WEBVTT

00:00:03.397 --> 00:00:06.787
can't believe we need to work with

00:00:06.787 --> 00:00:36.307
down there. OK.

00:00:50.987 --> 00:00:51.227
Yeah.

00:00:57.907 --> 00:00:58.187
Awesome.

00:02:57.857 --> 00:03:00.177
Anthony, are there folks joining online?

00:03:06.937 --> 00:03:07.257
OK.

00:03:08.457 --> 00:03:12.747
All right. And everybody can hear me OK all

00:03:12.747 --> 00:03:16.427
ll right, perfect. All right, well, we'll get started

00:03:16.427 --> 00:03:19.717
with our 4th Town Hall. Thanks, everybody for

00:03:19.717 --> 00:03:22.897
joining us. And as usual, thanks to Lakin and the

00:03:22.897 --> 00:03:27.067
e UNTAV team for hosting us and setting this

00:03:27.067 --> 00:03:29.017
up. We have a shorter agenda today.

00:03:31.097 --> 00:03:32.977
Let me quickly pull that up.

00:03:34.897 --> 00:03:38.587
We're going to more than anything give you an update on

00:03:41.107 --> 00:03:44.547
Around especially the, what we call it, the deep dive areas

00:03:44.547 --> 00:03:47.947
ight to those three specific areas that we wanted to

00:03:47.947 --> 00:03:51.907
have Deloitte help us take a closer look of kind of where

00:03:51.907 --> 00:03:55.707
e we are, where the pain point and opportunities going forward

00:03:55.707 --> 00:03:59.867
So James is going to cover that in terms of where we are from an
update perspective some of

00:03:59.867 --> 00:04:03.107
of that work is surfacing and we're starting to communicate

00:04:03.107 --> 00:04:06.387
that, but there's still some more work to do there and we're

00:04:06.387 --> 00:04:09.467
going to invite Melinda back up to talk

00:04:09.467 --> 00:04:13.027
a little bit about the job architecture we kicked this off

00:04:13.027 --> 00:04:16.547
f last time in terms of the job architecture work that

00:04:16.547 --> 00:04:19.707
t we're undertaking. So that as we come together

00:04:19.707 --> 00:04:21.227
her as one organization that we have.

00:04:21.667 --> 00:04:25.747
A consistent comment set of job jobs job

00:04:25.747 --> 00:04:25.787
b titles.

00:04:26.497 --> 00:04:29.827
Scope is and responsibilities and so forth so

00:04:29.827 --> 00:04:32.987
o there's been a lot of work that each one of the

00:04:32.987 --> 00:04:35.907
leaders has.

00:04:35.947 --> 00:04:39.307
Been been taking to get us to a

00:04:39.307 --> 00:04:42.827

place where we're we're we're we're we're coming together and

00:04:42.827 --> 00:04:45.067
and aligning on.

00:04:45.107 --> 00:04:47.907
Titles and roles going forward. We're also injecting.

00:04:49.667 --> 00:04:52.787
External resources and sources into that process just to

00:04:52.787 --> 00:04:53.227
make sure that we are.

00:04:55.107 --> 00:04:58.587
Making at looking at current market

00:04:58.587 --> 00:05:02.107
relevant titles and so forth. So what will melinda

00:05:02.107 --> 00:05:03.307
give an update on that and then.

00:05:04.097 --> 00:05:07.137
Next steps, we'll talk a little bit about the timing

00:05:07.137 --> 00:05:10.157
we're we're our initial target was to get to the

00:05:10.157 --> 00:05:13.507
end of the year and get the

00:05:13.507 --> 00:05:17.147
organizational structure in place by the end of the year and that's what we're

00:05:17.147 --> 00:05:20.417
re driving towards. So we're definitely getting to the final

00:05:20.417 --> 00:05:23.497
stretch, but you'll see that today's session is

00:05:23.497 --> 00:05:26.707
shorter just because we're still working through a lot of those details

00:05:26.707 --> 00:05:30.347
So just wanted to start with that and then we'll reserve some time for

00:05:30.347 --> 00:05:33.337

questions before I turn it over to.

00:05:34.187 --> 00:05:35.387
Melinda Just. I wanted to.

00:05:36.697 --> 00:05:40.297
Be a little bit of a broken record and remind us

00:05:40.297 --> 00:05:43.657
all of what we're trying to accomplish with this realignment, with this

00:05:43.657 --> 00:05:46.867
transformation, right. And it is really about how do we best

00:05:46.867 --> 00:05:50.377
structure ourselves for the future, how do we you

00:05:50.377 --> 00:05:52.057
u know, build and shore up our capabilities.

00:05:52.937 --> 00:05:56.257
Keeping that local customer care and teamwork presence

00:05:56.257 --> 00:05:59.507
but also identified where there are opportunities for us

00:05:59.507 --> 00:06:02.627
to adopt A more unified structure. So that's

00:06:02.627 --> 00:06:06.537
really what we're trying to accomplish and going to want to reiterate the

00:06:06.537 --> 00:06:09.707
last point there about the organizational structure

00:06:09.707 --> 00:06:13.147
has not been defined as of yet. I know we're a few weeks away

00:06:13.147 --> 00:06:16.707
y from our target because we're working through that, right, We're getting that

00:06:16.707 --> 00:06:19.987
input and understanding what are the different models

00:06:19.987 --> 00:06:21.977
and options for how to best set that up.

00:06:23.257 --> 00:06:26.907
We're also embarked on our

00:06:26.907 --> 00:06:30.267
governance model, IT governance model rework

00:06:30.267 --> 00:06:33.377
and Jim is helping me

00:06:33.377 --> 00:06:36.497
of lead that lead that effort in terms

00:06:36.497 --> 00:06:39.537
terms of putting a project plan together and working with all

00:06:39.537 --> 00:06:40.457
ur IT leaders.

00:06:41.747 --> 00:06:45.187
On moving that forward and making sure that we

00:06:45.187 --> 00:06:49.187
have a good plan of implementation

00:06:49.187 --> 00:06:52.547
to get this in place by spring of

00:06:53.537 --> 00:06:57.077
But before that, we know there's going to be some things that are
going to be needed some

00:06:57.077 --> 00:07:00.777
e key milestones that we'll need to achieve beforehand so we can
communicate to all

00:07:00.777 --> 00:07:04.097
of you what that may look like, what the implications are and so

00:07:04.097 --> 00:07:08.217
forth. So that work is underway in

00:07:08.217 --> 00:07:11.137
n terms of timeline, I've shared this high level.

00:07:13.587 --> 00:07:16.827
Gantt chart. In the past, I just wanted to call out a

00:07:16.827 --> 00:07:20.347
ew things that we have been able to close out and complete and

00:07:20.347 --> 00:07:23.547
that is the detailed assessment and

00:07:23.547 --> 00:07:27.067
interviews. Those were for the most part completed. Again there's

00:07:27.067 --> 00:07:30.307
s a few follow-ups and I'll turn it over to James to go over into more
detail.

00:07:31.337 --> 00:07:34.627
And then we also completed the IT service catalog

00:07:34.627 --> 00:07:38.707
right? We have that ownership mapping defined

00:07:38.707 --> 00:07:43.227
and we share some of those results with you, with you last time

00:07:43.227 --> 00:07:46.657
Right now we're really focusing on these four areas, which is

00:07:46.657 --> 00:07:49.947
the governance model we're also looking at

00:07:49.947 --> 00:07:53.057
t finance and budgeting and what are the implications as potentially
some

00:07:53.057 --> 00:07:57.707
services change of kind of where they're housed or how they're managed
today, what does

00:07:57.707 --> 00:08:00.297
s that look like? Of course, the organizational structure.

