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HUMAN RESOURCES COLLEAGUES:

I would like to announce some changes to reporting relationships for a handful of people within OP Human Resources, effective October 1, 2009. These adjustments are designed to:

- Simplify our structure while emphasizing key areas of HR based on future priorities,
- Increase our focus on terms of providing support, advice and guidance to the UC system,
- Gain clarity and end to end ownership for core HR functional areas, while working to add strategic value.

These are high level changes in reporting relationships. There are no plans to change any other staffing configurations, jobs or responsibilities aside from the ones described. We want those on the front line of the OP Human Resources organization to remain undistracted and to continue to focus on delivering their high quality of work. We greatly appreciate their efforts through this challenging period.

The changes described below are also displayed in yellow on the attached organization charts (HR as of 10/1/09):

- To gain efficiency and end to end ownership of a critically challenging area, **Mark Esteban** will report to **Mike Baptista in Benefits Programs and Strategy**.
- To enhance monitoring and accountability of various Human Resources Policies, **Chris Simon** and his **HR Compliance unit** will report to **Lynn Boland in Employee Relations, Labor Relations and Policies**. Note that **Eva Devincenzi** will now report directly to Mike Baptista in her **HIPAA Compliance** role.
- Due to the importance of **Pension and Retirement Programs** to the UC system and our colleagues, **Gary Schlimgen** will report directly to me.
- Our focus on how we attract, develop and retain talented people is an increasing priority. To that end **John Cammidge** will report to **Randy Scott in Talent Management and Staff Development**.

- **Brad Pruitt** will have a new reporting relationship to **Dennis Larsen in Compensation Programs and Strategy**, as we continue to upgrade our capabilities to create compensation programs and strategies that support the mission of the entire UC system.

In addition, I'd also like to announce two other key moves within Lynn Boland's area. **Shelley Nielsen** will be promoted to **Director of Labor Relations**; in a related move, to provide focus on issues affecting our non-represented employees, **Howard Pripas** will become **Director of Employee Relations**. Both Shelley and Howard will continue to report to Lynn. These moves will also result in increased efficiencies via the elimination of the Senior Director of Employee Relations, Programs, Policies and Services position, by removing a layer of management and reducing costs.

Our aim is to add strategic value to UC's Human Resources operations through this new configuration. These moves are in many ways attributable to feedback we received from you and a broad array of constituents in the UC system. I want to thank those of you who hosted me on visits to your campuses. Those interactions had a great deal of influence on our thinking.

We are looking forward to our continued service to the UC community.

Please join me in congratulating each of the above individuals as they take on new and exciting challenges.

Sincerely,



Dwaine B. Duckett
Vice President

Attachments