

A Message from Executive Vice President Katherine N. Lapp

OFFICE OF THE PRESIDENT COMMUNITY

Dear Colleagues:

I am writing to update you on the latest developments in our ongoing efforts to restructure functions at the Office of the President.

As a next step, we are well underway in developing two new consolidated business utilities. The first is a central UCOP budget unit, which I announced at the recent town hall meetings.

The second is a consolidated business services unit, which was originally envisioned as a future phase project but has been accelerated in order to provide greater flexibility to management and, more importantly, to employees who will be impacted by these changes. We realized as we began examining these two areas that much of the work was intertwined in many units. By synchronizing these two consolidations, we hope to give impacted employees more time and information to explore a broader range of future opportunities.

Details on each of these new units are provided below:

The UCOP Budget Unit

The high-level design of the new UCOP Budget Unit has been completed. The first step toward implementation was the recent posting for the position of director, which closed on Friday. All other positions are expected to be posted at <http://jobs.ucop.edu> by Monday, April 21. The exact size of the unit has not yet been determined, but it is anticipated to include at least eight positions.

The hiring process will be a competitive, skills-based process designed to match appropriate staff to jobs that best suit both them and the organization's changing needs. Final selections will be reviewed independently by senior management.

I urge anyone who is interested in these positions to apply. You might also consider taking advantage of the career development resources available through Human Resources:

http://hrop.ucop.edu/jobs/career_services.html. These services are designed, among other things, to help you update your resume and prepare for job interviews.

The Consolidated Business Services Unit

The second consolidation is that of business services, which is likely to include such functions as purchasing, accounts payable processing, and entertainment/travel reimbursements, etc.

This consolidation is still in the initial design phase, which is being led by a work group of business services and compliance providers from across the organization. The specific size and scope of the new unit has yet to be determined. It is expected, however, that the work group will complete its work and present its recommendations to me by early May. If the recommendations are adopted, we will move quickly to hire a new director for the unit, develop a detailed design, and begin recruiting for other positions.

Future Consolidations and Reorganizations

Staff should be aware that the restructuring process could well create opportunities in other utilities – for example, employees who currently have budget responsibilities may decide they would rather pursue opportunities in the new business services function. So again, consider carefully your own strengths and professional goals, and be sure to take advantage of the career development resources available through Human Resources.

http://hrop.ucop.edu/jobs/career_services.html

It is also important to remember that, in preparation for the consolidations, many of your departments have already begun internal restructuring processes, and others are expected to follow. However, you should also be aware that all reorganizations will be phased in over time. Transition teams will work with departments to ensure thoughtful planning and coordination as we move through each part of the process. Please talk with your department's leadership and they will share with you the latest information available.

Thank you again for your support and partnership in this effort.