00:08:04.297 --> 00:08:07.907
Realignments that this transformation will bring

00:08:07.907 --> 00:08:12.667
or not. So definitely working through that and leveraging

00:08:12.667 --> 00:08:17.787
the Lloyd's expertise on different operating models and structures

00:08:17.787 --> 00:08:21.067
there and then the job architecture that has

00:08:21.067 --> 00:08:24.377
been very, very resource intensive

00:08:24.377 --> 00:08:27.707
and really and again melinda's gonna walk through

00:08:27.707 --> 00:08:31.627
that in more detail, but it requires to look at

00:08:31.627 --> 00:08:34.697
several 100 roles and understand kind of what

00:08:34.697 --> 00:08:35.217
the current jobs.

00:08:35.907 --> 00:08:37.267
What are the potential targets?

00:08:38.097 --> 00:08:41.137
In the future and so forth. So that's taken

00:08:41.137 --> 00:08:44.747
a lot of time and our deadline was last Friday and my

00:08:44.747 --> 00:08:48.617
understanding is all the work has been completed now for Melinda has

00:08:48.617 --> 00:08:51.787
to process and digest and review all that and

00:08:51.787 --> 00:08:54.987
we have to sort of true that up

00:08:54.987 --> 00:08:58.787
know amongst us there's gonna be some roles that are consistent across

00:08:58.787 --> 00:09:02.307
all the campuses, all the institutions that we wanna make sure that we review

00:09:02.307 --> 00:09:05.977
w and come together with what is the right, the right nomenclature to use going

00:09:05.977 --> 00:09:09.177
forward. So that's still our focus and that's what we're targeted

00:09:09.177 --> 00:09:12.417
to towards and again trying to get

00:09:12.417 --> 00:09:14.937
get this wrapped up by the end of the year so we can have a good

target.

00:09:15.707 --> 00:09:17.507
Structure and start implementing that.

00:09:17.937 --> 00:09:21.267
Right, at the turn of the New Year, so

00:09:21.267 --> 00:09:24.427
that's those are the few slides that I had. I'm gonna turn it over to James just to

00:09:36.677 --> 00:09:40.317
Hello, as you guys may recall and we've been talking about this

00:09:40.317 --> 00:09:44.107
for a little while because some of the interviews have been underway for a bit

00:09:44.107 --> 00:09:48.667
t. We've been focusing on three specific areas, research, computing, data

00:09:48.667 --> 00:09:51.837
analytics and then the academic technology space

00:09:51.837 --> 00:09:55.627
in two of those three areas we've completed

00:09:55.627 --> 00:09:59.227
mpleted the interview process and that's in research, computing and data analytics. But when

00:09:59.227 --> 00:10:02.427
it comes to the academic technology space we're

00:10:02.427 --> 00:10:03.917
re continuing to have discussions about that.

00:10:05.267 --> 00:10:08.707
Recently as last week, we had a conversation with our partners with

00:10:08.707 --> 00:10:08.947
Deloitte.

00:10:09.377 --> 00:10:11.057
Some specific targeted members.

00:10:12.387 --> 00:10:15.827
At the Denton campus with Sue and

00:10:15.827 --> 00:10:19.347
we have a future meeting scheduled for this Wednesday to

00:10:19.347 --> 00:10:22.867
continue those conversations so that we can have a better
understanding of

00:10:22.867 --> 00:10:26.067
the academic technology area and really just kind of

00:10:26.067 --> 00:10:29.067
make sure that all the details necessary for planning.

00:10:30.667 --> 00:10:34.347
Have been captured and discussed and so in

00:10:34.347 --> 00:10:37.627
n addition to that as a little bit of a chronology of where

00:10:37.627 --> 00:10:39.147
we are as an enterprise.

00:10:40.017 --> 00:10:43.537
Is these

00:10:43.537 --> 00:10:47.187
assessments and ultimately suggestions or

00:10:47.187 --> 00:10:48.017
recommendations and takeaways?

00:10:49.547 --> 00:10:52.987
There is an information sharing process that will happen that
ultimately

00:10:52.987 --> 00:10:56.267
will lead to, I think, what most people want to know which is

00:10:56.267 --> 00:11:00.027
s, you know, how does this impact me and how does it impact my, you
know, specific job

00:11:00.027 --> 00:11:03.867
And so that path forward started

00:11:03.867 --> 00:11:07.387
today. We shared initially with Denton

00:11:07.387 --> 00:11:10.267

leadership and members of some of the Denton cabinet.

00:11:11.777 --> 00:11:15.427
The takeaways for research, computing, data analytics, and academic

00:11:15.427 --> 00:11:18.747
technology now academic technology specifically, as I just

00:11:18.747 --> 00:11:22.467
mentioned, there's a little bit more work to be done before

00:11:22.467 --> 00:11:26.867
e we would get to say suggestions or recommendations and takeaways

00:11:26.867 --> 00:11:30.437
but we shared that today with members of cabinet there Will

00:11:30.437 --> 00:11:33.787
l be a follow up meeting at the Denton

00:11:33.787 --> 00:11:36.987
campus with that with those same entities

00:11:36.987 --> 00:11:40.187
s to take and talk through final proposals and

00:11:40.187 --> 00:11:40.497
suggestions.

00:11:40.847 --> 00:11:44.327
Then from a communication stream, they'll be

00:11:44.327 --> 00:11:47.417
conversations on the 30th with the deans that will

00:11:47.417 --> 00:11:50.657
l transpire and ultimately what we'd be leaning

00:11:50.657 --> 00:11:53.817
towards is on the next December meeting we'd be

00:11:53.817 --> 00:11:57.297
e able to socialize all of those discussions

00:11:57.297 --> 00:12:00.487
s about the suggested changes so that people can finally

00:12:00.487 --> 00:12:03.737
get to how does this impact me? You know, am I am

00:12:03.737 --> 00:12:06.937
m I moving? Am I changing or even who I'm working with does

00:12:06.937 --> 00:12:10.247
s that change in any substantial way? So that is the that is

00:12:10.247 --> 00:12:12.567
at is the goal and kind of the progression of the conversation.

00:12:13.047 --> 00:12:17.177
That we're looking to have then, and that's just a description of

00:12:17.177 --> 00:12:20.457
what how that would unfold at Denton, there will be

00:12:20.457 --> 00:12:23.247
similar conversations that HSC leadership and Dallas leadership.

00:12:24.657 --> 00:12:27.817
It may look a little bit different as far as who is involved, but each
of

00:12:27.817 --> 00:12:31.937
the campuses within the enterprise will have those conversations and
ultimately

00:12:31.937 --> 00:12:35.137
allowing us to kind of convey the final

00:12:35.137 --> 00:12:37.017
recommended changes in the December time frame.

00:12:42.327 --> 00:12:45.897
So if I'm going to go ahead and transition

00:12:45.897 --> 00:12:49.537
to the job architecture, I'll bring Melinda up here and we'll

00:12:49.537 --> 00:12:53.247
kind of dig into the meat of the work that we've been doing,
especially in the last two

00:12:53.247 --> 00:12:55.287
weeks. And she has the joy of helping us with that.

