

## Reorganization of UB IT: Q&A with Elias G. Eldayrie

### *Will I keep my job?*

First and foremost, I want to assure you that no one will lose his or her employment at UB as part of this reorganization. As we continue to implement UB 2020, our commitment to preserving employment continues while we align IT resources with university priorities.

### *How will my job change?*

The IT reorganization will provide an opportunity for many of us to work in a focused and a disciplined IT organization with more opportunities for career development and growth. It is almost a certainty that many staff will be able to develop additional skills that will increase their productivity and enhance their value to the university.

Initially, most IT staff will continue to serve faculty, students and staff delivering many of the services they now provide. There will be consolidation of resources, particularly those resources devoted to infrastructure and sharable overhead. Over time professional responsibilities will evolve to advance the overall goal of best serving the needs of our university by leveraging the strengths of IT staff. We will do what we can to match an individual's skill, experience and interests with the roles and job assignments required to fulfill the IT work at hand. It is certain that you will be working differently in the future as we change processes and procedures. It is important to remember that this transformation will affect *all* IT staff members—in the nodes and in the office of the CIO.

### *To whom will I report?*

Initially, staff will continue to report to their current managers. As we implement the reorganization, we will work closely with each unit manager to make sure we assign a job fit for each employee based on the university's need and that employee's core strengths. It is also my intention to flatten our future UB IT organization in accord with the model included in my presentation. Until there is a formal change in reporting relationships in your unit, you should continue to perform your duties serving UB's teaching, learning and research missions as you always have—with a commitment to excellence.