

UCOP Update for Week of April 13

- **Change Leadership Group**
- **New Appointments**
- **Job Postings**
- **Upcoming Events**

This week's message continues the discussion about new efforts to examine how we work together at the Office of the President and information on new appointments, job postings and upcoming events.

Change Leadership Group

For the past few weeks, I've been writing to you about the need to work differently in the new OP structure. As we have been talking with staff about this issue, we continue to hear about the desire for direction from senior leadership. For some months now, a Change Leadership Group, made up of senior leaders, has been meeting to provide oversight of and direction to our restructuring and our initiatives regarding changing the way we work together.

At our most recent meeting last week, the Change Leadership Group identified several change initiatives that it will be sponsoring. They include:

- **Identifying OP's Values** — I am leading a group to begin identifying our shared values, such as collaboration and communication, at the Office of the President. I am forming a team to develop a process to hear from you about the values and behaviors that are most important to you.
- **Training** — **Mike Tyburski**, Chief Human Resources Officer at UCSF is leading a group to identify our training needs and develop training opportunities. The manager meetings I wrote about last week are one piece of this initiative.
- **Beyond Restructuring** — **Kathleen Dettman**, Director of Institutional Research (IR), is leading a group that will consider what "breaking down silos" means in practice. Dettman and her IR staff have worked to develop tools to foster collaboration between departments and foster new approaches to customer service. The Beyond Restructuring group will consider ways to adapt these tools to the needs of other consolidated and reorganized departments, as well as address other how new and existing units and departments can better integrate.

You will be hearing more about these initiatives as they progress.

New Appointments

Communications has made several new appointments including:

- **Vanessa Correa** will join UCOP on April 16 as Creative Director. Since 2003, Vanessa has been the principal and owner of two full-service graphic design practices in Chicago, Ill., working with clients such as Northwestern University, University of Illinois at Chicago, Hard Rock Hotel Chicago, Rush University Medical Center and many more. Prior to that, she served as Vice President/Creative Director at Jasculca-Terman & Associates where she worked with clients as varied as Axelrod & Associates, Norman Lear's Declaration of Independence Road Trip, Adler Planetarium and the Chicago Cultural Center.
- **Jose Pantoja**, a Senior Artist with Strategic Communications, will fill one three Designer positions in the new consolidated unit.

- **Tyler Bergholz**, currently Senior Graphic Designer at North Carolina State University, has also been appointed to a Designer position.
- **Kate Brown**, a Senior Graphic Designer with Crate & Barrel, will fill the third Designer position.
- **Ricardo Vazquez** of Strategic Communications has been named Ethnic Media/Spanish Language Director. Ricardo will spend approximately half of his time promoting the University through ethnic and Spanish-language media channels, and the other half on general media relations activities.
- **Larissa Branin** also of Strategic Communications has been named Multimedia Director.

Job Postings

Several open positions close this week including:

- Executive Secretary for the Chief Financial Officer, closing April 15
- Principle Data Analyst in Academic Personnel, closing April 16
- Labor, UCOP and Systemwide Communications Coordinator positions in Internal Communications, closing April 16;
- Managing Editor, Internal Communications, closing April 16; and
- Multimedia Project Assistant in Communications, closing April 16.

In addition, the Graduate Studies Coordinator position in the Office of Research and Graduate Studies closes April 23 and a Coordinator, Issues Management, position in IMPAC closes April 26.

You can view job descriptions and apply for these and a number of other open positions on the [UCOP jobs website](#).

Upcoming Events

Brown Bag Series

Our series of brown bags to keep you up to date on our restructuring and to introduce new or restructured departments to the OP community continues with a full calendar for the month of April, including:

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

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

Call in: 866-740-1260; access code: 987-0031

Academic Personnel and Academic Planning, Programs and Coordination Update: **Dan Greenstein** and **Pat Price**

Wednesday, April 15, noon to 1 p.m., Kaiser 512

Educational Partnerships Update: **Dan Greenstein** and **Yvette Gullatt**

Tuesday, April 21, noon to 1 p.m., Franklin 5320

Wednesday, April 22, noon to 1 p.m., Kaiser 712

Student Affairs Update: **Dan Greenstein** and **Judy Sakaki**

Monday, April 27, noon to 1 p.m., Franklin 11326

Thursday, April 30, noon to 1 p.m., Kaiser 1217

Skill-Building Opportunities

The Culture, Climate and Community group is developing a series of skill-building workshops for UCOP staff. One of the first workshops we are offering is on process mapping – details are as follows:

Process Mapping

In support of our efforts to improve efficiencies, **Deanna Dudley** from the Office of Change and Project Management and **Jennifer Damico** of Human Resources will present a brown bag on Process Mapping. Process Mapping reviews the steps and the people and departments who touch a process in order to identify ways to streamline processes. Two workshops on this topic are being offered:

- Thursday, April 9, noon to 1 p.m., Kaiser 612
- Thursday, April 16, noon to 1 p.m., Franklin 5320

Let us know what you want. The goal of these workshops is to help UCOP staff add to their existing skills, so we want to hear from you about the kinds of workshops that you would find useful. If you have a suggestion for a future workshop, please send it to **Deanna Dudley** at Deanna.Dudley@ucop.edu.

Have a good week.

Katie

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