00:12:58.687 --> 00:13:02.257
Thank you, I started to twitch. Just a

00:13:02.257 --> 00:13:05.287
moment ago whenever Juan said poor Melinda was like poor Melinda and

00:13:05.287 --> 00:13:08.737
d Dave. No, this is always a great opportunity

00:13:08.737 --> 00:13:11.807
to learn about our positions on our campuses, to learn about

00:13:11.807 --> 00:13:15.337
the work that folks are doing and a good HR person. Always

00:13:15.337 --> 00:13:18.617
knows they are not the expert in the jobs that folks are

00:13:18.617 --> 00:13:21.857
doing. The people that actually do the work are the experts in those jobs

00:13:21.857 --> 00:13:25.407
So we want to make sure that we're being respectful of that, being respectful of

00:13:25.407 --> 00:13:29.177
the work that's occurring, of the things that everybody does

00:13:29.177 --> 00:13:30.527
and making sure that we are looking at.

00:13:30.767 --> 00:13:33.977
The responsibilities? The requirements

00:13:33.977 --> 00:13:37.287
and how we can move people forward in their careers. So we went

00:13:37.287 --> 00:13:40.697
over this slide at our last meeting, but we want to revisit it just to make

00:13:40.697 --> 00:13:44.647
sure that we have a lot of clarity on job architecture and the work that we're doing

00:13:44.647 --> 00:13:48.057
What is job architecture? Job architecture is just looking

00:13:48.057 --> 00:13:51.247
at job titling. It's looking at our pay grades

00:13:51.247 --> 00:13:54.417
it's looking at career paths, it's looking for the

00:13:54.417 --> 00:13:57.727
criteria for how a person moves within their career

00:13:57.727 --> 00:14:00.807
So what skills, knowledge, abilities may that person need to have?

00:14:01.127 --> 00:14:05.057
In order to move up in their position or move into other positions within the

00:14:05.057 --> 00:14:08.487
organization and then also looking at what's the market

00:14:08.487 --> 00:14:11.007
value to that position for us for compensation purposes?

00:14:12.177 --> 00:14:16.497
It helps to give us the infrastructure for HR decisions, so

00:14:16.497 --> 00:14:19.657
things like total rewards, how do we pick which positions are

00:14:19.657 --> 00:14:22.937
at which grades? What kind of leave eligibility do

00:14:22.937 --> 00:14:26.017
they have? What kind of retirement eligibilities do they

00:14:26.017 --> 00:14:26.737
have? Workforce planning?

00:14:28.177 --> 00:14:31.577
What types of positions do we need within a career

00:14:31.577 --> 00:14:34.777
stream? What levels of leadership? What levels of maybe mid level

00:14:34.777 --> 00:14:38.617
professionals, entry level professionals in order to accomplish the tasks

00:14:38.617 --> 00:14:40.737
that are needed to be done for that particular area?

00:14:41.767 --> 00:14:45.167
And then thinking about learning and development

00:14:45.167 --> 00:14:48.207
and growth and what are those things? What are the trainings? What

00:14:48.207 --> 00:14:51.527
are the opportunities for maybe cross

00:14:51.527 --> 00:14:54.657
training or working on different projects so that you can

00:14:54.657 --> 00:14:57.367
have those opportunities to learn more and grow within your job?

00:14:58.937 --> 00:15:02.017
So why is it important? It helps us to give an

00:15:02.017 --> 00:15:06.217
easy system for looking at the value of jobs and the business needs in
our market

00:15:06.217 --> 00:15:09.937
practices. It gives us a consistent methodology that's

00:15:09.937 --> 00:15:13.617
s one of the most important things in any organization with human
resources and

00:15:13.617 --> 00:15:14.537
compensation practices.

00:15:15.047 --> 00:15:18.097
Is being consistent following

00:15:18.097 --> 00:15:21.257
g the same path, using the same kind of material? Same kind

00:15:21.257 --> 00:15:25.417
of guidelines, same kind of forms, so that there's transparency

00:15:25.417 --> 00:15:28.577
so that there's a feeling of that

00:15:28.577 --> 00:15:31.937
there's integrity within the system and that's really something that's
very important for

00:15:31.937 --> 00:15:36.377
us to have that consistent integrity for our system and

00:15:36.377 --> 00:15:39.537
nd then finally we know we hear people want

00:15:39.537 --> 00:15:42.567
t to see how can they grow in their career, so workforce

00:15:42.567 --> 00:15:44.167
e planning is something that's really important.

00:15:45.017 --> 00:15:47.457
That will be something that will continue to work on. It never stops.

00:15:47.927 --> 00:15:51.017
Where we'll look at the jobs, look at the job

00:15:51.017 --> 00:15:54.497
descriptions, look at those knowledge, skills, abilities, the

00:15:54.497 --> 00:15:58.847
competencies necessary for jobs to be performed, and then outline

00:15:58.847 --> 00:16:02.017
that. I know I'll drop Jim on

00:16:02.017 --> 00:16:05.457
this as well. I know Jim talked about Page Up, Page up being our new

00:16:05.457 --> 00:16:09.017
software that we're going to be going with our ATS and performance

00:16:09.017 --> 00:16:12.607
management system. It's also going to have a succession planning module where

00:16:12.607 --> 00:16:15.817
we can look at how can we help grow our

00:16:15.817 --> 00:16:18.977
talent. So that's going to be something that's going to be a new

00:16:18.977 --> 00:16:20.967
module that will be rolled out to the campuses in the next.

00:16:21.527 --> 00:16:25.257
Here I would say, but definitely will tie into

00:16:25.257 --> 00:16:27.367
this project and also tie across all of our campus jobs.

00:16:30.327 --> 00:16:33.897
So again, this slide may look familiar. This is really the job

00:16:33.897 --> 00:16:37.017
architecture process and what we've been going through

00:16:37.017 --> 00:16:40.577
We're looking at organizational design. So what are the services that need

00:16:40.577 --> 00:16:43.897
to be provided, What are then those teams that need to provide those

00:16:43.897 --> 00:16:47.057
services and what are the levels of jobs within those teams in

00:16:47.057 --> 00:16:50.577
order to be effective and to provide people with that necessary

00:16:50.577 --> 00:16:51.967
framework in order to get their work done.

00:16:52.967 --> 00:16:56.647
Job analysis is where we're looking at. Job descriptions we're looking at

00:16:56.647 --> 00:16:59.897
titles, we're looking at the qualifications. So really, what

00:16:59.897 --> 00:17:02.947
is it? What is the work that's being done? What

00:17:02.947 --> 00:17:06.177
are the requirements of that job and what are those qualifications

00:17:06.177 --> 00:17:08.367
we need in order for a person to be successful in that job?

00:17:09.777 --> 00:17:14.137
Compensation is always the most important part for most of

00:17:14.137 --> 00:17:17.617
us. How do we compare to market? What are those market variables? What are

00:17:17.617 --> 00:17:20.897
the values that we have? Who are peer groups that we're comparing

00:17:20.897 --> 00:17:21.217
ourselves against?

00:17:22.047 --> 00:17:26.417
Making sure that we're doing pay grade adjustments if

00:17:26.417 --> 00:17:30.457
we need to move people within a grade looking

00:17:30.457 --> 00:17:34.697
g at their longevity within the position, their longevity within the
organization

00:17:34.697 --> 00:17:38.447
looking at perhaps their particular experience and their education
that

00:17:38.447 --> 00:17:42.347
contributes to their value within the organization

00:17:42.347 --> 00:17:45.547
and then finally the placement within the grade. So making sure

00:17:45.547 --> 00:17:49.497
that we're placing people appropriately within pay grades career

00:17:49.497 --> 00:17:51.047
r development, we've talked about that. But again.

