



# **UCOP Restructuring: *A status review***

**UCOP Brown Bag**

**February 10 & 12, 2009**

## UCOP Restructuring: *A status review*

- Why restructure?
- Where are we now?
- Where are we going?

# UCOP Restructuring: *Why are we doing this?*

- Refocus on supporting UC President

Academic Leader of the Institution	Chief Executive Officer
Primary External Advocate	Guardian of Public Trust

- Streamline redundant functions
- Respond to state budget cuts to lessen impact on campuses and teaching/research mission

# UCOP Restructuring: *Where we began*



***Three divisions, each with its own budgeting, business services, institutional research, issues management/legislative analysis, and project management capabilities***

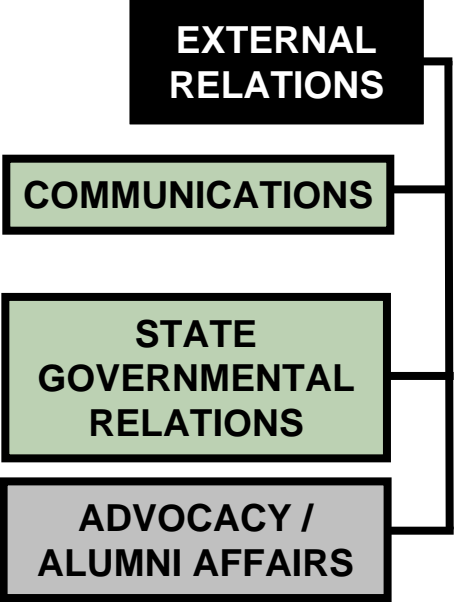
# UCOP Restructuring: *New divisional structure*



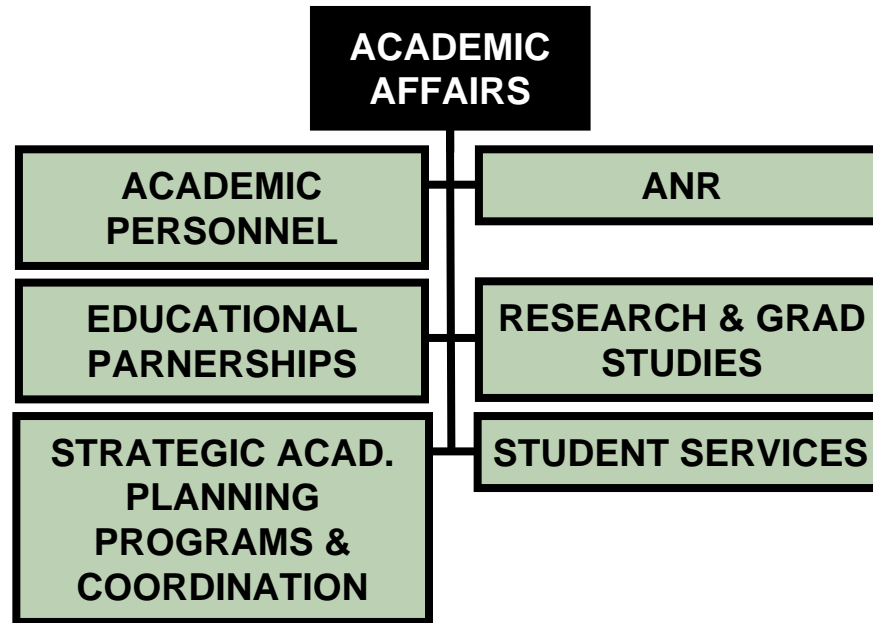
***Now four divisions, with Health Sciences & Services reporting directly to the President.***

***University Affairs has been renamed  
“External Relations”***

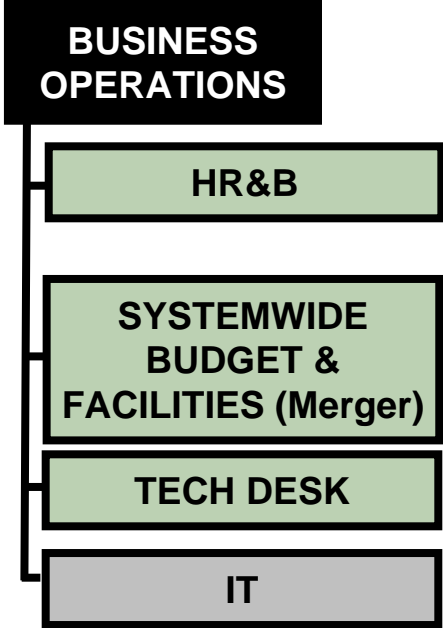
# UCOP Restructuring: *External Relations*



