

Re: UCOP restructuring update for week of May 19, 2008

- **New Institutional Research unit**
- **Human Resources & Benefits updates**
- **Timeline for UCOP restructuring initiatives**
- **Upcoming brown bag meetings**
- **Your feedback**

Dear Colleagues:

This week we have news about two of the key initiatives in UCOP's restructuring effort: Institutional Research and Human Resources & Benefits. We're also providing you the latest timeline showing how the various initiatives are progressing.

New Institutional Research unit

Among the new initiatives is a consolidation of functions at the Office of the President that provide institutional research, analysis and reporting. The team responsible for successfully achieving a similar consolidation of functions at UC Santa Cruz is now helping UCOP, in consultation with faculty and many UCOP data users and providers, to develop a detailed design for the new unit. The next step in the process is the classification and posting for the director position. Please watch the job listings for this new position.

Human Resources & Benefits updates

Last week Judy Boyette updated HR&B staff about the many initiatives ongoing in their department, including the review of alternate models for benefits administration and the development of a new organizational design. You can read Judy's message and find more information about what's happening in HR&B at <http://ucop.edu/humres/redesign/>

Timeline for UCOP restructuring initiatives

Attached is a brief summary of the various restructuring initiatives currently in progress, along with the latest project timeline. The timeline continues to evolve as project teams work through design and implementation issues. You can find more information about many of the initiatives at <http://www.universityofcalifornia.edu/future/>

Upcoming brown bags meetings

As previously announced, during today's brown bag lunch, Michael Reese and Rene Jackson will provide updates on the latest restructuring news and will take your questions on the job change and classification process.

- Tuesday, May 20, Kaiser Room 1217, Noon to 1:30pm

Please feel free to grab your lunch and attend, or listen from your desk:

Dial: 866-740-1260

Access code: 4309789

Web access: <http://www.readytalk.com/>

Access code: 4309789

The next brown bag lunches are scheduled for Wednesday, May 28 (Franklin) and Thursday, June 5 (Kaiser). Look for more information in next week's update.

Your Feedback

Finally a reminder that we want to hear what you think about the future of UCOP.

Please send your ideas, questions and concerns through the feedback page at

<http://www.universityofcalifornia.edu/future/feedbackform.html>

UCOP Restructuring: Current Initiatives

Current Initiatives	Purpose	Rationale
<i>PC/Desktop</i>	<ul style="list-style-type: none"> To consolidate information technology desktop services into a central unit 	<ul style="list-style-type: none"> Allows for more uniform, secure and professional level of service
<i>UCOP Budget</i>	<ul style="list-style-type: none"> To create a local budget office for UCOP that consolidates budget functions from all divisions and departments 	<ul style="list-style-type: none"> Allows for routine, rigorous budgeting process and provides critical managerial data to department leaders
<i>Communications</i>	<ul style="list-style-type: none"> To create a central unit that provides technical expertise for communication vehicle development and production 	<ul style="list-style-type: none"> Improves quality, consistency and integration of university messaging and execution; increases efficiency
<i>Institutional Research</i>	<ul style="list-style-type: none"> To create a central unit that maintains, analyzes and reports on shared institutional data 	<ul style="list-style-type: none"> Improves data consistency and redundancy, increases efficiency and improves career paths / development
<i>Business Resource Center</i>	<ul style="list-style-type: none"> To create a central unit that provides basic business and financial services for all departments and units 	<ul style="list-style-type: none"> Provides effective and consistent business services across UCOP; increases efficiency
<i>Grants Central</i>	<ul style="list-style-type: none"> To combine grant proposal requests, application and peer review activities into a central unit 	<ul style="list-style-type: none"> Provides high integrity, efficient processing of grant proposals, peer review, and award recommendations to multiple UCOP grant giving programs by using economies of scale and sequencing of activities
<i>Legislative Analysis / Issues Management</i>	<ul style="list-style-type: none"> To improve UC's legislative analysis capabilities in ways that enhance its ability to manage issues, achieve its overall policy priorities and protect the interests of the institution 	<ul style="list-style-type: none"> Over the last decade, the landscape in Sacramento has changed substantially, requiring UCOP to reassess how it participates in the legislative process

Consolidated Services

UCOP Restructuring: Current Initiatives

Current Initiatives		Purpose	Rationale
Department Restructuring	<i>Human Resources & Benefits</i>	<ul style="list-style-type: none"> To articulate the core work of systemwide HR&B and determine the best structure for performing this work 	<ul style="list-style-type: none"> Improves ability of UCOP to provide leadership on critical systemwide HR issues; makes systemwide operational responsibilities as efficient as possible
	<i>Academic Affairs</i>	<ul style="list-style-type: none"> To articulate UCOP's core academic functions and determine best structure for performing them 	<ul style="list-style-type: none"> Strengthens ability to provide systemwide leadership, improves integration and performance of core functions, reduces redundancies
	<i>Agriculture & Natural Resources</i>	<ul style="list-style-type: none"> To develop a reorganization plan to guide the future of Agriculture & Natural Resources 	<ul style="list-style-type: none"> ANR serves a myriad of stakeholders distributed across the state of California; a new plan is needed to ensure high levels of service
	<i>Research & Graduate Studies</i>	<ul style="list-style-type: none"> To articulate UCOP's role in designing policies, advocating research priorities and building outside support for research and graduate studies 	<ul style="list-style-type: none"> Strengthens the ability to provide systemwide leadership in research and centralized guidance in graduate studies, improves integration and performance of core functions
	<i>Facilities</i>	<ul style="list-style-type: none"> To articulate UCOP functions related to systemwide facilities / capital projects and determine best structure for performing them 	<ul style="list-style-type: none"> Improves ability of UCOP to provide leadership on key facilities issues, including support for new capital projects process
	<i>Information Strategy</i>	<ul style="list-style-type: none"> To articulate the role of UCOP in leading systemwide information strategy and determine best structure for performing this work 	<ul style="list-style-type: none"> Improves ability of UCOP to provide leadership in addressing critical systemwide information needs; makes systemwide operational responsibilities as efficient as possible
	<i>External Affairs</i>	<ul style="list-style-type: none"> To articulate UCOP's core external affairs functions and determine best structure for performing them 	<ul style="list-style-type: none"> Improves ability of UCOP to provide leadership in representing UC to external audiences, improves integration and performance of core functions