00:17:51.737 --> 00:17:55.537
Very key, important part to make sure that we're focusing in on career
development so that

00:17:56.087 --> 00:17:59.287
Grow in their competencies and grow in

00:17:59.287 --> 00:18:02.787
their abilities to strive and to move to different positions

00:18:02.787 --> 00:18:07.087
with the organization. And then finally governance. Governance is

00:18:07.087 --> 00:18:10.337
not just technological governance, but it's also HR

00:18:10.337 --> 00:18:14.337
R governance. How do we start? How do we use our job titles

00:18:14.337 --> 00:18:17.937
When new positions are created, what are the considerations we

00:18:17.937 --> 00:18:21.087
eed to take into consideration as to is this

00:18:21.087 --> 00:18:24.127
a core IT function that needs to be something

00:18:24.127 --> 00:18:25.567

else within the system?

00:18:26.137 --> 00:18:29.577
Is it something that needs to be a campus level? Is it a service

00:18:29.577 --> 00:18:32.777
specific type role that needs to be housed in an individual

00:18:32.777 --> 00:18:35.617
department? So looking at those different elements to see.

00:18:36.087 --> 00:18:38.367
How does this job fit within our organization?

00:18:40.447 --> 00:18:43.657
So that was a recap as to where we

00:18:43.657 --> 00:18:46.897
had already been. Let me talk about where we're going and

00:18:46.897 --> 00:18:50.147
I do want to commend the leadership team they've

00:18:50.147 --> 00:18:53.167
ve done a lion's share work of looking at the jobs

00:18:53.167 --> 00:18:56.767
across all of our organizations. We pulled together all

00:18:56.767 --> 00:18:57.327
of the different.

00:18:59.537 --> 00:19:01.697
IT, excuse me, I'm coming off of the poll.

00:19:03.617 --> 00:19:07.577
Pulled together all the IT related jobs and did an analysis of

00:19:07.577 --> 00:19:11.217
them to see what's a job level, what's a job

00:19:11.217 --> 00:19:14.737
family, what's a job title, what's a market salary match for

00:19:14.737 --> 00:19:15.057
those positions.

00:19:15.487 --> 00:19:18.127
So we've done the first pass on this and.

00:19:19.327 --> 00:19:22.457
I should have brought some water with me, I knew

00:19:22.457 --> 00:19:25.537
better than that. So let me just talk through what these different

00:19:25.537 --> 00:19:29.247
categories mean. So the job stream and job level is

00:19:29.247 --> 00:19:29.927
really talking about.

00:19:31.457 --> 00:19:34.697
Where does that position fit within a very

00:19:34.697 --> 00:19:38.057
high level architecture within the organization

00:19:38.057 --> 00:19:41.897
Is it an administrative job? Is it a individual

00:19:41.897 --> 00:19:45.017
contributor slash professional level job? Is it a support staff? Non

00:19:45.017 --> 00:19:48.577
exempt job? So that's really that first level of putting our

00:19:48.577 --> 00:19:49.737
positions into those various buckets.

00:19:50.527 --> 00:19:53.697
Once we do that, then we take

00:19:53.697 --> 00:19:56.807
it into what is the level of that job within

00:19:56.807 --> 00:20:00.217
the job stream? So is it an entry level job? Is it

00:20:00.217 --> 00:20:04.167
intermediate? Is it a master? Is it an expert? What

00:20:04.167 --> 00:20:07.537
level of skill is required in order to perform the position

00:20:07.537 --> 00:20:10.657
So what are the qualifications needed for that position

00:20:10.657 --> 00:20:13.967
and really what are the expectations of that position? Is it going to

have

00:20:13.967 --> 00:20:17.457
to be producing strategy? Is it having to

00:20:17.457 --> 00:20:21.017
lead other positions within the organization? So that's really that

00:20:21.017 --> 00:20:22.967
first step is putting it into one of those two buckets.

00:20:23.957 --> 00:20:27.177
After that, trying to make sure that we're

00:20:27.177 --> 00:20:30.817
building out these career paths is when we look at this job, family
and job

00:20:30.817 --> 00:20:34.257
function. We use this for development of the team

00:20:34.257 --> 00:20:38.697
structure as well. So where do jobs fit within the organization and

00:20:38.697 --> 00:20:41.977
it's not always a one to one relationship, so just because a job

00:20:41.977 --> 00:20:45.177
may be in a individual job family let's say

00:20:45.177 --> 00:20:48.387
y information security, it doesn't necessarily mean that it's

00:20:48.387 --> 00:20:51.477
going to be sitting in the information security

00:20:51.477 --> 00:20:54.817
team. It may be information security that is very specialized to

00:20:54.817 --> 00:20:55.237
a specific area.

00:20:55.937 --> 00:20:59.377
Perhaps academic technology? So there's overlap

00:20:59.377 --> 00:21:02.657
there's intersection there, and there may be ability for that person
to then cross

00:21:02.657 --> 00:21:05.777

between teams at some future time in order

00:21:05.777 --> 00:21:07.377
to have career growth and career opportunities.

00:21:07.967 --> 00:21:11.057
So just thinking about job family is what

00:21:11.057 --> 00:21:14.857
are the jobs that have similar work have similar functions

00:21:14.857 --> 00:21:18.047
s, have similar knowledge, skills and abilities, but maybe don't always

00:21:18.047 --> 00:21:21.367
sit together on the same team. So that's what we look

00:21:21.367 --> 00:21:24.867
at for job family, job family examples that we

00:21:24.867 --> 00:21:28.737
looked at, applications, infrastructure and operations

00:21:28.737 --> 00:21:32.457
customer service, there were several more that we had as well

00:21:32.457 --> 00:21:35.777
and then job function examples, so breaking down customer service

00:21:35.777 --> 00:21:39.007
e, for example, job functions within that might be customer service and support.

00:21:39.327 --> 00:21:42.367
Desktop support IT service

00:21:42.367 --> 00:21:45.777
e management, so it's taking the job family and breaking it down just a little

00:21:45.777 --> 00:21:49.087
bit more. So thinking about it as your own family maybe

00:21:49.087 --> 00:21:52.167
e the job family is you. Your aunts, your uncles, your cousins all

00:21:52.167 --> 00:21:55.617
together. Your job function is more of your immediate family

00:21:55.617 --> 00:21:59.207
with you, your brothers and sisters in your immediate family.

00:22:00.277 --> 00:22:03.527
Job title. We know that this is really important, so

00:22:03.527 --> 00:22:07.407
we've been looking very much at job title we've used

00:22:07.407 --> 00:22:10.647
d recommendations from Deloitte, our consulting partner, to look at
job

00:22:10.647 --> 00:22:13.807
titles. We've also looked at comp analyst we've looked at

00:22:13.807 --> 00:22:17.037
t Mercer. We've had several different external data sources

00:22:20.117 --> 00:22:23.237
And each of the

00:22:23.237 --> 00:22:26.557
reviewers have looked at it. They've made a recommendation

00:22:26.557 --> 00:22:29.767
for what position will best match, or. I'm sorry, which title

00:22:29.767 --> 00:22:33.247
will best match with the position. And that's really what I think Juan
was

00:22:33.247 --> 00:22:36.767
lluding to earlier is that we'll have to do spend this right sizing to

00:22:36.767 --> 00:22:40.287
to make sure that we haven't used the same title for the

00:22:40.287 --> 00:22:43.607
ame for different jobs within the organization making sure that they

00:22:43.607 --> 00:22:47.117
y make sense that we've got a progression in place for growth

00:22:47.117 --> 00:22:48.037
within that job family.