# UCOP Restructuring: *Academic Affairs*



# UCOP Restructuring: *Business Operations*



# UCOP Restructuring: *Consolidations*

**BUDGET OFFICE**

**BUSINESS RESOURCE CENTER (BRC)**

**CHANGE AND PROJECT MANAGEMENT**

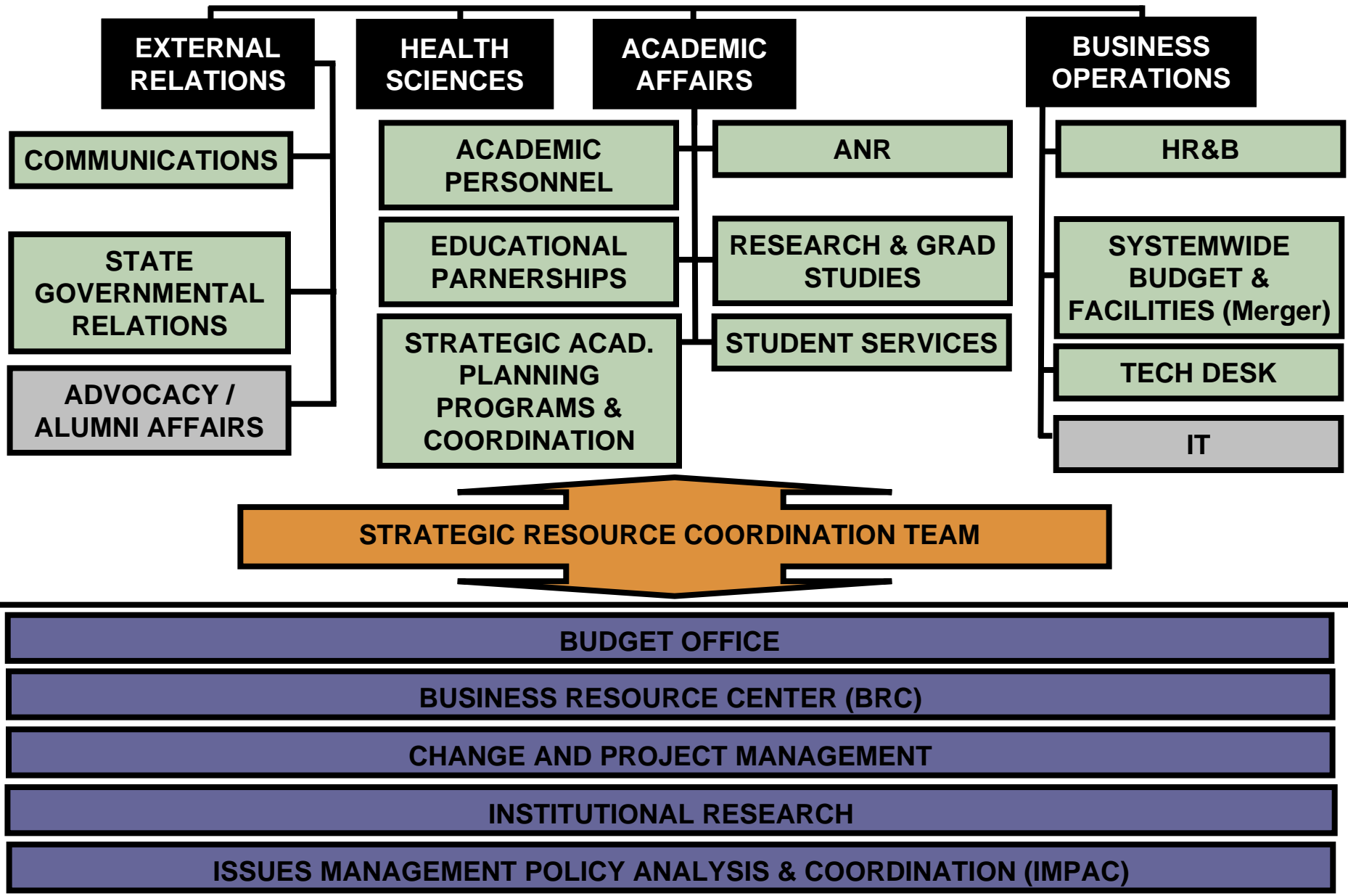
**INSTITUTIONAL RESEARCH**

**ISSUES MANAGEMENT POLICY ANALYSIS & COORDINATION (IMPAC)**

# UCOP Restructuring: *Filling functional gaps*

**STRATEGIC RESOURCE COORDINATION TEAM**

# UCOP Restructuring: *How it fits together*



# UCOP Restructuring: *Where are we?*

Mission/Strategic Analysis-Goals	High-Level Design	Detailed Design	Staffing	Start-Up	Transition	Assessment / Refinement
Agriculture & Natural Resources	<p>Student Affairs</p> <p>Academic Personnel</p> <p>Educational Partnerships</p> <p>ORGS: Post-Award Grant Administration</p> <p>Alumni Affairs</p> <p>Advocacy</p>	<p>ORGS:</p> <ul style="list-style-type: none"> <li>- Research Policy</li> <li>- Industry-UC unit</li> <li>- Research Accountability &amp; Coordination</li> </ul> <p>Systemwide Budget / Facilities</p>	<p>Issues Mngmt. &amp; Policy Analysis</p> <p>Coordination (IMPAC)</p> <p>Institutional Research (IR)</p> <p>Communications</p> <p>Strategic Academic Planning, Programs &amp; Coordination</p>	<p>Strategic Resources Coordination Teams (SRCTs)</p> <p>Office of Strategic Change Resources (OSCR)</p> <p>ORGS: Program Application &amp; Review Center (PARC)</p>	<p>BRC</p> <p>HR</p> <p>UCSF-UCOP HR Merger</p>	<p>IT: Techdesk</p> <p>Budget</p>

