



### **Office of the President Site Update, August 22, 2008**

The UCOP staff as a whole continued to witness significant organizational change take place this year, affecting its infrastructure, scope of work, staffing levels, and morale, with many staff members taking on the roles of colleagues who have left the organization due to a separation incentive package offered by UCOP, or for other positions within UC or outside the system. The lack of a clear vision for UCOP as the Regents were sorting things out caused a perceptible reduction in morale for many. For staff members who have felt that organizational change was overdue at the macro level (long debated among campuses and between OP and campus-level operations), the appointment of a new president this year signaled that such change might be within reach.

### **Winner of Net Impact Award Announced**

The Selection Committee for the UCOPA Net Impact Award was honored on Sept. 5 last year at the CUCSA meeting in Oakland to announce the selection of Nancy Coolidge, Coordinator, Government Relations in Student Financial Support as recipient of the award. Nancy has served 26 years with the University and was nominated for the passion, expertise, drive and dedication she gives to her role. UCOPA ultimately hopes to make this an annual award.

### **Significant Changes for Staff at OP**

At the Regents' behest, and under the leadership of Chairman Blum, the University's Governance Committee completed its work and issued its report, calling for a highly disciplined approach to providing service to the President and to the Campuses, and for a plan to reduce the total number of employees at UCOP. UCOPA's Steering Committee is taking an active role working with UCOP leadership as it rolls out the plan, both in terms of helping communicate its progress to our colleagues and in providing candid feedback to the administration regarding how well its messages are being received by staff. Some units have been moved to campuses; others reduced in size or consolidated; still others merged functionally with other departments. The entire process is expected last until 2010 or beyond as the University scaled UCOP to appropriately meet the needs of the University as a whole. A series of Town Hall and Brown Bag presentations, along with weekly email updates from Senior Vice President of Finance Katie Lapp, have informed employees about the progress of the effort.

### **New UCOPA Board Elected, Continues Partnership with Strategic Communications, Outreach to President Yudof**

The Assembly elected a new Steering Committee in May, increasing its membership from five members to 11 (a full slate), with a diverse and energetic crew ready to take on the challenges that lay ahead. A new Standing Committee Chair/Board Liaison Position was created for managing the relationship with the Office of Strategic Communication, and officer positions such as secretary continue to be filled.

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