UCSF IT

Organization Design

Presenter: Joe Bengfort
Agenda

- Organizational Design Process
- Organizational Structure
- Director Level Positions and Postings
- Next Steps and Timing
Organizational Design Process and Timing

• On Aug 26th, facilitated organizational design workshops started.

• ITS and Med Center IT Directors fully engaged.

• Proposed to CIO an IT organizational structure aimed at meeting the needs of UCSF at large.

• On Sept 25th, meeting to review CIO input/revisions and discuss:
  • Final structure
  • Timing
  • Communication plan
Phase I Org: CY13 Q4

Note: Items shown under each director are indicative of where functions will be performed but do not represent organizational structure.
Key Changes in Phase I

• Leadership Appointments:
  • IT Finance Director: Michelle Fanner
  • OCIO Director: Pierre Brickey
  • Application Mgmt Director: Jane Wong
  • Technology Applications Director: Irene Brezman
  • Infrastructure Director: Karen O’Neill

• Roles to be Posted
  • Customer Services Director
  • Security Director
  • Deputy Director Network Services
  • Networked Data Warehouse Exec Director

• Unify
  • Security Teams
  • Network Teams
  • Customer Services Teams (Service Desk / Field Services / Device engineering / IdAM Admin / Endpoint Protection)
  • IT Finance Teams
  • Project Management
Phase II Org: CY14 Q2

Note: Items shown under each director are indicative of where functions will be performed but do not represent organizational structure.
Next Steps and Timing

• Finalize the job descriptions, HR categorization and posting of director level positions.
  • Posting date targeted for October 14th
  • Interview panels targeted for week of October 21st
  • Selection no later than week of November 4th

• Finalize and communicate the balance of the IT organizational structure
  • Some start as early as October 14th.
  • No later than week of November 4th.

• Transition to the Phase I organizational structure
  • Some start as early as October 14th.
  • Substantially complete by December 31st 2013.

• Hire the Exec Director of Networked Data Warehouse
  • Targeting start date no later than January 2014.

• Transition to the Phase II organization structure
  • No later than June 2014.
Key Points to Keep In Mind

• These changes don’t take effect immediately.
  • Changes will be made in a deliberate and purposeful way.
  • The guiding principle is to communicate in advance and with transparency so you are not surprised when the changes become effective.

• The IT Directors and Managers involved in any particular change will meet to establish the appropriate timing and approach.
  • This may be impacted by projects in process that need to be completed or new workflow / processes that need to be defined.
  • Specific changes will be communicated to you in advance with your existing manager involved.

• There will be a small number of jobs eliminated in this process for both leadership and staff but that is not the focus of this effort. This is about meeting the growing demands of IT at UCSF.

• We are not changing the compensation plans of either Medical Center or Campus employees as a part of this process.

• Your work location will likely not change, however, there may be some movement of teams to co-locate to the extent practical so we can truly work as one team.