

UCOP Update for Week of March 23

- **UC Regents Update**
- **Working Together Under the New OP Structure**
- **Outcome of the Retirement Administration RFP**
- **New Appointments**
- **Upcoming Events**

This week's message includes an update from the Regents meeting and information about new efforts to examine how we work together at the Office of the President. There is also information on the Retirement Administration RFP, new appointments and upcoming events.

Update from Regents Meeting

Last week at the Regents' meeting, President Yudof presented a report on the 2009-10 budget, including an update on our restructuring efforts and their resulting budget savings. President Yudof has proposed a 2009-10 budget for the Office of the President in Oakland that achieves another \$12 million expenditure reduction—primarily in non-personnel related savings—since the last UCOP budget update four months ago. This reduction will bring the total expenditure reduction at UCOP to \$67 million, and the total full-time-equivalent staff reduction to 628, since the beginning of the UCOP restructuring in 2007-08. In addition, the new budget reduces charges to unrestricted funds at UCOP by \$25 million, part of an ongoing strategy to identify administrative dollars that can be passed on to the campuses for teaching and research purposes. Regents will vote on the proposed UCOP budget at their May meeting. The presentation also included a written report from each unit on its functions and budget. You can read the full report on the [Regents website](#).

President Yudof also reported on his recently completed budget consultations with the chancellor and senior fiscal team from each campus. Campuses are curtailing faculty recruitment, in many cases by 50 percent or more; reducing staff hiring; severely limiting spending on non-essential costs such as travel; consolidating or eliminating programs; and looking for efficiencies across their administrative organizations as they cope with reduced funding. Details are available on the [Regents website](#).

Working Together Under the New OP Structure

I am often asked the question, "When will OP be done restructuring?" My response, I am afraid, is seemingly contradictory. On the one hand, we are very close to completing this phase of the OP restructuring initiative, with Academic Affairs representing the last and largest piece of the process. (Agriculture & Natural Resources, as well as Alumni/Advocacy, will also follow soon). On the other hand, changing organizations today can never afford to be "done" with the process of changing and improving the way it does business.

Let me give you an example. Last week, even as President Yudof and I were presenting the latest OP budget that reflects significant reductions due to restructuring, a large group of representatives from different departments, the Business Resource Center (BRC), the OP Budget Office, the Strategic Resource Coordination Teams and UCLA procurement met to explore how these different units can better work together under the new OP structure. Participants broke into teams to create "process maps" for various functions (for example, travel arrangements) to identify the best and most efficient way

to assign responsibility for each function. This exercise not only provided participants with the opportunity to understand and appreciate the roles and responsibilities of each unit, but it also identified areas for improvement.

The results of the meeting will be presented to a new Ombuds group that is tasked with overseeing improvements in the consolidated units. The members of the Ombuds group are **Jenny Gautier** representing Academic Affairs; **Brad Hayward** for External Affairs; **John Plotts** for Business Operations; and **Anne Shaw** for the Regents' direct reports.

Because of the success of last week's meeting, we are scheduling similar meetings involving representatives of other departments that work with the consolidated units. We also plan to use information gathered at the meeting to begin to develop a basic OP operating manual so that standardized processes can be documented.

Outcome of the Retirement Administration RFP

Last week, President Yudof informed UCOP and campus leaders that he has decided not to pursue the outsourcing of the Retirement Administration function in Human Resources and Benefits. After review of all relevant information including the bids from vendors, current information on the cost and efficiency of the Retirement Administration unit here, and concerns raised by the Academic Senate, President Yudof has directed me to begin a process to structure the Retirement Administration unit as an Office of the President Service Center distinct from the Human Resources Department. He believes significant improvements can be made in the functioning of the unit, particularly in the areas of process redesign, enhanced training and infrastructure investments. He envisions a Service Center headed by an Executive Director with an Advisory Board chaired by the Vice President for Human Resources and with representation from campuses and the Office of the President. I will keep you informed as we move through the process of creating this service center.

New Appointments

Several appointments have been made in Human Resources: **Brad Pruitt** has been named Compensation Director in Human Resources. Currently with Blue Shield of California, he previously worked for UCOP in compensation and brings a wealth of knowledge and experience to the Director position. **Linda Ashcraft** and **Renee Mayne** have been named Senior Negotiators in the Employee Relations, Programs, Policies and Services unit of HR. Linda most recently worked for the State of California Court System, Solano Superior Court and Contra Costa County. Renee has served in critical HR and Labor Relations positions for the City of Soledad and with Monterey County. In addition, Renee has worked with municipalities and other public sector jurisdictions throughout the state as a consultant and also has spent many years working for labor organizations in California and in New York. **Sompathana Cindy Phongsavanh** has joined Executive Compensation and Performance Management as the Compensation Analyst. Her background includes general Human Resources support and coordination, including experience in the Human Resources department at the UCSF Medical Center, supporting the compensation function.

Upcoming Events

Brown Bag Series

The Culture Climate & Community group, in association with the UCOP Staff Assembly (UCOPA), continues its series of brown bags to introduce new or restructured departments to the OP community, including:

UCOP Academic Affairs Update: **Michael Reese** and **Dan Greenstein**

Monday, March 30, noon to 1 p.m., Franklin 10325

UCSF-UCOP HR Affiliation: **Rene Jackson**, UCOP HR Director, and **Mike Tyburski**, UCSF Chief Human Resources Officer

Tuesday April 7, noon to 1 p.m., Kaiser 512 and

Tuesday, April 14, noon to 1 p.m., Franklin 9204

Communication of Organizational Changes

Learn practical tips and interact with your colleagues who are also currently in or will soon begin a departmental reorganization by attending one of the following presentations for middle managers. **Mike Tyburski**, UCSF Chief Human Resources Officer, will facilitate the discussions.

Tuesday, March 31, 10:30 to 11:30 a.m., Franklin 10325 and

2 to 3 p.m., Kaiser 512

Please RSVP to Rene Jackson no later than Thursday, 3/26/09

Katie

Katherine N. Lapp
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