00:22:48.437 --> 00:22:52.357
And then also that it's a market.

00:22:54.747 --> 00:22:58.007
Trend Job title Something that if

00:22:58.007 --> 00:23:01.487
f somebody put if we post a job they know what we're talking about

00:23:01.487 --> 00:23:05.127
t. We know that there's some titles, they're a little interesting
within our organizations. I won't

00:23:05.127 --> 00:23:08.607
name names, but trying to really get to market based job

00:23:08.607 --> 00:23:12.667
titles to better attract our candidates and then finally this

00:23:12.667 --> 00:23:16.007
is a key point as well is taking that information and matching it

00:23:16.007 --> 00:23:19.207
it to market, so looking at market value data

00:23:19.207 --> 00:23:22.687
we have, Coupa salary survey data we have

00:23:22.687 --> 00:23:25.347
Mercer salary data, we have comp analyst salary data.

00:23:25.757 --> 00:23:29.037
And looking at how does our jobs compare to those

00:23:29.037 --> 00:23:32.657
positions, we try to be very specific. They have job descriptions for

00:23:32.657 --> 00:23:35.847
each of those positions, making sure that we're aligning those

00:23:35.847 --> 00:23:39.727
and looking at the qualifications, the requirements we have for our
positions as

00:23:39.727 --> 00:23:43.447
compared to those that are in the market, so that we can have a

00:23:43.447 --> 00:23:47.357
true market comparison value for our jobs and our organization, so

00:23:47.357 --> 00:23:50.607
that's what's coming. We'll be doing this alignment

00:23:50.607 --> 00:23:54.447
The team has done their first pass, so they will be getting together

00:23:54.447 --> 00:23:55.357
ether, looking at it as a whole.

00:23:55.967 --> 00:23:56.887
Seeing how it all fits together.

00:23:58.397 --> 00:24:01.727
Information may be needed, so there may be additional

00:24:01.727 --> 00:24:05.327
conversations. I'm sure some people have been contacted had some
conversations about

00:24:05.327 --> 00:24:09.847
t positions and then next steps would be like Juan was mentioning
really that job

00:24:09.847 --> 00:24:13.047
architecture of laying out the positions and how they'll fit together
within the

00:24:13.047 --> 00:24:13.437
organization.

00:24:15.617 --> 00:24:18.297
All right, I'll hand this back off to 1.

00:24:26.897 --> 00:24:30.057
So we again told you it was going to be a short shorter

00:24:30.057 --> 00:24:33.137
r session today. I did want to give you a sense of next steps.

00:24:34.767 --> 00:24:38.127
And on the left hand side, the road that we we've

00:24:38.127 --> 00:24:41.687
been in from the discovery process, the targeted sessions and some of
the work that

00:24:41.687 --> 00:24:45.207
we've done as a leadership team where we are

00:24:45.207 --> 00:24:48.487
now and even though midnight seem like there's anything

00:24:48.487 --> 00:24:51.567

g tangible to show you at this point, behind the scenes there's been a lot of

00:24:51.567 --> 00:24:55.767
work done on the job architectural review process, looking, looking

00:24:55.767 --> 00:24:57.607
t those pieces, completing the due diligence.

00:24:58.837 --> 00:25:01.967
On the targeted areas as we

00:25:01.967 --> 00:25:05.487
e discussed to complete that, there's some more information that we're going to be gathering for

00:25:05.487 --> 00:25:06.277
academic technology.

00:25:07.767 --> 00:25:10.887
And as James mentioned, we're starting to receive some

00:25:10.887 --> 00:25:12.527
of those findings and sharing those internally.

00:25:14.487 --> 00:25:17.647
We are. Our target is as

00:25:17.647 --> 00:25:20.807
James indicated as well is at least for this

00:25:20.807 --> 00:25:24.007
particular campus to continue that work, continue to gather that

00:25:24.007 --> 00:25:28.087
information and we also we will be meeting with

00:25:28.087 --> 00:25:32.967
President and a set of his cabinet members before the

00:25:32.967 --> 00:25:36.527
30th as well just to review kind of what kind of what

00:25:36.527 --> 00:25:38.567
hat is all shape, how does all shake, shake out.

00:25:39.637 --> 00:25:42.717
And organizational structures that may be

00:25:42.717 --> 00:25:46.077

considering and then on the 30th of this

00:25:46.077 --> 00:25:50.047
month we're slotted to present to the

00:25:50.047 --> 00:25:53.677
academic council committee. So this is all the deans and

00:25:53.677 --> 00:25:56.727
d Provost here at UNT, as James mentioned

00:25:56.727 --> 00:25:59.797
d, we're working with Anthony with Patrick

00:25:59.797 --> 00:26:03.087
n what is the best cadence

00:26:03.087 --> 00:26:06.647
in meeting presentation format to review at

00:26:06.647 --> 00:26:09.477
at the Health Science Center in Dallas. But that's the plan.

00:26:10.447 --> 00:26:13.887
By the time we get to the next town hall in

00:26:13.887 --> 00:26:13.927
December.

00:26:15.037 --> 00:26:18.447
Then our which will be just

00:26:18.447 --> 00:26:21.687
t due to conflicts and so forth, will be the at

00:26:21.687 --> 00:26:24.727
ystem facility, the BSC building just south

00:26:24.727 --> 00:26:27.767
of here we will I think

00:26:27.767 --> 00:26:31.007
k we'll have a lot more details and meet to present

00:26:31.007 --> 00:26:34.967
to you in terms of the wrap up of the recommendations which by

00:26:34.967 --> 00:26:38.407
the way we will share the output of that

```
00:26:38.407 --> 00:26:41.647
t as soon as that's finalized. I know that was one of the questions
that was

00:26:41.647 --> 00:26:42.197
posed last time.

00:26:43.567 --> 00:26:47.647
As soon as that's finalized, we'll be happy to share and post it for

00:26:47.647 --> 00:26:51.167
folks to consume, but we will

00:26:51.167 --> 00:26:51.327
definitely have.

00:26:51.917 --> 00:26:54.997
The job architecture conversations finalized

00:26:54.997 --> 00:26:58.967
we will have the operating models and organizational structures

00:26:58.967 --> 00:27:02.277
defined and in place to present and share

00:27:02.277 --> 00:27:05.647
with you in terms of those realignments that

00:27:05.647 --> 00:27:09.487
may happen or not or any changes

00:27:09.487 --> 00:27:13.197
there. And then again from there we'll move to execution

00:27:13.197 --> 00:27:16.807
of that, of that, of that structure, so

00:27:16.807 --> 00:27:19.957
that's really all that we had for you

00:27:19.957 --> 00:27:21.757
today. Again, it's kind of a shorter session just because.

00:27:22.447 --> 00:27:25.567
We've been working behind the scenes on all this stuff

00:27:26.037 --> 00:27:29.477
We need to make sure that as we start to reach and shape

00:27:29.477 --> 00:27:33.087
```

decisions that we socialize and

00:27:33.087 --> 00:27:36.407
present to the leadership teams for you

00:27:36.407 --> 00:27:40.207
reness and input into that

00:27:40.207 --> 00:27:43.837
before anything is finalized. So I think that's all that we

00:27:43.837 --> 00:27:46.927
had for you today. So with that, I'd be happy

00:27:46.927 --> 00:27:49.277
to open it up for questions whether here or remote.

