

UCOP Update for Week of August 31

Dear UCOP Community:

As I conclude my tenure at UC this week, I want to write to you a final time to highlight some of our many restructuring accomplishments, and to thank you for your patience and understanding during this often stressful and confusing process. When I arrived here two plus years ago, I was immediately impressed with the committed, talented and hard-working people here at the Office of the President. That first impression has only been enhanced as a result of the hard work we have done together.

Over the course of the past two years we have consolidated business functions, institutional research, issues management and communications. Many departments including Human Resources, Office of Research and Graduate Studies, and Student Affairs have completely reorganized. We have created Education Partnerships, the UCOP Budget Office and the Office of Strategic Change Resource. Many units have moved to UC campuses, and by next spring Retirement Administration will be organized as a stand-alone service center rather than as a unit of Human Resources. I provided occasional advice and counsel, but you were the ones who did the hardest work. An organizational transformation of this kind within this timeframe is no small or easy task, and you all should take great pride in what you have accomplished.

The timing of my departure coincides with the creation of a new stage in the restructuring process, exemplified by the new How We Work group. That group, which includes representatives from every division, will be recommending solutions to problems that arise as we continue to work more collaboratively across departments in the new structure. Their work is guided by the values you identified in the first phase of the Values Initiative, a project which has been particularly satisfying to me.

As a result of all of these efforts, the Office of the President is becoming a more effective and focused institution. We have restored the Regents' and the campuses' confidence in OP, and provided a stronger foundation from which to confront the still significant challenges ahead. The campuses are already beginning to look to OP's leadership as they move to their own restructuring initiatives launched in response to the latest round of drastic budget reductions.

While this is my last weekly update, you will not be without information on the activities of the Office of the President. I'm delighted to announce that UCOP Communications will soon launch a new e-newsletter for the OP community aimed not only at keeping you informed about important news and events, but also helping to build a sense of community and shared pride, and providing continuous communication about the work and people of the Office of the President.

On a personal level, while I look forward to reconnecting with family and friends on the East Coast, I don't leave easily. During my time at UC I've developed many friends and colleagues who have been invaluable to me both personally and professionally. I also have developed deep admiration and respect for the incredible work that you and all UC staff and faculty do everyday to serve the people of California. For this, for your partnership and for your unflagging commitment and dedication to the University of California, I thank you.

With best wishes,

Katie

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