can't believe we need to work with
down there. OK.

Yeah.

Awesome.

Anthony, are there folks joining online?

OK.

All right. And everybody can hear me OK all

All right, perfect. All right, well, we'll get started

with our 4th Town Hall. Thanks, everybody for

joining us. And as usual, thanks to Lakin and the

e UNTAV team for hosting us and setting this

up. We have a shorter agenda today.

Let me quickly pull that up.

We're going to more than anything give you an update on

Around especially the, what we call it, the deep dive areas

ight to those three specific areas that we wanted to
have Deloitte help us take a closer look of kind of where we are, where the pain point and opportunities going forward.

So James is going to cover that in terms of where we are from an update perspective some of that work is surfacing and we're starting to communicate that, but there's still some more work to do there and we're going to invite Melinda back up to talk a little bit about the job architecture we kicked this off last time in terms of the job architecture work that we're undertaking. So that as we come together her as one organization that we have.

A consistent comment set of job jobs job titles.

Scope is and responsibilities and so forth so there's been a lot of work that each one of the leaders has.
place where we're coming together and aligning on.

Titles and roles going forward. We're also injecting external resources and sources into that process just to make sure that we are.

Making at looking at current market relevant titles and so forth. So what will melinda give an update on that and then.

Next steps, we'll talk a little bit about the timing we're our initial target was to get to the end of the year and get the organizational structure in place by the end of the year and that's what we're driving towards. So we're definitely getting to the final stretch, but you'll see that today's session is shorter just because we're still working through a lot of those details.

So just wanted to start with that and then we'll reserve some time for
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

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has not been defined as of yet. I know we're a few weeks away

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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.
We're also embarked on our governance model, IT governance model rework and Jim is helping me of lead that effort in terms of putting a project plan together and working with all IT leaders.

On moving that forward and making sure that we have a good plan of implementation to get this in place by spring of but before that, we know there's going to be some things that are going to be needed some key milestones that we'll need to achieve beforehand so we can communicate to all of you what that may look like, what the implications are and so forth. So that work is underway in terms of timeline, I've shared this high level. Gantt chart. In the past, I just wanted to call out a few things that we have been able to close out and complete and
that is the detailed assessment and

interviews. Those were for the most part completed. Again there's

s a few follow-ups and I'll turn it over to James to go over into more
detail.

And then we also completed the IT service catalog

right? We have that ownership mapping defined

and we share some of those results with you, with you last time

Right now we're really focusing on these four areas, which is

the governance model we're also looking at

t finance and budgeting and what are the implications as potentially

services change of kind of where they're housed or how they're managed
today, what does

s that look like? Of course, the organizational structure.

Realignment that this transformation will bring

or not. So definitely working through that and leveraging

the Lloyd's expertise on different operating models and structures

there and then the job architecture that has

been very, very resource intensive
and really and again melinda’s gonna walk through that in more detail, but it requires to look at several 100 roles and understand kind of what the current jobs.

What are the potential targets? In the future and so forth. So that's taken a lot of time and our deadline was last Friday and my understanding is all the work has been completed now for Melinda has to process and digest and review all that and we have to sort of true that up know amongst us there's gonna be some roles that are consistent across all the campuses, all the institutions that we wanna make sure that we review w and come together with what is the right, the right nomenclature to use going forward. So that's still our focus and that's what we're targeted to towards and again trying to get 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

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for a little while because some of the interviews have been underway
for a bit.

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t. We've been focusing on three specific areas, research, computing, data

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analytics and then the academic technology space

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in two of those three areas we've completed

00:09:55.627 --> 00:10:02.427
mpleted the interview process and that's in research, computing and
data analytics. But when

00:10:02.427 --> 00:10:03.917
it comes to the academic technology space we're

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re continuing to have discussions about that.

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

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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
we have a future meeting scheduled for this Wednesday to continue those conversations so that we can have a better understanding of the academic technology area and really just kind of make sure that all the details necessary for planning have been captured and discussed and so in addition to that as a little bit of a chronology of where we are as an enterprise.