ORGS = Office of Research and Graduate Studies

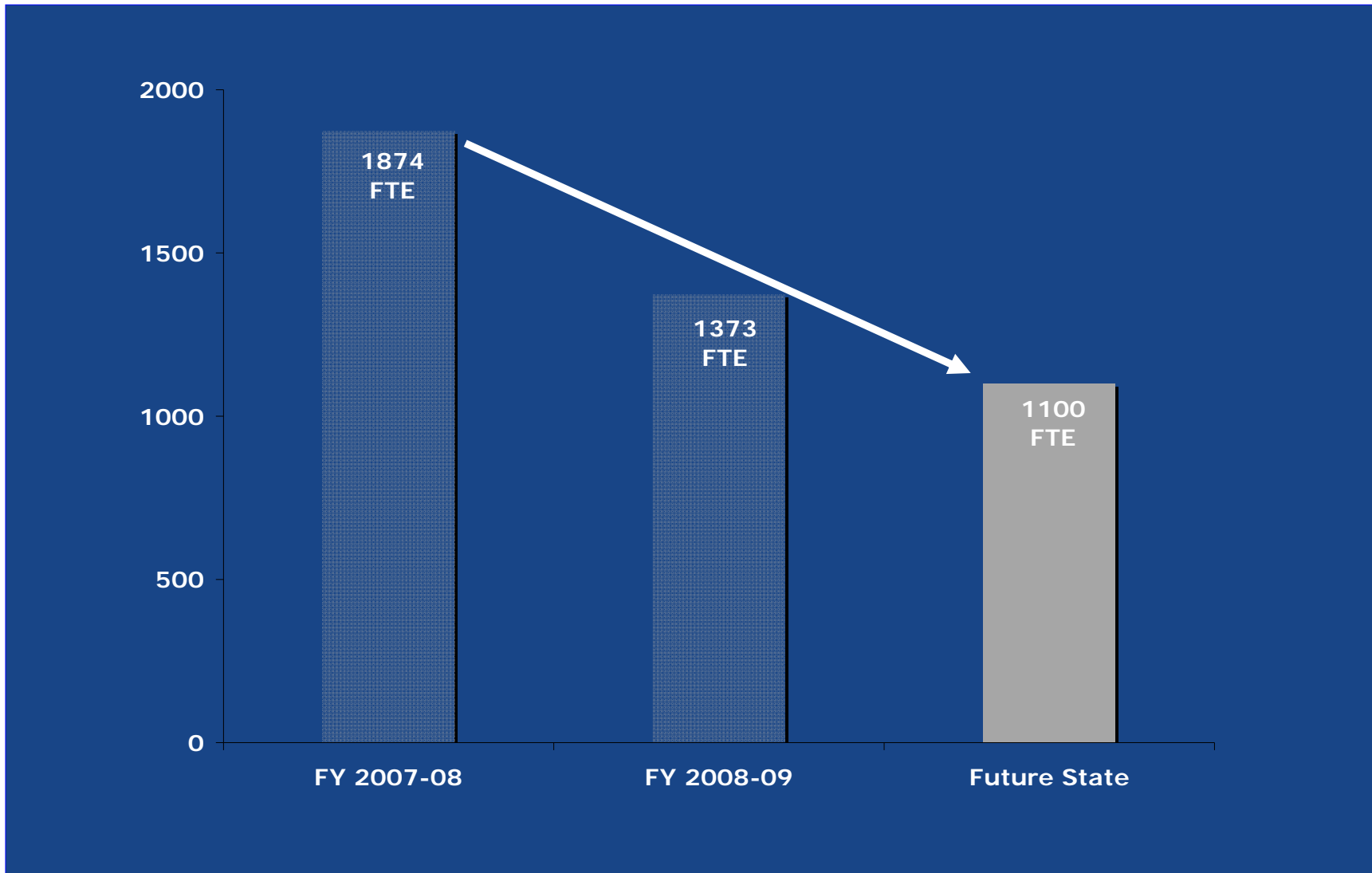
## UCOP Restructuring: *Where are we going?*

- Finish reorganizations
- “True up” new and reorganized units
- Reduce spending (\$) to hit FY targets
- Finalize 2009-10 budget: What will it mean?

## UCOP Restructuring: *Staffing impacts*

- Getting smaller = working smarter, more strategically
- Sought to minimize involuntary layoffs: loss of vacancies, VSP, etc.
- No big “waves” -- layoffs will be in small groups over months
- Employee support services available -- use them
- Looking for continued reductions and efficiencies in non-FTE areas

# UCOP Restructuring: *Where are we going?*



Source: Nov. 2008 Regents presentation

**Questions?**