

UCOP Restructuring Update for week of January 12

- **New bi-weekly updates**
- **Communications**
- **IMPAC, Institutional Research and SPPA**
- **HR job openings**
- **Questions and Answers**

New bi-weekly updates

With many of the consolidated units now established and being filled, we are going to move to a bi-weekly schedule for these restructuring updates, beginning this week. This will allow us to provide you with information that better aligns with our progress.. You may receive additional special updates, and, if we find there is a need for more frequent communication, we will return to the weekly schedule.

For today, the message includes updates on Communications, IMPAC, Institutional Research and SPPA, and information about job openings in Human Resources.

Communications

As we announced previously, much of the leadership of the consolidated Communications unit is now in place. The Media Director and the Creative Director positions have been reposted to ensure there is a qualified pool of applicants before interviews begin. Interviews for other positions in the unit will begin this month.

Issues Management Policy Analysis and Coordination (IMPAC), Institutional Research (IR) and Strategic Planning, Programs and Accountability (SPPA)

As these three units have gotten into the hiring process, they are finding that their work is very complementary and that many of the same people are applying for positions in two or even all three units. As a result, as the staffing process proceeds, the leaders of the three areas are working in close consultation to ensure that each unit has the appropriate talent, knowledge and experience to successfully accomplish its objectives. Here's a brief overview of these units and their restructuring status:

IMPAC, which supports development of University proactive positions on key policy issues and handles many of UCOP's legislative coordination activities, is in the process of hiring the executive director.

The **IR** unit will be interviewing for coordinator, analyst and data steward positions in January. IR will handle data and conduct analysis pertaining to admissions, personnel and compensation data, research data, contracts and grants, financial aid, graduate students and budget data.

SPPA, a new unit within Academic Affairs that will conduct long-range and strategic academic planning, manage the University's accountability framework, and provide oversight for selected systemwide services, is also in the process of interviewing and making appointments.

HR Job Openings

Systemwide Human Resources has several positions open in its new organization including:

- HR Compliance Lead and Principal Compliance Data Analyst, which are open until January 22 and 23 respectively.
- HR Compensation Director, closing January 15.
- HR Policy Director has been reposted and will close January 22. Those who previously applied will be considered and need not reapply.
- Employee Relations Programs, Policies and Services (ERPPS) Coordinator, supporting the Executive Director, is open for application until January 15.

See the [UCOP Jobs website](#) for job descriptions and to apply.

Sincerely,

Katie

Katherine N. Lapp
Executive Vice President, Business Operations

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 is happening in the Internal Audit area? To whom is the work that was previously performed by that group in support of OP being reassigned?

Internal Audit is now part of the Office of Ethics, Compliance and Audit Services, which reports to the Regents. Offices reporting to the Regents are not part of the current restructuring process. As positions have become vacant, management has been evaluating those positions and making some changes. However the Internal Audit functions for OP continue to be performed in this department.