00:27:53.907 --> 00:27:57.187
You our first question comes from

00:27:57.187 --> 00:28:00.327
somebody who did. There are three critical areas that

00:28:00.327 --> 00:28:03.787
you don't cover. How

00:28:03.787 --> 00:28:07.227
do you plan to centralized my team with campus

00:28:07.227 --> 00:28:09.587
specific to.

00:28:20.147 --> 00:28:23.567
Pandemic technology data analytics and research

00:28:23.567 --> 00:28:23.587
h computing.

00:28:27.857 --> 00:28:30.217
You want to take that one?

00:28:30.367 --> 00:28:30.527
Yeah.

00:28:46.407 --> 00:28:46.567
Yeah.

00:28:48.677 --> 00:28:52.277
They identified people

00:28:52.277 --> 00:28:55.477
s and research.

00:28:58.447 --> 00:29:01.527
They feel these are being ignored with the plan

00:29:01.527 --> 00:29:04.367
to centralized Mt. What is your plan to incorporate these?

00:29:06.387 --> 00:29:08.547
For those three areas.

00:29:09.567 --> 00:29:12.847
OK. And let me just start with context a little bit and then

00:29:12.847 --> 00:29:16.367
alternative to James in terms of sort of why we chose

00:29:16.367 --> 00:29:20.847
those three areas to have again Deloitte help dig

00:29:20.847 --> 00:29:24.127
deeper into those you know first you know

00:29:24.127 --> 00:29:27.167
w as it relates to academic technology just you know

00:29:27.167 --> 00:29:31.487
w the current understanding the current structure at UNC the

00:29:31.487 --> 00:29:34.887
he embedded expertise and roles and resources under each

00:29:34.887 --> 00:29:35.807
h one of the schools and colleges.

00:29:36.357 --> 00:29:39.847
Just what is? What should the

00:29:39.847 --> 00:29:43.367
future look like as we come together? This is more mostly within the

00:29:43.367 --> 00:29:45.477
UNT campus. Second one was data analytics.

00:29:47.287 --> 00:29:51.007
Primarily around the how critical data

00:29:51.007 --> 00:29:54.167
is to all of our operations across the

00:29:54.167 --> 00:29:58.327
enterprise. And again, we know that there's some

00:29:58.327 --> 00:30:01.527
core capabilities in teams at UNT and

00:30:01.527 --> 00:30:05.087
other areas in other campuses, again, as we look towards

00:30:05.087 --> 00:30:07.647
the future, what's the best way to structure ourselves?

00:30:08.037 --> 00:30:11.247
What what's the best way to approach that and so

00:30:11.247 --> 00:30:14.447
so forth? And then the third one is research computing which

00:30:14.447 --> 00:30:17.607
f you look at our strategic

00:30:17.607 --> 00:30:20.847
c plan growing and advancing and the sort of the research

00:30:20.847 --> 00:30:23.077
h enterprise is a key initiative.

00:30:24.407 --> 00:30:27.847
And so making sure that from an IT perspective we are equipping

00:30:27.847 --> 00:30:31.367
ourselves and setting ourselves up for success, so

00:30:31.367 --> 00:30:34.087
understanding, you know, what are the needs, where are the gaps.

00:30:35.647 --> 00:30:37.607
And helping facilitate.

00:30:38.397 --> 00:30:41.477
Researchers come on board helping

00:30:41.477 --> 00:30:45.207
them with you, their proposals and those type of things. So not

00:30:45.207 --> 00:30:49.447
so much about rebuilding a high performance computing massive

00:30:49.447 --> 00:30:52.647

environment because we that's expensive and complex

00:30:52.647 --> 00:30:55.727
to build, but it's just more about the skill sets

00:30:55.727 --> 00:30:59.077
o support that effectively going forward. So that's those are I just
want to provide or

00:30:59.077 --> 00:31:01.797
r remind us all the background of why we chose those three areas.

00:31:03.127 --> 00:31:06.247
And so I don't know if, James, you want anything to add from the
campus perspective?

00:31:19.727 --> 00:31:22.927
At least at the Denton campus, those are

00:31:22.927 --> 00:31:26.247
also areas where we're largely decentralized, for example, so

00:31:26.247 --> 00:31:29.487
for the purposes of interviews and

00:31:29.487 --> 00:31:33.207
discussions and survey, I mean, it's really to spend time trying

00:31:33.207 --> 00:31:34.407
to surface and understand.

00:31:36.087 --> 00:31:39.447
Those specific areas today in a

00:31:39.447 --> 00:31:42.487
better way than we do for start of this issue so

00:31:42.487 --> 00:31:45.607
o I mean that again, I'm not sure if that's exactly

00:31:45.607 --> 00:31:48.807
why they if they were really free to drive up, why are they focused?

00:31:48.967 --> 00:31:50.767
At Denton in particular.

00:31:51.157 --> 00:31:54.197
That's

00:31:54.197 --> 00:31:54.757

the purpose for it.

00:31:56.367 --> 00:32:00.447
Very decently make sure that we don't go across understanding.

00:32:01.957 --> 00:32:05.207
The path forward and the unification of birds

00:32:05.207 --> 00:32:10.597
makes sense, and then I would say it's not exclusively

00:32:10.597 --> 00:32:13.997
that's it. I mean, if we talk about research as an example and I think there's a

00:32:13.997 --> 00:32:16.317
been a general understanding.

00:32:17.847 --> 00:32:20.967
Perspective that all things research affecting all three people said.

00:32:22.677 --> 00:32:25.807
From infrastructure perspective and I want to say that I

00:32:25.807 --> 00:32:28.967
don't need Christopher team, but we're just not where we want

00:32:28.967 --> 00:32:32.197
to be. We think that you know we have a larger goal that we

00:32:32.197 --> 00:32:36.007
to help the campus of the band sport in space of the research

00:32:36.007 --> 00:32:39.557
he research and so we just need to understand better what banks are

00:32:39.557 --> 00:32:43.237
so that we can ultimately bring a single solution.

00:32:51.247 --> 00:32:54.567
Yes, I agree with that. That's

00:32:54.567 --> 00:32:57.647
accurately why they've looked at

00:32:57.647 --> 00:33:00.887
this counter. Are there any subfocused? So I don't I

00:33:00.887 --> 00:33:03.687
tually think that.

00:33:04.207 --> 00:33:07.767
They're being so slow and stuff and follow like maybe some

00:33:12.377 --> 00:33:13.977
I think you can be online here.

00:33:16.517 --> 00:33:20.047
As consideration given to

00:33:20.047 --> 00:33:24.117
the importance of tiles as employee retention tactic when

00:33:24.117 --> 00:33:26.477
n accelerator dollars able to be utilized.

00:33:28.757 --> 00:33:32.607
Yes. So we've we've we've had those conversations

00:33:32.607 --> 00:33:35.887
The one thing not to go backwards on the presentation but I

00:33:35.887 --> 00:33:37.957
I wanted to just emphasize.

00:33:41.117 --> 00:33:44.247
The slide that Melinda had up here one

00:33:44.247 --> 00:33:47.597
e of the things that we as we look towards the future that we've

00:33:47.597 --> 00:33:50.607
been very mindful of is I think

00:33:50.607 --> 00:33:54.087
k in the past there's been practices we've all done

00:33:54.087 --> 00:33:57.367
e it where we've hired or changed somebody

00:33:57.367 --> 00:34:00.447
s title to attract perhaps better

00:34:00.447 --> 00:34:03.527
candidates or to adjust the compensation and

00:34:03.527 --> 00:34:07.207
so forth not perhaps in some cases reflective of

00:34:07.207 --> 00:34:10.437

f what they do or don't do. And I think part of

00:34:10.437 --> 00:34:13.557
that was either a looking at our

00:34:14.407 --> 00:34:17.007
Our jobs and classifications and.

