



Dwaine B. Duckett
Vice President, Human Resources
UCOP

As Vice President, Mr. Duckett is responsible for system-wide human resources employee and labor relations, senior management recruitment, compensation and performance management, strategic planning, workforce development and compliance. He also serves as the primary fiduciary, as delegated by the Board of Regents and President, to oversee all aspects of benefit plans and program administration for the University of California Retirement Plan (UCRP).

Mr. Duckett, 45, previously served as vice president for human resources at Heinz North America, a 25,000-employee enterprise with \$4 billion in annual revenue. During his tenure at Heinz, his responsibilities included aligning day-to-day human resources operations in support of business unit strategies, developing performance management programs, overseeing business unit compensation programs and leading talent management initiatives. His other accomplishments included establishing a strategic labor relations approach, creating a new training and development organization, and expanding the company's succession planning and executive development efforts.

From 2003 to 2005, Mr. Duckett was vice president for human resources, customer service and retail operations, for AT&T/Cingular Wireless in Redmond, Wash., and Dallas. The two-company merger was announced a few months after Duckett was appointed and he was integrally involved with both pre- and post-merger activities, including helping to lead several initiatives in staffing, work force planning, and change management in order to effect a smooth transition and integration. Prior to AT&T/Cingular, Mr. Duckett served in executive human resources positions including senior vice president of human resources and administration of Covisint LLC; and vice president of human resources of Automatic Data Processing's Claims Solutions Group. These business services and information technology companies included global operations. Earlier in his career he held positions of increasing responsibility with Sony and Pepsi as well as General Foods/ Philip Morris in corporate human resources, organizational development, training and operations.

He recently reorganized human resources to add strategic value and improve service to the campuses and locations. His priorities are labor, performance management and benefits.

Mr. Duckett earned his BA from Brandeis University and his MS from Carnegie Mellon University.