

# 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

## 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*



## Employee & 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



## Office of the President HR

*Deliver HR services and policies that drive UCOP employee growth and success*

- Measure our impact for continuous improvement
- Maximize existing resources to adapt to dynamic environment
- Use RACI matrices to drive consistency, reduce duplication, and improve cross-functional collaboration
- Support our people in navigating change



## People Strategy, Talent & Culture

*Lead development of integrated strategic workforce plans that enable future-ready talent pipelines and leverage innovative technologies*

- Ensure workforce plans align with overarching business priorities
- Manages and ensures high standards for systemwide executive searches
- Culture and inclusion management and consulting for systemwide staff frameworks and practices
- Proactively explore, define, and communicate HR policies

*UC is an Employer of Choice*