

HR Restructuring Message for January 8, 2009

Colleagues,

Happy New Year and welcome back! This week's HR Restructuring message includes information on new appointments and job postings, an update on staffing of the Retirement Administration and Retiree Health Administration areas, and some comments about transition to the new organization.

New Appointments in HR

Sally Philbin, formerly a compensation consultant in Executive Compensation and Performance Management (ECPM), has accepted a new position as a Compliance Analyst in Quality Assurance and Compliance (QAC). Robert Pettit, interim director of Retirement Administration, has been named HR Business Partner in ECPM. He will be transitioning to his new position over the coming months.

A number of HR employees have accepted positions in other units in UCOP. Shelley Dommer, Decision Support/Payroll Manager in QAC, has taken a content coordinator position in Institutional Research. Linda McMullen, Employee and Labor Relations for UCOP HR, is now a Coordinator in the new Strategic Resources Coordination Team (SRCT). Doris Parham from the Associate Vice President's immediate office and Suzie Kwong from Financial Services also have taken positions in the Strategic Resource Coordination Team.

New Job Postings

Decision Support in QAC: There are currently a number of openings in the Decision Support area of ISS in the QAC unit. As has been reported above and previously, Shelley Dommer and Mary Ann Gohl have taken new jobs in other areas of UCOP. In addition, Pat Mashhoon is retiring in February, and two other positions have been open for some time. Positions are open for application and will close Friday, January 9. Because of the need for individuals with specialized skills and systems or payroll background, these positions, with the exception of the manager, are open for general recruitment. The manager position is open UC-wide.

Compliance Positions in QAC: The application period for the HR Compliance Lead and the Principal Compliance Data Analyst positions have been extended to January 22 and 23 respectively.

Compensation and Policy Directors in Employee Relations, Programs, Policies and Services (ERPPS): Throughout the restructuring process, there have been a number of changes to the new design. Most recently, the need for a Compensation Director separate from the Policy Director became apparent. As a result, a new job description was developed and is now open for application, with a closing date of January 15. The HR Policy Director position has been reposted with a closing date of January 22. Those who previously applied will be considered and need not reapply.

ERPPS Coordinator: The ERPPS coordinator position, supporting the Executive Director, is also open for application until January 15.

See the [UCOP Jobs website](#) for the job descriptions for these positions and to apply for the positions.

Retirement and Retiree Health Administration

While there is still no decision on the Retirement and Retiree Health Administration RFP, a number of critical positions are open as staff have taken new jobs either in HR, other UCOP units or outside of UCOP. Joe Lewis and others are looking at filling some of these positions. They are also talking with those HR employees who have not found a position in the new organization to see if there are both the skills and the interest in working in the unit pending the final disposition of the RFP.

Transitioning Work to the New Units

With most positions filled, the department is beginning the process of transitioning work from the old organization to the new. It will take some time to work out which unit has responsibility for each piece of work or whether the work will be done at all. This phase of the restructuring can be confusing and unsettling. It is expected that staff will continue their current work until it can be successfully transitioned or phased out. This type of transition takes some time and can be challenging, and employees are encouraged to talk with both old and new supervisors for guidance on transitioning work.

Finally, as the restructuring process winds down, the weekly communications will also begin to wind down. For now, expect future messages to be sent every other week.