Is these assessments and ultimately suggestions or recommendations and takeaways?

There is an information sharing process that will happen that ultimately will lead to, I think, what most people want to know which is, you know, how does this impact me and how does it impact my, you know, specific job.

And so that path forward started today. We shared initially with Denton.
leadership and members of some of the Denton cabinet.

The takeaways for research, computing, data analytics, and academic technology now academic technology specifically, as I just mentioned, there's a little bit more work to be done before we would get to say suggestions or recommendations and takeaways but we shared that today with members of cabinet there will be a follow up meeting at the Denton campus with that with those same entities to take and talk through final proposals and suggestions.

Then from a communication stream, they'll be conversations on the 30th with the deans that will transpire and ultimately what we'd be leaning towards is on the next December meeting we'd be able to socialize all of those discussions about the suggested changes so that people can finally get to how does this impact me? You know, am I am
m I moving? Am I changing or even who I'm working with does

so that change in any substantial way? So that is the that is

at is the goal and kind of the progression of the conversation.

That we're looking to have then, and that's just a description of

what how that would unfold at Denton, there will be

similar conversations that HSC leadership and Dallas leadership.

It may look a little bit different as far as who is involved, but each of

the campuses within the enterprise will have those conversations and ultimately

allowing us to kind of convey the final

recommended changes in the December time frame.

So if I'm going to go ahead and transition

to the job architecture, I'll bring Melinda up here and we'll

kind of dig into the meat of the work that we've been doing, especially in the last two

weeks. And she has the joy of helping us with that.

Thank you, I started to twitch. Just a

moment ago whenever Juan said poor Melinda was like poor Melinda and
d Dave. No, this is always a great opportunity to learn about our positions on our campuses, to learn about the work that folks are doing and a good HR person. Always knows they are not the expert in the jobs that folks are doing. The people that actually do the work are the experts in those jobs.

So we want to make sure that we're being respectful of that, being respectful of the work that's occurring, of the things that everybody does and making sure that we are looking at. The responsibilities? The requirements and how we can move people forward in their careers. So we went over this slide at our last meeting, but we want to revisit it just to make sure that we have a lot of clarity on job architecture and the work that we're doing.

What is job architecture? Job architecture is just looking at job titling. It's looking at our pay grades it's looking at career paths, it's looking for the
criteria for how a person moves within their career

So what skills, knowledge, abilities may that person need to have?

In order to move up in their position or move into other positions within the organization and then also looking at what's the market value to that position for us for compensation purposes?

It helps to give us the infrastructure for HR decisions, so things like total rewards, how do we pick which positions are at which grades? What kind of leave eligibility do they have? What kind of retirement eligibilities do they have? Workforce planning?

What types of positions do we need within a career stream? What levels of leadership? What levels of maybe mid level professionals, entry level professionals in order to accomplish the tasks that are needed to be done for that particular area?

And then thinking about learning and development and growth and what are those things? What are the trainings? What
are the opportunities for maybe cross training or working on different projects so that you can have those opportunities to learn more and grow within your job?

So why is it important? It helps us to give an easy system for looking at the value of jobs and the business needs in our market practices. It gives us a consistent methodology that's one of the most important things in any organization with human resources and compensation practices.

Is being consistent following the same path, using the same kind of material? Same kind of guidelines, same kind of forms, so that there's transparency so that there's a feeling of that there's integrity within the system and that's really something that's very important for us to have that consistent integrity for our system and then finally we know we hear people want to see how can they grow in their career, so workforce
e planning is something that's really important.

That will be something that will continue to work on. It never stops.