00:34:18.447 --> 00:34:22.687
And salary levels, right? Associated compensation

00:34:22.687 --> 00:34:26.007
levels, but also just because there's not a lot of room for growth, right, you

00:34:26.007 --> 00:34:29.447
can come in as a as an entry level, but and

00:34:29.447 --> 00:34:32.647
have a lot of room to change up or move up

00:34:32.647 --> 00:34:36.487
or laterally. So that's also what we're trying to address with

00:34:36.487 --> 00:34:40.047
with this work that we're doing is create multiple levels.

00:34:41.847 --> 00:34:45.487
Of progression for an individual, right? So what's

00:34:45.487 --> 00:34:49.127
captured here is entry, intermediate, senior

00:34:49.127 --> 00:34:52.327
and master, right? We know that there is subject matter

00:34:52.327 --> 00:34:56.167
experts that may be at the top of their

00:34:56.167 --> 00:34:59.367
r career path a from a job title perspective, but we want to

00:34:59.367 --> 00:35:02.807
make sure that we compensate and reward and retain those resources

00:35:02.807 --> 00:35:06.167
appropriately. So I just want to highlight that on

00:35:06.167 --> 00:35:10.247
this on this slide because it's definitely

00:35:10.247 --> 00:35:13.727
something that we're focusing on creating those

00:35:13.727 --> 00:35:15.927
opportunities and as we shared last time in kind of a diagram.

00:35:17.567 --> 00:35:20.927
Of career progression and options that that's something that we're

00:35:20.927 --> 00:35:25.407
looking at. Back to the back to the question though I

00:35:25.407 --> 00:35:30.167
I think we are going to have that conversation as a leadership team in

00:35:30.167 --> 00:35:33.607
terms of where are those #1, how many

00:35:33.607 --> 00:35:36.927
many of those instances we have, where we may

00:35:36.927 --> 00:35:39.207
need to adjust a an official.

00:35:40.767 --> 00:35:44.487
Position to reflect the title and

00:35:44.487 --> 00:35:46.567
then obviously making sure that we.

00:35:48.047 --> 00:35:51.167
Figure out do we how do we best if there's a need for that

00:35:51.167 --> 00:35:54.647
at, for those individuals or positions to have a different

00:35:54.647 --> 00:35:58.207
market facing job title et cetera that we take

00:35:58.207 --> 00:35:59.967
o into account into the into account and.

00:36:01.637 --> 00:36:04.797
Melinda next week to talk about that specifically, but yes, we

00:36:04.797 --> 00:36:06.117
will be taking that into account.

00:36:08.547 --> 00:36:10.787

This next question relates to the timeline.

00:36:18.847 --> 00:36:19.287
Better.

00:36:20.557 --> 00:36:23.357
Hello. I'm sure they will tell us online, OK?

00:36:25.607 --> 00:36:27.567
The next question is related to the timeline.

00:36:29.017 --> 00:36:32.247
When or how will we know if our positions

00:36:32.247 --> 00:36:33.897
are guaranteed to be affected by this initiative?

00:36:36.907 --> 00:36:37.107
Yep.

00:36:41.047 --> 00:36:44.447
So if we go back to what we were discussing before

00:36:44.447 --> 00:36:47.727
the order of progression, at least specifically for Denton as far

00:36:47.727 --> 00:36:50.767
as dates are concerned, we have another we had a

00:36:50.767 --> 00:36:54.367
meeting today with some members of cabinet. We will have another
meeting prior to

00:36:54.367 --> 00:36:58.287
the 30th with those same members of cabinet then on the

00:36:58.287 --> 00:37:01.407
he 30th, we're going to have a meeting with the Provost

00:37:01.407 --> 00:37:05.207
and the deans to discuss the recommendations

00:37:05.207 --> 00:37:08.527
s and organizational changes or lack of changes

00:37:08.527 --> 00:37:09.487
depending on the situation.

00:37:10.877 --> 00:37:14.887
That's when those dates will occur, and then after the 30th once all

00:37:14.887 --> 00:37:18.767
l of that communication has occurred and everyone's had an opportunity

00:37:18.767 --> 00:37:20.927
to discuss that.

00:37:20.967 --> 00:37:24.407
Then the next steps would then be for directly impacted

00:37:24.407 --> 00:37:27.527
individuals to socialize that with them as

00:37:27.527 --> 00:37:29.487
well, and then ultimately to socialize with each other.

00:37:31.007 --> 00:37:34.127
And across areas and groups in

00:37:34.127 --> 00:37:35.407
December, so.

00:37:38.007 --> 00:37:41.487
So date wise it would be sometime after the

00:37:41.487 --> 00:37:44.647
30th the people would start to hear directly about their

00:37:44.647 --> 00:37:45.247
heir about their positions.

00:37:52.127 --> 00:37:54.127
The 30th of November, just to clarify.

00:37:54.957 --> 00:37:58.837
The next question is when will I copy at the Deloitte findings from The Deep

00:37:58.837 --> 00:38:00.917
dives be available for the campuses?

00:38:02.277 --> 00:38:06.127
Yeah, I mentioned that little bit earlier that

00:38:06.127 --> 00:38:09.477
we are especially in one area waiting

00:38:09.477 --> 00:38:12.687
on some additional information. So as soon as that's finalized, we'll be

00:38:12.687 --> 00:38:15.967
happy to share those findings so

00:38:15.967 --> 00:38:19.237
o it's within a couple of weeks as that work wraps up.

00:38:22.947 --> 00:38:26.487
We've now moved into the job titling and

00:38:26.487 --> 00:38:27.667
compensation portion. Melinda.

00:38:29.167 --> 00:38:32.487
Will all IT job families and titles change or is it

00:38:32.487 --> 00:38:33.127
just impact targeted groups?

00:38:36.757 --> 00:38:39.797
That's a good question

00:38:39.797 --> 00:38:43.167
estion. I think there are some titles

00:38:43.167 --> 00:38:46.997
that will not change, some that will

00:38:46.997 --> 00:38:50.837
change. I think again incorporating market.

00:38:51.917 --> 00:38:55.807
Relevant and current titles also

00:38:55.807 --> 00:38:59.127
looking at as we look at as we come together as

00:38:59.127 --> 00:39:02.807
one organization looking at multiple versions of a title

00:39:02.807 --> 00:39:05.967
of A roll out there and pairing that down right. So that's the

00:39:05.967 --> 00:39:08.997
kind of the true up work that we talking about. So I think there'll be a

00:39:08.997 --> 00:39:12.597
fair amount of job title, I don't

00:39:12.597 --> 00:39:15.607
really have a good handle on that at this point until we kind of

00:39:15.607 --> 00:39:17.397
gh the trua process look at where we are.

00:39:18.967 --> 00:39:20.767
But I mean, I think of anything it's going to be.

00:39:22.567 --> 00:39:26.127
A good change for reflecting on what are current

00:39:26.127 --> 00:39:29.367
re current sort of best practices that we're seeing out

00:39:29.367 --> 00:39:33.367
there from Deloitte and the multiple sources that Melinda

00:39:33.367 --> 00:39:36.567
a highlighted. So I think there'll be a fair amount of changes

00:39:36.567 --> 00:39:39.087
I just don't have a good handle what that, what that looks like just
yet.

