



Human Resources & Benefits

The Journey

Brown Bag Presentation

March 10 & 12, 2009

- **Where we started**
- **The weather forecast**
- **How we traveled**
- **Our need to travel**
- **What we found and lost on the way**
- **Where we are now**
- **Readiness for the next stage**
- **Work of the department**
- **Questions**

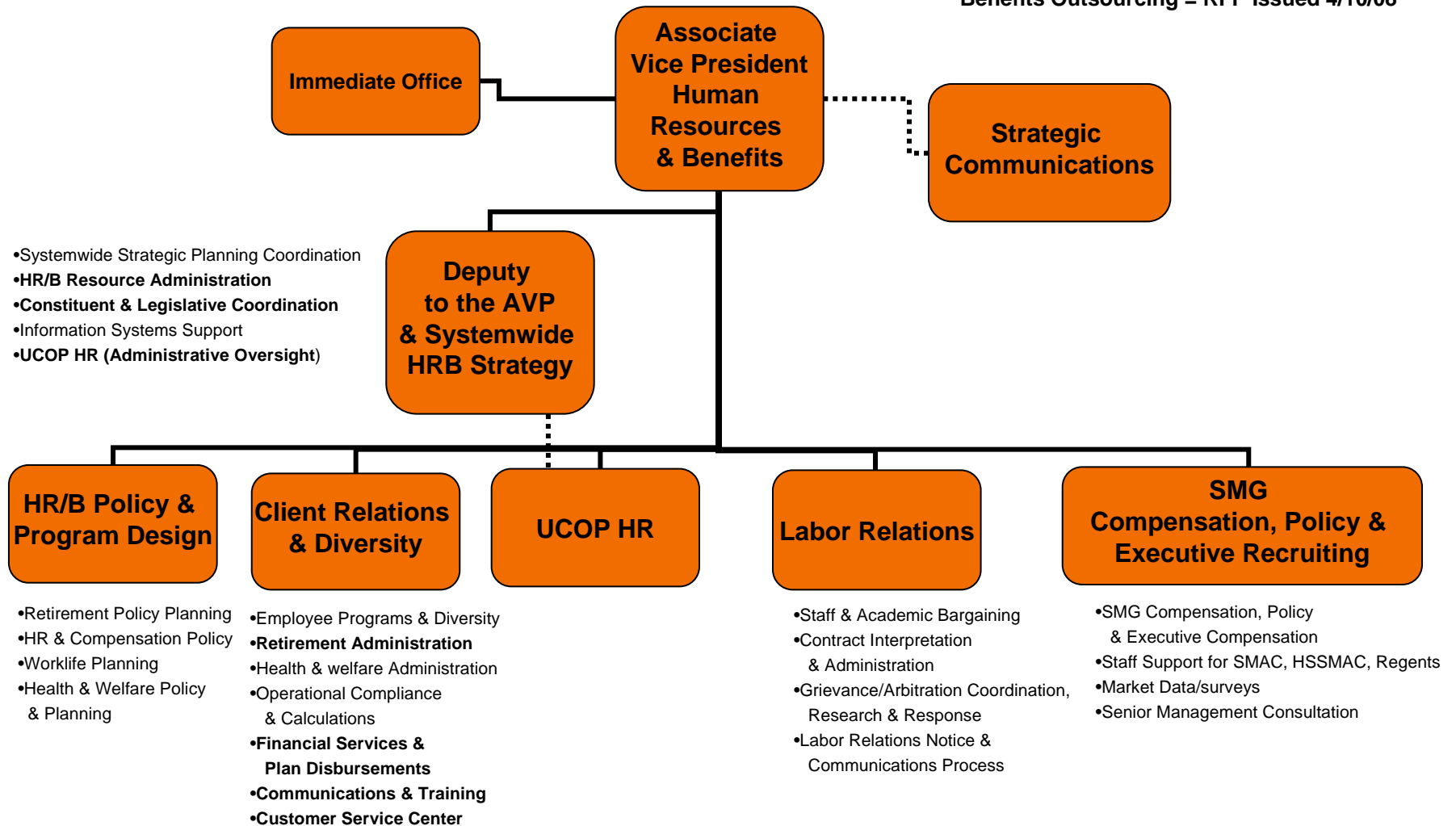
Where we started

2007/08 FTE = 258

2007/08 Budget = \$56M

State/General Funds = 28%

Benefits Outsourcing = RFP Issued 4/10/08



➤ **The weather forecast**

- Serious budget issues—but not yet desperate; need attention
- Changing role of UCOP
- Research universities fundamental to 21st century; quality vs. growth
- Autonomous campuses with systemwide direction
- Political as well as education/research establishment
- Public Education—Access, Equity, Excellence with Affordability
- Shared governance alive and well

➤ **How we traveled**

- Monitor Group
- Restructuring Team
- Breakthrough or Bunker Team
- Implementation Team
- Transition Team
- New HR Leadership Team
- In all, about 25 members of the HRB staff participated in our restructuring process

➤ **Why we traveled**

- **Focus** on core needs and services that are clearly linked to the mission of the University
- **Streamline** the scope of activities to focus on the strategic roles HRB plays on behalf of the system
- **Structure** the organization to provide leadership on systemwide HRB issues which have the greatest impact
- **Retain** HRB services that are of value to recipients, cost effective and provide ease of access
- **Justify** the investment in HRB