Where we'll look at the jobs, look at the job descriptions, look at those knowledge, skills, abilities, the competencies necessary for jobs to be performed, and then outline that. I know I'll drop Jim on this as well. I know Jim talked about Page Up, Page up being our new software that we're going to be going with our ATS and performance management system. It's also going to have a succession planning module where we can look at how can we help grow our talent. So that's going to be something that's going to be a new module that will be rolled out to the campuses in the next. Here I would say, but definitely will tie into this project and also tie across all of our campus jobs. So again, this slide may look familiar. This is really the job architecture process and what we've been going through
We're looking at organizational design. So what are the services that need to be provided, what are then those teams that need to provide those services and what are the levels of jobs within those teams in order to be effective and to provide people with that necessary framework in order to get their work done.

Job analysis is where we're looking at. Job descriptions we're looking at titles, we're looking at the qualifications. So really, what is it? What is the work that's being done? What are the requirements of that job and what are those qualifications we need in order for a person to be successful in that job?

Compensation is always the most important part for most of us. How do we compare to market? What are those market variables? What are the values that we have? Who are peer groups that we're comparing ourselves against?

Making sure that we're doing pay grade adjustments if we need to move people within a grade looking
At their longevity within the position, their longevity within the organization, looking at perhaps their particular experience and their education that contributes to their value within the organization and then finally the placement within the grade. So making sure that we're placing people appropriately within pay grades career development, we've talked about that. But again.

Very key, important part to make sure that we're focusing in on career development so that Grow in their competencies and grow in their abilities to strive and to move to different positions with the organization. And then finally governance. Governance is not just technological governance, but it's also HR governance. How do we start? How do we use our job titles When new positions are created, what are the considerations we need to take into consideration as to is this a core IT function that needs to be something
else within the system?

Is it something that needs to be a campus level? Is it a service specific type role that needs to be housed in an individual department? So looking at those different elements to see.

How does this job fit within our organization?

So that was a recap as to where we had already been. Let me talk about where we're going and I do want to commend the leadership team they've done a lion's share work of looking at the jobs across all of our organizations. We pulled together all of the different.

IT, excuse me, I'm coming off of the poll.

Pulled together all the IT related jobs and did an analysis of them to see what's a job level, what's a job family, what's a job title, what's a market salary match for those positions.

So we've done the first pass on this and.
I should have brought some water with me, I knew better than that. So let me just talk through what these different categories mean. So the job stream and job level is really talking about.

Where does that position fit within a very high level architecture within the organization? Is it an administrative job? Is it an individual contributor slash professional level job? Is it a support staff? Non-exempt job? So that's really that first level of putting our positions into those various buckets.

Once we do that, then we take it into what is the level of that job within the job stream? So is it an entry level job? Is it an intermediate? Is it a master? Is it an expert? What level of skill is required in order to perform the position? So what are the qualifications needed for that position? And really what are the expectations of that position?
have

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to be producing strategy? Is it having to

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lead other positions within the organization? So that's really that

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first step is putting it into one of those two buckets.

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After that, trying to make sure that we're

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building out these career paths is when we look at this job, family

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and job

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function. We use this for development of the team

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structure as well. So where do jobs fit within the organization and

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it's not always a one to one relationship, so just because a job

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may be in a individual job family let's say

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y information security, it doesn't necessarily mean that it's

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going to be sitting in the information security

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team. It may be information security that is very specialized to

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Perhaps academic technology? So there's overlap

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there's intersection there, and there may be ability for that person

to then cross

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between teams at some future time in order to have career growth and career opportunities.

So just thinking about job family is what are the jobs that have similar work have similar functions, have similar knowledge, skills and abilities, but maybe don't always sit together on the same team. So that's what we look at for job family, job family examples that we looked at, applications, infrastructure and operations customer service, there were several more that we had as well and then job function examples, so breaking down customer service, for example, job functions within that might be customer service and support.

desktop support IT service e management, so it's taking the job family and breaking it down just a little bit more. So thinking about it as your own family maybe the job family is you. Your aunts, your uncles, your cousins all together. Your job function is more of your immediate family
with you, your brothers and sisters in your immediate family.

