

# Systemwide Human Resources

Support the success and wellbeing of the University of California locations, faculty, staff and retirees

- Member-centric operation providing expertise and effective support
- Go-to partner for support, resources and thought leadership
- Engaging employees throughout their careers



**RASC**  
Retirement guidance, benefit administration, and support services for UC Faculty, Staff and their beneficiaries

- Develop and design member satisfaction tools
- Establish and meet service level agreements
- Retirement and benefit administration through multiple channels
- Member-friendly accessible materials for informed decision making

## Total Rewards



Strategies and programs for competitive and principled compensation and health, welfare and retirement benefits.

- Competitive and equitable benefits meet the needs of UC employees and families
- Compensation philosophy & processes are transparent and equitable
- Retirement readiness programs support financially secure and healthy retirement



## Finance & Administration

Create, manage and coordinate fiscal and administrative projects, processes, communications, and analytics to support HR

- Develop a streamlined Systemwide HR and budget process
- Effective consultation and communication strategies
- Consistent information to empower how decisions are made

People-centered strategy, programs and guidance



## Employer & Labor Relations

Effective systemwide processes for shared collective bargaining and policy obligations

- Collective bargaining proposals and policies reflect organizational priorities and our workforce strategy
- Seen as expert in employee engagement and retention



## Strategy & EDIB

Identify strategic workforce challenges and opportunities to support integrated HR solutions across the system

- Strategic workforce plan developed for system
- EDIB framework integrated into systemwide staff policies, practices, and procedures
- Proactively identify and explore policy development and enhancements
- Support full cycle executive recruiting for President's Executive Office

UC is an Employer of Choice