DONE)
- Records Management
 - Examine senior records management positions and security oversight within OIT (90-days)
- Finance and Procurement
 - Redesign financial reporting system, process, structures, roles, responsibilities (90-days)
 - Develop succession plans within finance and investing to mitigate risk of knowledge loss (60-days)
 - Develop appropriate adjudication process for procurement, identify SW resource to mitigate procurement disputes (DONE)
- Human Resources
 - Program review of SWHR systems governance group and IT by external consultant (90-days)
 - HR Council to consider centralized position classification for consistency (90-days)
 - Address development of self-service HR system for key transactions (90-days)
 - Explore outsourcing of some processes/transactions (90-days)
- Information Technology
 - IT Governance review and development plan (90-days)
 - Review of OIT with external consultant (90-days)
- Continue to examine outsourcing options (90-days)