

UCOP Restructuring Update for week of December 15

- **Institutional Research Appointments**
- **Strategic Resource Coordination Team**
- **Job Openings**
- **Thank you**

Colleagues,

This week's update includes information about appointments in Institutional Research and the Strategic Resource Coordination Team, news of job openings, and a few words of thanks to you.

Institutional Research

Kathleen Dettman, director of Institutional Research, is now on board and has appointed the five Content Managers for her unit. They are **Sam Agronow** from Student Affairs, who will serve as Kathleen's deputy; **Rosemary Chengson** from Business Operations; **Shelley Dommer** from HR Information Systems Support; **Charles Drucker** from Office of Technology Transfer; and **Chris Furguele** from Academic Information and Strategic Services. The hiring process continues for the analyst positions as well as for the new coordinator positions.

Strategic Resource Coordination Team

The Strategic Resource Coordination Team (SRCT) has completed its hiring with **Doris Parham** of the HR & Benefits Immediate Office and **Suzie Kwong** of HR & Benefits Financial Services accepting positions supporting Business Operations, External Affairs, Health Science and Services, and the President's Office. This group will begin the transition to a full-functioning team in January.

Job Openings

A number of job openings have been extended or reposted including all of the positions in the Strategic Planning, Programming and Accountability unit of Academic Affairs and the Administrative Assistant position in Communications. Remember to keep checking the UCOP jobs website (<https://jobs.ucop.edu>) to see new positions.

Thank you

As this will be my final restructuring message for 2008, on behalf of President Yudof and the rest of UCOP leadership, I thank you for all your good work this year. This has been a very challenging year, and we have accomplished a great deal: Six new consolidated units have been created, and all are beginning to function or are in the staffing process and preparing to begin work early in 2009. In addition, a number of existing departments have made a great deal of progress in restructuring their units, with Human Resources and Benefits close to being fully staffed and beginning to transition work. The Office of Research and Graduate Studies has also made significant progress. We've also created some new units including the Office of Strategic Change Resources and the Strategic Planning, Programs and Accountability Office in Academic Affairs.

Change can be difficult, especially change of this magnitude, and you have been asked to work during not only the uncertainty of these changes, but also amid significant changes in leadership throughout our organization, the departure of many friends and

colleagues, and both the state budget crisis and the larger global economic crisis. I thank you for your patience and professionalism, and the University is very grateful for all that you have done in service to the people of California and beyond, and as we strive to better serve them in the future.

While we have made much progress, much remains to be done in the new year. In addition to completing the initiatives underway, we will be launching some new initiatives. We also will continue to look for opportunities to create new efficiencies and refinements in the way we work. All of these efforts will help us reach the vision of OP that we set out many months ago and they will help us meet the budget challenges we will surely face in the months to come.

For now, though, it's time to take a break, enjoy the holiday, and be with friends and loved ones.

With deep gratitude and warm holiday wishes to you and your families.

Katie

Katherine N. Lapp
Executive Vice President, Business Operations