Human Resources Initiatives
Initiative #1: A new HR approach to meet UC Merced’s changing needs

PROPOSED HR ORGANIZATIONAL CHART

Business & Admin Services Vice Chancellor

Assistant Vice Chancellor of HR Joanne Dunlap

FRONT-LINE CUSTOMER SERVICE

HR Business Partner - Recruit
HR Business Partner - Recruit

Admin Asst/HR Analyst* Dice Nystrom
HR Generalist** Jane Katz
HR Generalist** Recruit
HR Generalist** Recruit

CENTERS OF EXPERTISE

EEO*** Manager Wendy Smith
EEO Analyst Debra Ellington
EEO Analyst Jody Gonzalez
Talent Acquisition Manager Ruth Turner
Comp Manager Recruit
Comp Analyst Becky Jo Albers
LR/ER Manager Patricia Elsiklie
LR/ER Specialist Kong Yang

LEARNING & DEVELOP. Manager Yadi Navarro

This unit will likely be relocated/centralized to the Retirement Administrative Service Center (RASC) at UCOP following establishment of Service Level Agreement and related transition/communication plan.

Notes:
*Admin Asst serves AVC and Business Partners
** HR Generalists serve as Departmental Project Managers / Floaters; one Generalist may also have HCP duties; may have Workman’s compensation duties - exact duties TBD and % of time for each needs further analysis.
*** EEO Unit may be relocated; timing TBD
A focus on customer service ...

**PROPOSED HR ORGANIZATIONAL CHART**

**FRONT-LINE CUSTOMER SERVICE**

- **HR Business Partner**
  - Recruit

- **Admin Asst/HR Analyst**
  - Erica Nystrom

- **HR Generalist**
  - John Holtz

- **HR Generalist**
  - Recruit

- **HR Generalist**
  - Recruit

Notes:

*Admin Asst* serves AVC and Business Partners

**HR Generalists** serve as Departmental Project Managers / Floaters; one Generalist may also have HCF duties; may have Workman’s comp/leave duties - exact duties TBD and % of time for each needs further analysis.

*** EEO Unit may be relocated; timing TBD
And on enhanced subject-matter expertise
Initiative #2: Compensation Philosophy and Strategy

What is a philosophy?
- A statement of intent
- A roadmap to guide leadership
- A definition of what is “market”
- How does compensation align with both growth strategy and budgetary constraints

What is a strategy?
- An action plan to implement the philosophy
- Guiding principles for implementation that considers:
  - Budget
  - Changing campus priorities
  - Other variables
Key questions

- What are UC Merced’s staffing priorities?
- What are the risks and opportunities of Project 2020?
- How do we define “market”?
- What is UC Merced’s “value proposition”?
- What skills levels are we seeking?
- What is the impact of salary compression?
- Do we need to review implementation of Career Tracks?
Process

- Chancellor/Steering Committee input and review
- Listening sessions (February)
- Data analysis
- Validation
- Philosophy
- Strategy
- Implementation