

UCOP restructuring update for week of November 3, 2008

- **Transition of UCOP compensation services to UCSF**
- **Taking care of yourself**
- **Upcoming brown bag meetings**
- **Job openings**

Colleagues,

This week we have news of the transition of compensation services to UCSF, important information regarding employees' well-being during the restructuring process, and reminders of upcoming brown bag meetings and new job openings. Next Tuesday, November 11, UCOP will be closed in recognition of Veteran's Day, and we plan to send the weekly restructuring update on Wednesday, November 12.

Transition of UCOP compensation services to UCSF

As part of the ongoing integration of UCOP and UCSF HR services, UCSF Human Resources will provide compensation services for all UCOP departments beginning effective November 3. Susan Wright, Manager of Compensation and Client Support Services in UCSF Human Resources, will be responsible for compensation program development and strategy. Susan can be reached at (415) 476-2571 or swright@hr.ucsf.edu. Tim Booher will serve as the transitional Compensation Consultant, responsible for day-to-day compensation service requests. Tim can be reached at (510) 987-9449 or tbooher@hr.ucsf.edu. Interim UCOP HR Director Rene Jackson continues to be available to assist in responding to transitional needs. The UCOP and UCSF HR groups are working together closely to ensure a smooth transition.

Taking care of yourself

As mentioned in last week's update, the kind of comprehensive organizational change we are going through can be stressful, and we want to encourage all employees to take care of themselves. If you are feeling overwhelmed, please make use of the Employee Assistance Program (<http://hrop.ucop.edu/employees/eap/welcome.html>). You should also be aware that most of UC's medical plans provide behavioral health benefits through United Behavioral Health (UBH). The first three UBH in-network outpatient mental health visits are covered with no copayment. You can reach UBH at 1-888-440-8225, or go to the UC Human Resources and Benefits website for more information (http://atyourservice.ucop.edu/employees/health_welfare/medical/behavioral_health.html).

Core and Kaiser Mid-Atlantic members access behavioral health benefits through their plans.

Some employees may be reluctant to take time away from work for vacations or personal needs for fear of it jeopardizing their future at UCOP. Taking time off for scheduled vacation or to deal with family or personal needs is perfectly appropriate, and important to your well-being. Staffing decisions are not made based on whether employees are out of the office on appropriate absences, and employees should not be fearful of losing out on opportunities simply because they have taken time off. If you have any questions, see your supervisor or contact Human Resources.

Upcoming brown bag meetings

Later this month we'll continue our brown bag series with sessions on the revised UCOP budget and an overview of the progress of our restructuring efforts to date. The noon time meetings

are scheduled for Wednesday, November 19 (Franklin building) and Friday, November 21 (Kaiser building).

All past brown bag presentations, including last week's presentation on Issues Management and Policy Analysis Coordination (IMPAC) and Strategic Planning, Programs and Accountability (SPPA), are posted on the Public Forums page of the UCOP Restructuring website (<http://www.universityofcalifornia.edu/future/forums.html>).

Job openings

Beginning last week, the remaining jobs in the new Communications unit opened for applications on the UCOP Jobs website (<https://jobs.ucop.edu>), along with positions in the Business Resource Center (BRC) and systemwide Human Resources. It's anticipated that positions in the new IMPAC and SPPA units will open for applications within the next week. Employees interested in these opportunities are strongly encouraged to check the UCOP Jobs website regularly for new job postings and application deadlines (<https://jobs.ucop.edu>).

Katie

Katherine N. Lapp
Executive Vice President, Business Operations