00:39:43.687 --> 00:39:47.287
Thank you. Is there funding available at any

00:39:47.287 --> 00:39:51.047
level to accommodate adjustments for compensation and bring

00:39:51.047 --> 00:39:52.407
employees in line with market?

00:39:54.127 --> 00:39:55.327
You want to talk along?

00:39:58.707 --> 00:40:00.707
I would say particularly for.

00:40:01.797 --> 00:40:05.087
This endeavor, the budget, is what

00:40:05.087 --> 00:40:10.127
your budget is. You don't have. There's not an additional budget
that's being provided

00:40:10.127 --> 00:40:12.157
for doing adjustments specifically for this project.

00:40:12.997 --> 00:40:16.437
The future? That's a challenge to

00:40:16.437 --> 00:40:19.847
say, I will say that for the staff salary market study that we're
doing right now

00:40:19.847 --> 00:40:23.727
And it's not just for IT, it's for all staff across our campuses that
is

00:40:23.727 --> 00:40:26.927
information that we'll be presenting to our CFO's and to our

00:40:26.927 --> 00:40:30.687
leadership in January and then they will be able to have that
information to be able

00:40:30.687 --> 00:40:34.437
to make decisions for the upcoming budget cycle, so

00:40:34.437 --> 00:40:35.557
funds available right now.

00:40:36.887 --> 00:40:40.287
I I'm not aware of any that are available as of

00:40:40.287 --> 00:40:43.487
today, but it's something that we will be presenting that information
and that will be

00:40:43.487 --> 00:40:45.207
part of the planning process for upcoming years.

00:40:47.667 --> 00:40:50.867
Yeah. And I would just add that we haven't really gone

00:40:50.867 --> 00:40:54.587
through this. I think ultimately will be very comprehensive process to

00:40:54.587 --> 00:40:58.577
review at every technology related role that

00:40:58.577 --> 00:41:01.767
will be part of this organization and understand where we are

00:41:01.767 --> 00:41:05.147
you know what is the right job title, scope responsibilities

00:41:05.147 --> 00:41:08.427

s, where's market add, where are the gaps and then

00:41:08.427 --> 00:41:11.947
really layout a road map to help

00:41:11.947 --> 00:41:15.107
to help address that. So yes, as of now there's no

00:41:15.107 --> 00:41:18.527
specific budget that we can tap into, but obviously how do we build for

00:41:18.527 --> 00:41:18.747
the future?

00:41:20.437 --> 00:41:23.647
Thank you. This next question is for James. They would like

00:41:23.647 --> 00:41:26.927
you to expand a little bit more on what socialize means and

00:41:26.927 --> 00:41:28.517
indicate how that announcement will be made.

00:41:30.247 --> 00:41:34.047
So socialize very

00:41:34.047 --> 00:41:37.927
specifically is what we mean by that is we're going to talk with the

00:41:37.927 --> 00:41:41.127
different leadership levels and then ultimately we'll talk directly

00:41:41.127 --> 00:41:44.287
with the impacted individuals, so which

00:41:44.287 --> 00:41:48.487
I think would make sense, right. We wouldn't want to get out of alignment and talk

00:41:48.487 --> 00:41:51.927
to someone at an individual level that who they report to has not even heard

00:41:51.927 --> 00:41:56.207
about any suggested changes. So that's why we're talking about

00:41:56.207 --> 00:41:59.567
cabinet level discussions, Dean level discussions.

00:41:59.797 --> 00:42:02.967
And then individual discussions and so

00:42:02.967 --> 00:42:06.077
o that's what I mean by socialization. So then when we hit the town
hall

00:42:06.077 --> 00:42:10.047
that's when it is broadly discussed but anyone

00:42:10.047 --> 00:42:13.517
e that's impacted will have heard about that directly in

00:42:13.517 --> 00:42:15.517
advance of hearing it in a broad setting like the town hall.

00:42:20.117 --> 00:42:20.557
Thank you.

00:42:22.117 --> 00:42:25.197
This next one is for Yuan they would like

00:42:25.197 --> 00:42:28.437
e you to expand a little bit more on the current and future states of

00:42:28.437 --> 00:42:31.917
the data reporting and analytics service area as they currently

00:42:31.917 --> 00:42:34.517
ntly stand and what to expect next.

00:42:34.597 --> 00:42:38.357
So that was one of the areas that we reviewed with

00:42:38.357 --> 00:42:38.597
the UNT cabinet.

00:42:40.437 --> 00:42:43.477
I would just say we discussed a couple of couple

00:42:43.477 --> 00:42:47.077
of options in terms of operating models that

00:42:47.077 --> 00:42:50.757
are out there, we know very well

00:42:50.757 --> 00:42:53.917
that UNT specifically in other other parts of

00:42:53.917 --> 00:42:56.757

he enterprise there's some long standing.

00:42:58.317 --> 00:43:01.437
Groups and capabilities and platforms that

00:43:01.437 --> 00:43:04.837
have been built over time. So we're really

00:43:04.837 --> 00:43:07.397
approaching this from what makes sense for us across the enterprise.

00:43:08.307 --> 00:43:11.467
For the future and looking

00:43:11.467 --> 00:43:15.037
at how do we establish those right platform

00:43:15.037 --> 00:43:18.517
capabilities to facilitate really

00:43:18.517 --> 00:43:22.607
a the campuses to consume the data that they need to

00:43:22.607 --> 00:43:23.267
n a self-service model?

00:43:24.637 --> 00:43:27.757
Also, of course, to have an opportunity

00:43:27.757 --> 00:43:31.157
or folks to contribute to that platform in those capabilities and

00:43:31.157 --> 00:43:31.517
so forth so.

00:43:33.437 --> 00:43:37.117
From a data analytics perspective, again, lot lots

00:43:37.117 --> 00:43:40.397
of the investment that's been made over the years here at UNT

00:43:40.397 --> 00:43:43.597
will remain in place. It's just more about across the

00:43:43.597 --> 00:43:47.037
enterprise, how do we fix some of the gaps that we've had right

00:43:47.037 --> 00:43:50.317
because from a system perspective I can tell you we didn't really have
a

00:43:50.317 --> 00:43:53.717
e a defined data platform strategy before I joined

00:43:53.717 --> 00:43:57.037
We had groups that have built their own pockets of

00:43:57.037 --> 00:43:58.397
f sort of data warehouses.

00:43:58.947 --> 00:44:02.077
And obviously that is that creates silos, right

00:44:02.077 --> 00:44:05.547
That create creates problems versus really building a more unified

00:44:05.547 --> 00:44:08.557
approach to data and data assets

00:44:08.557 --> 00:44:10.147
going forward. So that's where the focus is.

00:44:12.407 --> 00:44:15.687
Thank you. That concludes our online questions

00:44:15.687 --> 00:44:17.047
Does anybody in the room have a question?

00:44:19.957 --> 00:44:23.277
OK, just a reminder that these recordings will be

00:44:23.277 --> 00:44:26.317
posted online and you can continue to send in your questions

00:44:26.317 --> 00:44:29.357
via email at IT Transformation at UNT system dot

00:44:29.357 --> 00:44:32.487
or submit it through the portal on the

00:44:32.487 --> 00:44:33.997
e IT Transformation web page ONE.

00:44:35.307 --> 00:44:38.597
Thank you all very much for your time and we'll regroup mid

00:44:38.597 --> 00:44:40.587
december and have a great Thanksgiving.