

UCOP restructuring update for week of June 16, 2008

- **New job listings for the Business Resource Center, Budget Office and Institutional Research**
- **Academic Affairs reorganization**
- **Human Resources and Benefits reorganization**
- **High-level design for Legislative Analysis group**
- **Project Management Office position reopened**
- **Upcoming brown bag meetings**
- **Questions and Answers**

Dear Colleagues:

Much work and good progress continues regarding our restructuring. This week's update includes status reports on several OP departments, as well as updates on job postings and the next series of staff brown bags. As you know, President Yudof officially took office yesterday, and Rory and I have been briefing him on our restructuring activities and progress. He very much appreciates the challenges of such an undertaking, and all our hard work in reshaping OP into a more efficient and effective organization. You'll be hearing more from him directly on this in the days ahead.

New job listings for BRC, Budget Office and Institutional Research

Job listings for positions in the new Business Resource Center and the director position for Institutional Research opened this week on the UCOP Jobs website: <https://jobs.ucop.edu>. To expand the number of available opportunities, we are also reopening two administrative specialist positions in the OP Budget Office. If you perform the functions that will be consolidated in the new units and enjoy this type of work, be sure to explore these job opportunities.

Academic Affairs reorganization

The Division of Academic Affairs is moving forward with its reorganization for consideration by President Yudof. The reorganization under Provost Hume proposes to consolidate student access, affordability and policy into a single unit; distribute the functions of Educational Relations; enhance UC system office planning capacity; and integrate research support. Full details of this reorganization will be presented in the weeks ahead.

Human Resources and Benefits reorganization

Yesterday, Judy Boyette met with HR&B staff and presented the new units and functions for a revised HR&B organization. The information presented at the meeting is available at <http://ucop.edu/humres/redesign>

High-level design for Position Development and Legislative Analysis group

Last week, the design team presented to UC leadership recommendations for a new, consolidated Position Development and Legislative Analysis unit. The new

unit would support the President and leadership in developing proactive positions on key policy issues, particularly those that cross divisional lines. In addition, the unit would consolidate many legislative coordination activities that currently take place at the divisional level, relying on input and analysis that would continue to be provided by subject matter experts in OP's policy units. The design team's presentation is available at:

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

Project Management Office

Because change is an ongoing process, we are creating a new Project Management Office. In addition to continuing to coordinate the current restructuring initiatives, the office will be responsible for providing ongoing strategic and project management support to departments as they continue to pursue new ways to improve performance and efficiency. With this recasting of the Office's role, we are extending the posting for the Senior Project Manager position posted at <https://jobs.ucop.edu>

Upcoming brown bag meetings

We will resume our noontime brown bag meetings next week:

Tuesday, June 24

Noon – 1:30pm

Franklin 10325

Wednesday, June 25

Noon – 1:30pm

Kaiser 612

If you are unable to attend a meeting in person, you can participate by phone:

Dial: 866-740-1260

Access code: 4309789

You can also view slides presented at the meeting from your computer via the ReadyTalk website (Note: If you're viewing on the website, you will still need to call-in to hear the meeting):

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

Access code: 4309789

As always, thank you for your continued partnership and good work.

Katie

Katherine N. Lapp

Executive Vice President, Business Operations

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Questions and Answers

Employees with questions, ideas and suggestions about the UCOP restructuring are encouraged to submit their comments through the feedback page at www.universityofcalifornia.edu/future/feedbackform.html

Q. I saw in the June 5 brown bag presentation that the new Business Resource Center will be doing purchases through Bruinbuy and processing travel reimbursements. I do that work for my department now. Does that mean I won't be doing it in the future? What will happen to my job?

A. In time, the new BRC will perform procure-to-pay (which includes purchases through Bruinbuy), data management, and payroll functions for OP, and this work will no longer be performed in departments. The BRC will phase-in its service to departments over time. If this type of work makes up a significant part of your job today, you should definitely explore the job openings in the BRC. Even if this only makes up a small part of your job, your job functions will change in the future.

Q. I manage a unit in OP, and there are people on my staff who perform BRC functions. When will I know how the BRC consolidation will affect my budget? Will I lose an FTE?

A. We are currently working with department heads to determine the impacts of the BRC and other consolidations on individual departments. This analysis includes determining not just which functions and FTE might move to the BRC and other new units, but what functions will remain with the department and how to staff them. We expect this process to take several more weeks.