Job title. We know that this is really important, so we've been looking very much at job title we've used

d recommendations from Deloitte, our consulting partner, to look at job titles. We've also looked at comp analyst we've looked at t Mercer. We've had several different external data sources And each of the reviewers have looked at it. They've made a recommendation for what position will best match, or. I'm sorry, which title will best match with the position. And that's really what I think Juan was lluding to earlier is that we'll have to do spend this right sizing to make sure that we haven't used the same title for the same for different jobs within the organization making sure that they make sense that we've got a progression in place for growth within that job family.

And then also that it's a market.
Trend Job title Something that if somebody put if we post a job they know what we're talking about. We know that there's some titles, they're a little interesting within our organizations. I won't name names, but trying to really get to market based job titles to better attract our candidates and then finally this is a key point as well is taking that information and matching it to market, so looking at market value data we have, Coupa salary survey data we have Mercer salary data, we have comp analyst salary data. And looking at how does our jobs compare to those positions, we try to be very specific. They have job descriptions for each of those positions, making sure that we're aligning those and looking at the qualifications, the requirements we have for our positions as compared to those that are in the market, so that we can have a true market comparison value for our jobs and our organization, so that's what's coming. We'll be doing this alignment
The team has done their first pass, so they will be getting together ether, looking at it as a whole. Seeing how it all fits together.

Information may be needed, so there may be additional conversations. I'm sure some people have been contacted had some conversations about t positions and then next steps would be like Juan was mentioning really that job architecture of laying out the positions and how they'll fit together within the organization.

All right, I'll hand this back off to 1.

So we again told you it was going to be a short shorter session today. I did want to give you a sense of next steps. And on the left hand side, the road that we've been in from the discovery process, the targeted sessions and some of the work that we've done as a leadership team where we are now and even though midnight seem like there's anything
g tangible to show you at this point, behind the scenes there's been a lot of

work done on the job architectural review process, looking, looking

t those pieces, completing the due diligence.

On the targeted areas as we
e discussed to complete that, there's some more information that we're going to be gathering for

academic technology.

And as James mentioned, we're starting to receive some

of those findings and sharing those internally.

We are. Our target is as

James indicated as well is at least for this

particular campus to continue that work, continue to gather that

information and we also we will be meeting with

President and a set of his cabinet members before the

30th as well just to review kind of what kind of what

hat is all shape, how does all shake, shake out.

And organizational structures that may be


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work done on the job architectural review process, looking, looking

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t those pieces, completing the due diligence.

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On the targeted areas as we
e discussed to complete that, there's some more information that we're going to be gathering for

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academic technology.

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And as James mentioned, we're starting to receive some

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of those findings and sharing those internally.

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We are. Our target is as

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James indicated as well is at least for this

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particular campus to continue that work, continue to gather that

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information and we also we will be meeting with

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President and a set of his cabinet members before the

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30th as well just to review kind of what kind of what

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hat is all shape, how does all shake, shake out.

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And organizational structures that may be

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considering and then on the 30th of this month we're slotted to present to the academic council committee. So this is all the deans and Provost here at UNT, as James mentioned, we're working with Anthony with Patrick. And what is the best cadence in meeting presentation format to review at the Health Science Center in Dallas. But that's the plan. By the time we get to the next town hall in December. Then our which will be just due to conflicts and so forth, will be the at system facility, the BSC building just south of here we will I think we'll have a lot more details and meet to present to you in terms of the wrap up of the recommendations which by the way we will share the output of that
t as soon as that's finalized. I know that was one of the questions that was posed last time.

As soon as that's finalized, we'll be happy to share and post it for folks to consume, but we will definitely have.

The job architecture conversations finalized we will have the operating models and organizational structures defined and in place to present and share with you in terms of those realignments that may happen or not or any changes there. And then again from there we'll move to execution of that, of that, of that structure, so that's really all that we had for you today. Again, it's kind of a shorter session just because.

We've been working behind the scenes on all this stuff We need to make sure that as we start to reach and shape
decisions that we socialize and

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present to the leadership teams for you

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reness and input into that

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before anything is finalized. So I think that's all that we

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had for you today. So with that, I'd be happy

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to open it up for questions whether here or remote.

