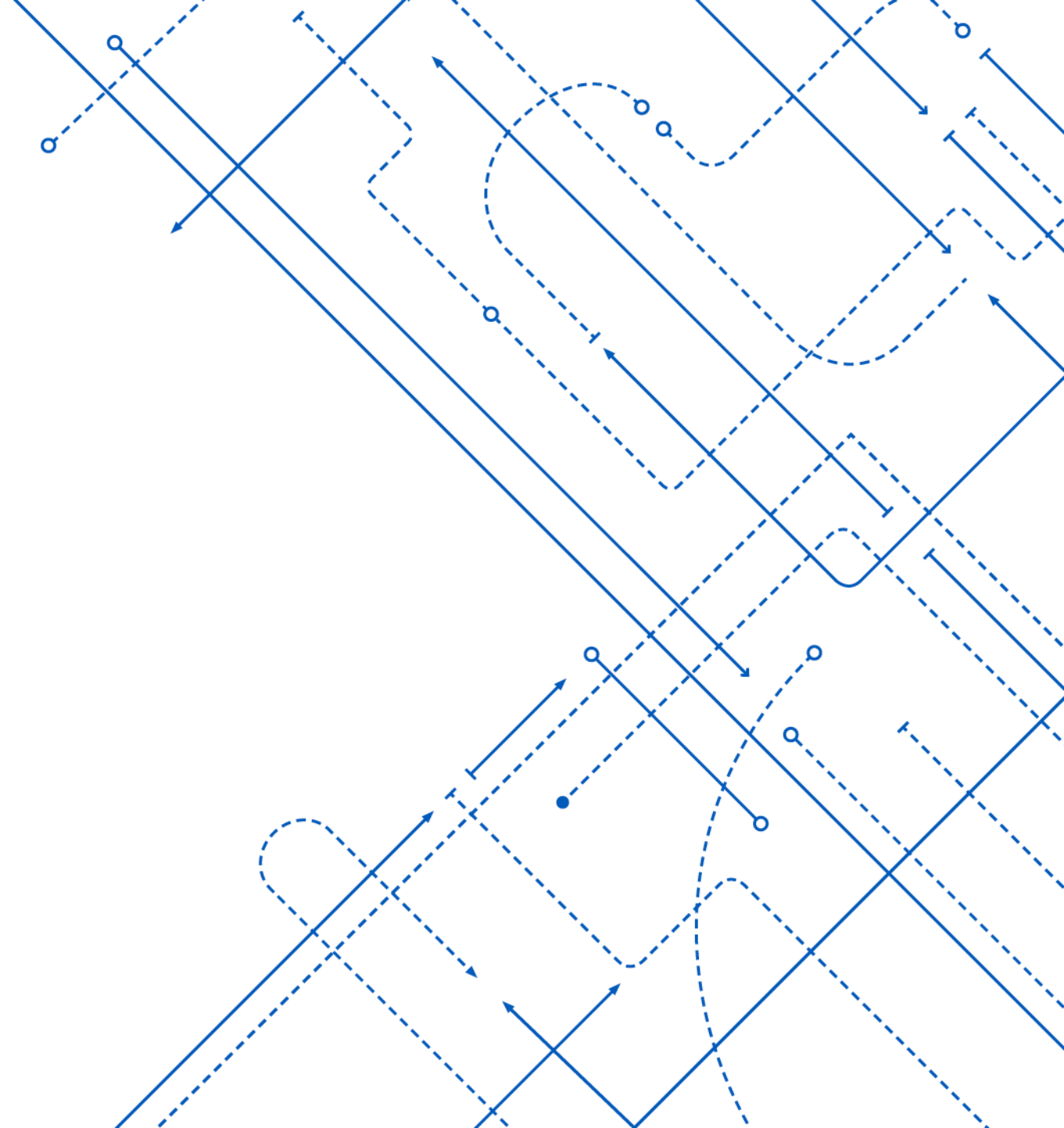


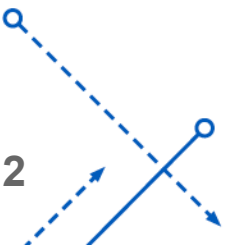
# RASC AND ME: WHAT'S NEXT?

October 24, 2024



## Key Messages

1. **NOONE** is losing their job
2. Your pay will **NOT** be reduced
3. If you are **UNION** now, you **DO NOT** have to change to RF
4. We will ask what you want to do **BEFORE** making any decisions
5. You **DO NOT** have to apply for your job

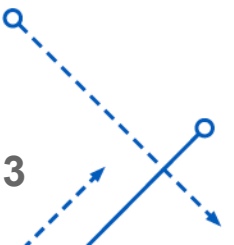


## Why Now

- Challenges with the current structure (e.g., inefficiencies, duplication of effort, inconsistent support, differences in position descriptions and salaries, etc)
- Reorganization is essential for future success and sustainability
- Need for change to keep pace with growing research demands and ensure better service to faculty

