
From: Announce
Sent: Monday, July 21, 2008 8:40 AM
To: All Announce (restricted)
Subject: Human Resources Reorganization

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To: Faculty and Staff
From: Sandra Flake, Provost and Vice President, Academic Affairs
Lori Hoffman, Vice President, Business and Finance
Subject: Human Resources Reorganization

Over the last few months we have reviewed the operations of Human Resources at CSU, Chico with the goal of meeting the needs of faculty and staff as effectively as possible. As a result of the review, we have determined that reorganizing the Office of Human Resources would allow us to improve and better align our support for faculty and staff. Therefore, following consultation with the President and with the Cabinet, we are pleased to announce the following changes.

Effective September 1, 2008, the Office of Human Resources will be split. The Office of Faculty Affairs will be housed in the Office of the Provost, and will be headed by Vice Provost Leslie Nix-Baker. This office will provide all services to faculty, as well as to graduate and teaching assistants.

The Office of Staff Human Resources will be moved to the Division of Business and Finance. Staff Human Resources will provide service for all staff and will temporarily be headed by Jackie McClain, Special Assistant to the President, who will serve as transition coordinator and Interim Chief Staff Human Resources Officer. Jackie is the former Vice Chancellor for Human Resources for California State University.

Payroll, Benefits and Human Resources Information Systems, serving all employees, will be moved to Business and Finance and will continue to be headed by Director Andi Beach, who will report to the Vice President for Business and Finance.

We have reviewed organizational models in the CSU as well as other areas, and we believe that this structure will be more flexible and more closely aligned with the needs of faculty and staff. We are preparing to fill vacancies and there will be some changes in responsibilities. In mid-August, we will send out more information about transitions, locations, and access to services. For the present time, all contact numbers and office locations will remain the same.

This reorganization creates exciting opportunities for faculty and staff development, for rethinking processes as we seek to improve our effectiveness and efficiency, and for enhancing transparency and a supportive environment. We appreciate the good work of the staff in Human Resources and their commitment to making these changes work to better serve the campus.