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You our first question comes from

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somebody who did. There are three critical areas that

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you don't cover. How

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do you plan to centralized my team with campus

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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
They feel these are being ignored with the plan to centralized Mt. What is your plan to incorporate these? For those three areas.

OK. And let me just start with context a little bit and then alternative to James in terms of sort of why we chose those three areas to have again Deloitte help dig deeper into those you know first you know w as it relates to academic technology just you know w the current understanding the current structure at UNC the he embedded expertise and roles and resources under each one of the schools and colleges.

Just what is? What should the future look like as we come together? This is more mostly within the UNT campus. Second one was data analytics. Primarily around the how critical data is to all of our operations across the
enterprise. And again, we know that there's some core capabilities in teams at UNT and other areas in other campuses, again, as we look towards the future, what's the best way to structure ourselves?

What's the best way to approach that and so forth? And then the third one is research computing which you look at our strategic plan growing and advancing and the sort of the research enterprise is a key initiative.

And so making sure that from an IT perspective we are equipping ourselves and setting ourselves up for success, so understanding, you know, what are the needs, where are the gaps.

And helping facilitate.

Researchers come on board helping them with you, their proposals and those type of things. So not so much about rebuilding a high performance computing massive
environment because we that's expensive and complex
to build, but it's just more about the skill sets
so support that effectively going forward. So that's those are I just
want to provide or
r remind us all the background of why we chose those three areas.
And so I don't know if, James, you want anything to add from the
campus perspective?
At least at the Denton campus, those are
also areas where we're largely decentralized, for example, so
for the purposes of interviews and
discussions and survey, I mean, it's really to spend time trying
to surface and understand.
Those specific areas today in a
better way than we do for start of this issue so
o I mean that again, I'm not sure if that's exactly
why they if they were really free to drive up, why are they focused?
At Denton in particular.
That's

the purpose for it.

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

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The path forward and the unification of birds

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makes sense, and then I would say it's not exclusively

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that's it. I mean, if we talk about research as an example and I think
there's a

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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

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don't need Christopher team, but we're just not where we want

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to be. We think that you know we have a larger goal that we

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to help the campus of the band sport in space of the research

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he research and so we just need to understand better what banks are

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so that we can ultimately bring a single solution.

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

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accurately why they've looked at

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this counter. Are there any subfocused? So I don't I

00:33:00.887 --> 00:33:03.687
tually think that.
They're being so slow and stuff and follow like maybe some
I think you can be online here.
As consideration given to the importance of tiles as employee retention tactic when
n accelerator dollars able to be utilized.
Yes. So we've we've we've had those conversations
The one thing not to go backwards on the presentation but I wanted to just emphasize.
The slide that Melinda had up here one of the things that we as we look towards the future that we've been very mindful of is I think k in the past there's been practices we've all done e it where we've hired or changed somebody e title to attract perhaps better candidates or to adjust the compensation and so forth not perhaps in some cases reflective of
f what they do or don't do. And I think part of that was either a looking at our jobs and classifications and.

And salary levels, right? Associated compensation levels, but also just because there's not a lot of room for growth, right, you can come in as an entry level, but and have a lot of room to change up or move up or laterally. So that's also what we're trying to address with this work that we're doing is create multiple levels.

Of progression for an individual, right? So what's captured here is entry, intermediate, senior and master, right? We know that there is subject matter experts that may be at the top of their career path a from a job title perspective, but we want to make sure that we compensate and reward and retain those resources appropriately. So I just want to highlight that on this slide because it's definitely
something that we're focusing on creating those opportunities and as we shared last time in kind of a diagram. Of career progression and options that that's something that we're looking at. Back to the back to the question though I think we are going to have that conversation as a leadership team in terms of where are those #1, how many many of those instances we have, where we may need to adjust a an official. Position to reflect the title and then obviously making sure that we. Figure out do we how do we best if there's a need for that at, for those individuals or positions to have a different market facing job title et cetera that we take o into account into the into account and. Melinda next week to talk about that specifically, but yes, we will be taking that into account.
This next question relates to the timeline.

