

February 5, 2009

HRB Colleagues:

This week's message focuses on the Retirement Administration unit and ongoing implementation of the new HR organization.

Retirement Administration

As you all know, there has not been a decision on the RFP for Retirement Administration. At the same time, a number of employees in those units that would be affected by the decision have accepted other jobs in the new HR organization, in other areas of Office of the President or the UC system, or outside the University. In order to continue to provide necessary services for retiring and retired employees, many of these positions need to be filled. As was announced previously, Joe Lewis has been talking with a number of HRB employees who did not find a position in the new organization to determine their interest in and qualifications for the open positions in Retirement Administration and Customer Service. As a result of those conversations and Joe's assessment of the operations, he has announced the following appointments:

Mary DeShaw, former benefits manager at UC Berkeley, has been named director of Retirement Operations and Customer Service. Retirement Operations includes the Disability, Special Claims, Retirement and Survivor Claims and Records Management units, as well as the Disbursements unit which had previously been part of the Financial Services area.

Felicia McKenna, formerly of Retirement Planning and Policy, has been named supervisor of the Disability Unit.

Debbie Albuquerque, formerly of Health & Welfare Policy, has been named a supervisor in Customer Service.

Kathie Fujisaka, formerly of Retirement Planning and Policy, has taken a position in Operational Compliance and Calculations.

Susie Nakayama, formerly of Health & Welfare Policy, has taken a position as supervisor of the Research unit.

Other New Appointments

Rachael Howard will be joining Employee Relations, Programs, Policies and Services (ERPPS) effective February 17 to provide administrative and analytical support to ERPPS Executive Director Lynn Boland. She currently works in the Business Operations immediate office.

Tami Brown of UCLA Human Resources has been named a Compensation Consultant in Executive Compensation and Performance Management.

Updated Organization Chart

Because of the number of new appointments in Retirement Administration, the organization charts for those units in the “dotted box” have been added to the [HR organization chart](#). A few positions affected by the Retirement Administration RFP that report to Information Systems have also been included in the Quality Assurance and Compliance unit organization chart. The revised charts should now incorporate most staff currently working in HR, in Retirement Administration or awaiting consolidation.

Staff Displacements

You may recall from earlier communications, that our organization is expected to be substantially smaller in size by the end of the current fiscal year in order to achieve UCOP budget reductions necessary for fiscal year 2009-2010. With the above appointments in Retirement Administration and the staffing for our new structure nearly complete, it is hoped that very few HRB staff from the old organization will face involuntary layoffs. Of course, to even one employee, involuntary layoff can be a difficult time. Consequently we will continue to work with displaced staff to ensure that all potential opportunities in HR have been thoroughly considered before layoff action is implemented.

HR Leadership Retreat

Last week, the HR Leadership Team of Acting Associate Vice President John Cammidge, Executive Directors Mike Baptista, Lynn Boland, Dennis Larsen and Randy Scott, Directors Joe Lewis, and Stan Kowalski held a half-day retreat to assess our progress and continue discussions about the transition of work to the new units. Overall, the team was pleased that quality work continues to get done in spite of the significant ambiguity that exists. The team recognizes that some individuals are still in transition from their old to their new roles, and that experience with the new organization may lead to organizational efficiency changes to clarify roles and responsibilities in certain cases. The retreat further strengthened the cohesiveness of the team and enabled them to focus on our mission as an integrated entity rather than as separate and independent units. There is more work to be done to bring further clarity to all our new roles, however, and the Leadership Team will continue with another half-day retreat on February 17.

Reminders

If you have questions about the restructuring, you can use the [form](#) on the restructuring website to submit your questions anonymously.

The next HRB restructuring message is scheduled for February 19.