➤ **What we found...**

- Better collaboration between Labor Relations and Policy and Program functions
- More focused vendor management
- New team approach to employee relations, programs and policies work
- Greater focus on HR strategic planning
- UCSF-UCOP HR Affiliation
- Strengthen organizational role for executive compensation
- Great people

➤ **...and lost along the way**

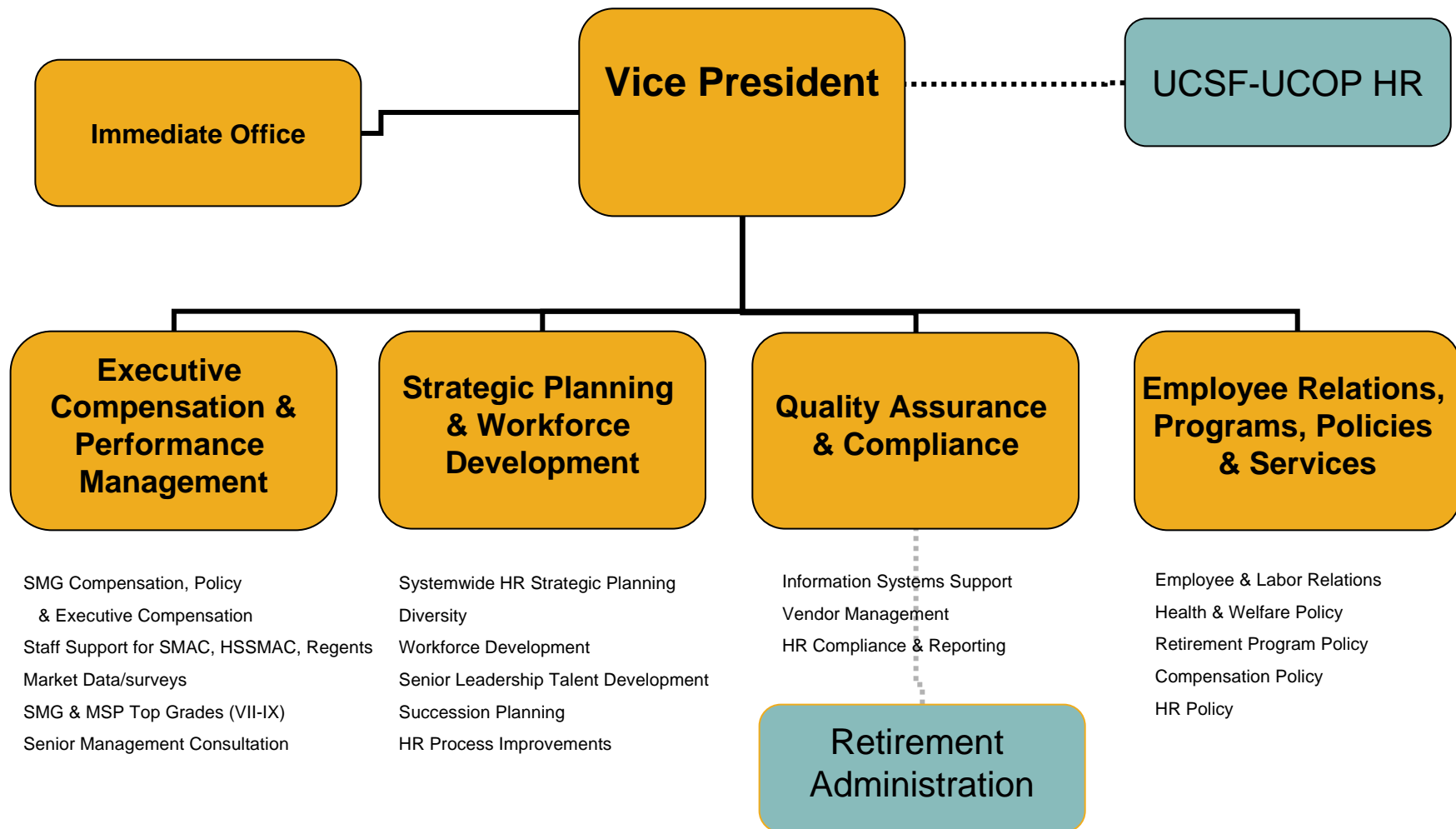
- HRB Communications
- Retirement Financial Services
- Systemwide Training
- Project Management
- Data Management
- Office Administration
- Legislative Coordination
- UCOP HR Services
- Staff—from 258 to 170
- The “B” in HR &B

➤ Where we are now

2009/10 FTE = 170

2009 Budget = \$45 M

State/General Funds = 17%



➤ **Readiness for the next stage**

- Appointment of Vice President
- Decision on the Retirement Administration RFP
- Completion of UCSF-UCOP HR affiliation
- Dealing with the Gray Areas
- Product Support (generalist vs. specialist)
- Operating Model Assessment or True Up Process (job structure, processes, how we do work)
- Strengthening bridges with UCOP Central

➤ **Work of the Department**

- 2009 Total Remuneration Study
- Post Retirement Benefits Review
- Open Enrollment 2010
- Personnel Expense Controls
- SMG Policy Development and Administration
- Benefits Administration & Vendor Management
- Labor Contract Negotiations and Administration
- Restart of UCRP Contributions

➤ Questions & Answers