Better.

Hello. I'm sure they will tell us online, OK?

The next question is related to the timeline.

When or how will we know if our positions are guaranteed to be affected by this initiative?

Yep.

So if we go back to what we were discussing before the order of progression, at least specifically for Denton as far as dates are concerned, we have another meeting today with some members of cabinet. We will have another meeting prior to the 30th with those same members of cabinet then on the 30th, we're going to have a meeting with the Provost and the deans to discuss the recommendations and organizational changes or lack of changes depending on the situation.

That's when those dates will occur, and then after the 30th once all
...of that communication has occurred and everyone's had an opportunity to discuss that.

Then the next steps would then be for directly impacted individuals to socialize that with them as well, and then ultimately to socialize with each other.

And across areas and groups in December, so.

So date wise it would be sometime after the 30th the people would start to hear directly about their positions.

The 30th of November, just to clarify.

The next question is when will I copy at the Deloitte findings from the Deep dives be available for the campuses?

Yeah, I mentioned that little bit earlier that we are especially in one area waiting on some additional information. So as soon as that's finalized, we'll be...
happy to share those findings so it's within a couple of weeks as that work wraps up.

We've now moved into the job titling and compensation portion. Melinda.

Will all IT job families and titles change or is it just impact targeted groups?

That's a good question. I think there are some titles that will not change, some that will change. I think again incorporating market. Relevant and current titles also looking at as we look at as we come together as one organization looking at multiple versions of a title of A roll out there and pairing that down right. So that's the kind of the true up work that we talking about. So I think there'll be a fair amount of job title, I don't
really have a good handle on that at this point until we kind of

gh the true process look at where we are.

But I mean, I think of anything it's going to be.

A good change for reflecting on what are current

re current sort of best practices that we're seeing out

there from Deloitte and the multiple sources that Melinda

a highlighted. So I think there'll be a fair amount of changes

I just don't have a good handle what that, what that looks like just yet.

Thank you. Is there funding available at any

level to accommodate adjustments for compensation and bring

employees in line with market?

You want to talk along?

I would say particularly for.

This endeavor, the budget, is what

your budget is. You don't have. There's not an additional budget that's being provided

for doing adjustments specifically for this project.
The future? That's a challenge to say, I will say that for the staff salary market study that we're doing right now. And it's not just for IT, it's for all staff across our campuses that is information that we'll be presenting to our CFO's and to our leadership in January and then they will be able to have that information to be able to make decisions for the upcoming budget cycle, so funds available right now.

I'm not aware of any that are available as of today, but it's something that we will be presenting that information and that will be part of the planning process for upcoming years.

Yeah. And I would just add that we haven't really gone through this. I think ultimately will be very comprehensive process to review at every technology related role that will be part of this organization and understand where we are you know what is the right job title, scope responsibilities
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.
And then individual discussions and so that's what I mean by socialization. So then when we hit the town hall that's when it is broadly discussed but anyone that's impacted will have heard about that directly in advance of hearing it in a broad setting like the town hall.

Thank you.

This next one is for Yuan they would like you to expand a little bit more on the current and future states of the data reporting and analytics service area as they currently stand and what to expect next.

So that was one of the areas that we reviewed with the UNT cabinet.

I would just say we discussed a couple of couple of options in terms of operating models that are out there, we know very well that UNT specifically in other other parts of
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
e a defined data platform strategy before I joined

We had groups that have built their own pockets of

f sort of data warehouses.

And obviously that is that creates silos, right

That create creates problems versus really building a more unified

approach to data and data assets

going forward. So that's where the focus is.

Thank you. That concludes our online questions

Does anybody in the room have a question?

OK, just a reminder that these recordings will be

posted online and you can continue to send in your questions

via email at IT Transformation at UNT system dot

or submit it through the portal on the

e IT Transformation web page ONE.

Thank you all very much for your time and we'll regroup mid

december and have a great Thanksgiving.