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)
  o Use audits as a tool to evaluate management practices (DONE)
  o Hotline management (DONE)

What role is defined for Statewide?
• Student and Enrollment Strategy (60-days)
  o AVP SES will chair SES council (60-days)
  o Educational policy issues (No change)
  o System-level workforce development issues – develop charter (60-days)
  o Leadership role for system industry-related policy decisions (No change)
  o Recruitment strategy, broadly (60-days)
  o System level scholarship and tuition policy (30-days)
  o FERPA policy development (DONE)
  o Strategic enrollment strategy (90-days)
  o Coordinate any remaining student outreach activities with universities (30-days)

• Information Technology
  o Enterprise systems under CITO (30-days)
  o IT standards, policies with consult (90-days)
  o Access policy for IT systems (90-days)
  o Video conferencing support for BOR (30-days)
  o Centralize maintenance and upgrade functions for Banner (90-days)
  o Policy to eliminate duplication of technology system management and functions (90-days)
  o Establish single learning management system (Blackboard) to have in place by fall 2016 (60-days)
  o Establish single email and calendar through Google Apps (30-days)

• Academic Affairs and Research
  o White paper on accreditation (60-days)
  o Define roles of research – establish strategies and goals (90-days)
  o e-Learning vision and strategy, in concurrence with SP (90-days)
  o Workforce development strategy, industry connections (No change)

• University Relations and UA Foundation
  o Align development accountabilities and results (60-days)
  o Ensure federal and state relations efforts are aligned – engage campuses in systemwide plan (60-days)

• Institutional Research
  o AVP IR will chair IR council
  o Ensure efficient access to data (60-days)
  o Custodian of system institution data and definitions – specify campus responsibilities (30-days)

• Chief Risk Officer in President’s cabinet (30-days)
  o Risk-services focused on policy-related operations (30-days)

• Land Management
  o Long-term land management strategy (90-days)
  o Update process for land permits (60-days)

• Finance
  o 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)