

UCOP restructuring update for week of August 18, 2008

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Dear Colleagues:

This week's update highlights the tools available from OP Human Resources to help employees prepare for job interviews. We also have a reminder of current job openings related to restructuring, an update from Human Resource and Benefits, and more answers to your questions.

Help with job interviews

With the creation of new business units and the reorganization of departments, many employees are facing the prospect of a job interview. Employees can find useful tips for interviewing on the OP Human Resources career development website, including what to expect during the interview process, sample interview questions, and the schedule of upcoming interview workshops (http://hrop.ucop.edu/career_dev/interview.html).

Reminder of job openings

As previously announced, listings for open positions in the new Institutional Research (IR) unit and the Business Resource Center (BRC) are now posted on the UCOP Jobs website (<https://jobs.ucop.edu>). The application deadline for the IR Director position is **August 21**. The application deadline for a new BRC team lead position is **August 28**. In addition to the openings related to the restructuring initiatives, a number of other openings are posted regularly on the UCOP jobs website (<https://jobs.ucop.edu>).

Human Resources and Benefits restructuring

Last week, Judy Boyette updated HR&B staff on the department's restructuring plans. Judy's message is available at the HR&B restructuring website (<http://ucop.edu/humres/redesign>).

Katie

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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 (www.universityofcalifornia.edu/future/feedbackform.html).

Q: What challenges does senior leadership face in consolidating the Academic Affairs unit at UCOP, particularly those programs that--while distinguished for many years by their impressive student outcomes--do not fit easily into business categories because of their external institutional operating partnerships (e.g., Mathematics, Engineering, Science Achievement (MESA), the Puente Project, etc.)?

Currently, the division of Academic Affairs is responsible for many programs that are managed on behalf of the system, several of which are funded directly by, and responsible in some regard to, agencies that are external to the University. MESA and Puente are two examples of programs funded by and responsible to external agencies, with UCOP acting as the managing entity. UCOP has fiduciary responsibilities in this oversight role, and must ensure that the programs adopt and conform to applicable University policies, and that they deliver what they promise to their funders.

UCOP is examining all of its external partnership programs with the goal of creating a structure that ensures appropriate oversight, and reduces administrative costs. As part of the overall effort to consolidate UCOP business services, it has become apparent that the University cannot afford to maintain separate business processes for individual programs. By consolidating business services across programs, a smaller proportion of program funds would be spent on administration, and a higher proportion would be spent on fulfilling each program's mission.

Q: I was under the impression that UCLA would be the new home for Continuing Education of the Bar (CEB). When will this service unit be moving to Los Angeles? If CEB is moving, why isn't the new location reflected in the CEB job openings now listed on the UCOP Jobs website?

During the past few months, OP and CEB leaders have had discussions regarding CEB's search for a campus administrative home with Berkeley, Irvine, Davis, and UCLA. Although there is no final agreement at this point, the best fit appears to be at UCLA Extension, which sees an opportunity to integrate CEB into its operations in a way that enables CEB to continue largely as it is, and where it is, in Oakland. The target date for the transition is January 1, 2009.