

UCOP Update for Week of August 3

- **Budget's Impact on Restructuring**
- **Values Initiative**
- **OP Furlough Implementation**
- **Appointments**

This week's message discusses the budget's impact on OP restructuring efforts and provides information on the values initiative and implementation of furloughs at the Office of the President. We also have a few appointments to announce.

Budget's Impact on Restructuring

As you may know, the state budget crisis brought a temporary halt to our restructuring process, especially in Academic Affairs where departments were asked to freeze all hiring until we had a clearer picture of the budget. In some cases, departments had completed interviews but were unable to offer positions to successful candidates; in other cases, previously approved positions were not opened for application as planned. I know this has created additional stress for some of you as you take on more work and remain uncertain about the future.

Now that the Governor has signed the state budget and we are finalizing our own budget process, we will be able to move forward with filling some of these positions, though on a sharply more limited basis and an extended timeline. Departments have been notified that they may go ahead with hiring at least some positions covered by restricted funds. At the same time we're asking departments to hold off on other positions until we complete the budget process, which I expect will occur by September 1 (and even then we may not be able to fill all of the previously approved positions immediately). Accordingly, you will begin to see some new job postings and announcements of new appointments today and in the coming weeks.

Values Initiative

As you know, last week President Yudof shared the results of our Values Initiative sessions including the top six values you identified as central to working at the Office of the President. I want to join the president in thanking you for your thoughtful participation in the process. We have both read the complete feedback from the sessions and are reminded once again of your commitment to the University and the Office of the President.

OP Furlough Implementation

With September 1 around the corner, I know many of you have questions about what the specific furlough plan for the Office of the President will look like and I want to update you on where things stand. I am in the process of consulting across all of UCOP regarding the best way to implement furloughs here, and I expect to complete that process within the next week or so. Once that's complete and I get approval from President Yudof, I'll promptly share details about the OP plan with you so everyone knows what to expect before the plan goes into effect on September 1. I know everyone is eager for clarity and I'll be back in touch with details as quickly as I can.

Appointments

Sophia Huang has joined Academic Personnel as Principle Data Analyst. Sophia comes to UCOP from Alliant International University (formerly California Professional School of Psychology), where she served as Accountability Officer/Institutional Research Analyst.

Student Affairs has completed its searches for two Associate Directors by hiring two veteran UC managers who are returning from the world of private higher ed. **Jerlena Griffin-Desta** has been selected as Associate Director for Student Policies and Programs. Jerlena, Vice President of Student Services at Reed College, previously spent 13 years at UC Berkeley—most recently as the Executive Director for Residential and Student Service Programs—and also worked in student services at UCLA.

Shawn Brick returns to UCOP as Associate Director of Admissions for Transfer Policy. He previously worked in Student Financial Support where he guided and implemented UC's policies for the University's Student Aid Program (USAP) and staffed the Education Financing Model (EFM) Steering Committee. More recently, he has served as the Director for Financial Aid at the California College of the Arts in San Francisco and Oakland.

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