## Who

- President and provost are behind and invested in RASC success - aligns with the university's Top 25 research goals; \$8M investment to ensure VPRED has the necessary resources to implement this reorganization effectively.
- RASC leadership and implementation teams span the university (directors, decanal unit staff, SPS staff, professionals from UB HR and Business Services, faculty and external consultants to ensure a smooth and thoughtful transition)



# Service Centers & Collaboration

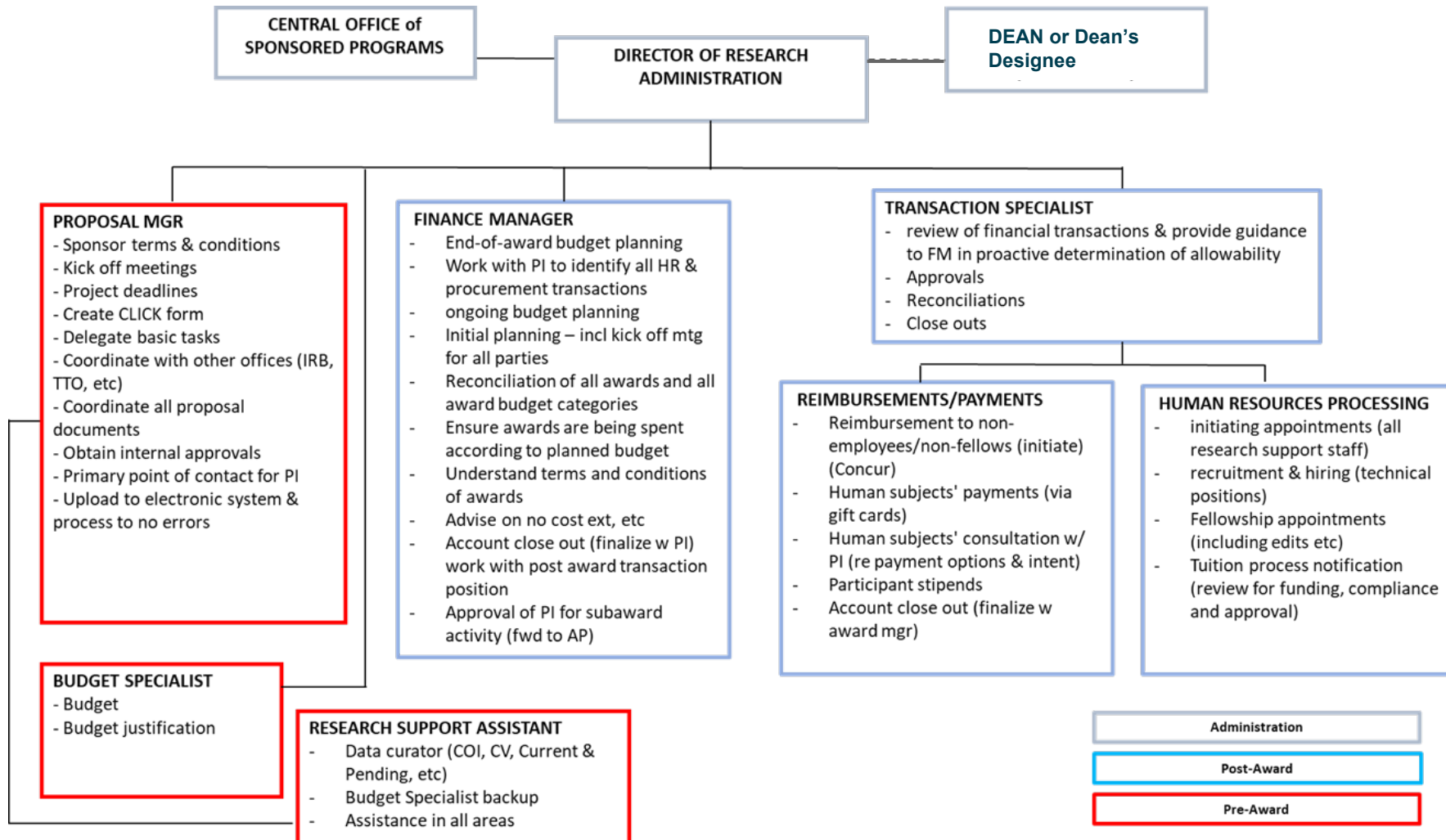


What service center will I work in?

- All staff will work in the center where their current unit is located
- As much as possible you will work with the same faculty you currently do

Who will I report to?

