

**Randolph R. Scott, SPHR** is Executive Director, HR Strategic Planning and Workforce Development for the University of California system.

As a result of the recent redesign of UCOP HR, Randy has been appointed to this new role on the UCOP HR Leadership Team. He will direct the development of organization and people strategies in support of the University's institutional and campus needs and priorities. Specific functions include staff diversity, talent management, organization effectiveness, resource and productivity enhancement planning and change management. Concurrently, the position will assist with the external reputation of the University from an HR perspective; thereby helping to develop community trust and pride in the UC system and its mission of education, research and public service.

Previously, Randy served as Executive Director for Policy and Program Design, UCOP HR and Benefits after beginning his career, as Chief Human Resources Officer at Lawrence Berkeley National Laboratory, University of California.

Following his service in the US Air Force and with the National Staff of the Boy Scouts of America, including a two year period as a College Instructor, Randy began his corporate human resources career at Diamond Shamrock Corporation in Dallas, Texas. He served in various HR positions, including General Manager for Domestic and International HR Operations. He then moved to JC Penney, as Manager of Healthcare Cost Containment. He transitioned to the medical carrier side, first as Vice President Human Resources, Alliance Blue Cross Blue Shield in St Louis, Missouri and then as Area Vice President Human Resources for the Golden Gate Service Area, Kaiser Permanente, in San Francisco, California where he provided leadership for all human resources functions. Prior to joining the Lawrence Berkeley Lab, Randy was Director, Employee Relations for the California Division of Kaiser Permanente.

Randy is a member of the Executive Committee and Board of Directors for the Pacific Business Group on Health and a member of the Board Trustees of the Fine Arts Museums of San Francisco. Randy is also a Past President of the Northern California Human Resource Management Association, a chapter of the Society for Human Resources Management (SHRM). He has a B.A. in Liberal Arts from West Virginia Wesleyan College and a Masters Degree in Educational Administration from West Virginia University.