

# HRB Restructuring Initiatives Descriptions

*As the restructuring initiatives have progressed, several have been updated and/or combined based on the emerging views of the Working Groups*

Initiatives	Description
<b>SMG Compensation Policy &amp; Approval</b>	<ul style="list-style-type: none"> <li>Streamlining processes and reducing approval delays for SMG compensation packages through the creation of clear and accessible policies, with the additional benefit of improving communication between UCOP &amp; the campuses and eliminating transactional work for the Regents</li> </ul>
<b>Alternative Business Models for Benefits Administration</b>	<ul style="list-style-type: none"> <li>Exploring alternative methods for benefits administration with the goal of reducing transactional efforts and resources in order to focus more of HR&amp;B resources toward mission-strategic activities.</li> </ul>
<b>Local UCOP HR&amp;B</b>	<ul style="list-style-type: none"> <li>Exploring alternative resources to support local HR in providing necessary and enhanced services to OP employees.</li> </ul>
<b>Reporting Needs Assessment</b>	<ul style="list-style-type: none"> <li>Assessing the full range of reporting demands placed upon HR&amp;B both from external and internal constituents in order to address the gaps between current capabilities and future requirements</li> </ul>
<b>Examining Infrastructure Requirements as related to Information &amp; Reporting (formerly HRIS)</b>	<ul style="list-style-type: none"> <li><i>Formerly “Design and Funding HRIS,” HR&amp;B will primarily be focused on examining and updating its internal infrastructure as necessary to deliver against department objectives, while continuing to advocate for a systemwide HRIS system to help address data concerns</i></li> <li>Creating an infrastructure to provide access to timely and accurate system-wide employee information and to facilitate key HR functions such as recruiting and performance management</li> </ul>
<b>Future Vision &amp; Organization Design</b>	<ul style="list-style-type: none"> <li><i>Formerly “Capability Mapping / Organization Design” and “Future Vision / Strategic Priorities,” these projects have combined under the leadership of the Operating Team, while maintaining the same focus and objectives of the original design</i></li> <li>Defining HR&amp;B’s role in the University, establishing a process for creating a strategic agenda and setting its near-term priorities</li> <li>Assessing current HR&amp;B capabilities, addressing any critical gaps, and designing an organizational structure which emphasizes the critical HR&amp;B functions</li> </ul>
<b>Labor Relations</b>	<ul style="list-style-type: none"> <li>Improving campus satisfaction with centralized Labor Relations by addressing the most pressing concerns</li> </ul>
<b>Communications Consolidation</b>	<ul style="list-style-type: none"> <li>Consistent with the original goal of better integrating HRB communications with the University's broader messaging efforts, this initiative will no longer exist under HRB's sole purview but be managed as part of a larger restructuring initiative looking at UCOP-wide communications.</li> </ul>