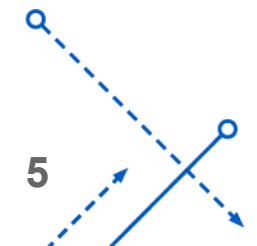
# Organizational Structure



- Planning 120 total positions
- ~65-70 positions in service centers & ~45 in central office

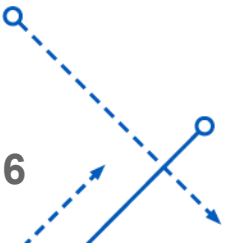
- 5-6 Directors
- 16 Proposal Managers
- 5 Budget Specialist
- 5 Budget Backup & Research Support
- 20 Finance Managers
- 7 Transaction Specialists
- 5 Transaction Processing-Financial
- 6 Transaction Processing-HR

• **Who will I report to?** All positions will report to the Service Center's Director and that Director will report to the Dean's designee



## Staffing & Roles

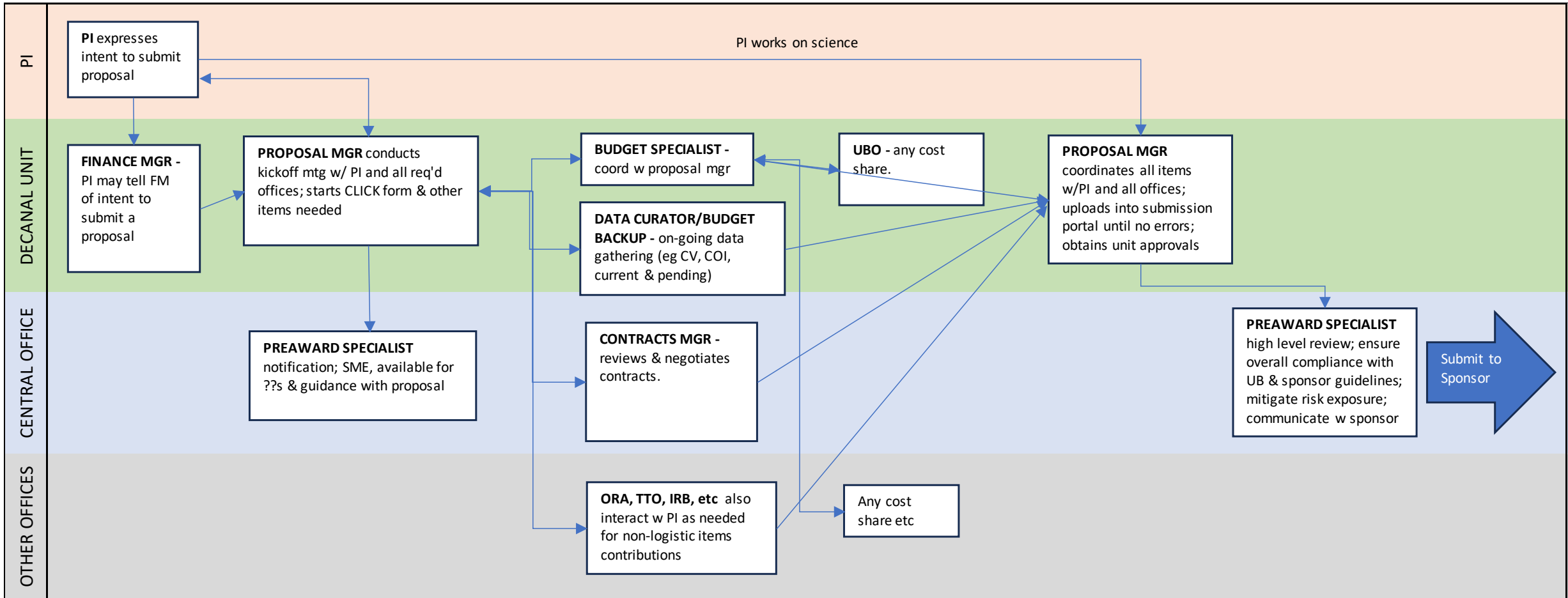
1. Who will fill the positions?
  - Current decanal unit staff
  - Current SPS staff
  - New hires
2. How will you determine who goes in what position?
  - Discussions with every affected staff member
  - Discussions with current supervisors/ADRs
  - Individual transition plans



# What Will It Look Like?

## Pre-Award Process

**DRAFT**





## Journey & Milestones

1. October – February+ – Training for cohorts in Phase 1 units of Finance Manager, Proposal Manager, Budget and Transaction Processing positions
2. March 2025 – Launch Engineering
3. Later summer 2025 - Launch Phase 1 service centers
4. Fall 2025 - Launch Phase 2 service centers



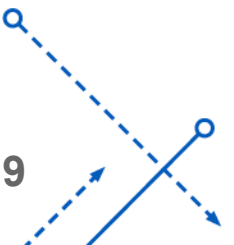


## Be A Champion

- Volunteer to be your unit advocate for the change and
  - serve as points of contact for your colleagues
  - Get involved and contribute ideas for how the new structure can better your needs

## How Can I Address My Concerns

- Ask for clarification
  - We are retaining all jobs
  - Maintaining or increase to current pay
  - Maintaining your place as a state employee vs RF employee
- Setting up a variety of ways to keep communication open
  - Open forums or invite us to one of your update meetings
  - Talk to your unit HR representative
  - Check the RASC project website for information about the transition



## Questions to Ponder

- How can this new structure make your day-to-day work easier?
- How can we ensure the new service centers function seamlessly with your current work processes?
- What additional support do you feel would help with the transition?
- How can we make sure communication remains clear and effective throughout the reorganization?
- What does successful change look like to you?

