

Frequently Ask Questions
Human Resources Workgroup Proposal

Q1: What are the recommendations of the Workgroup?

- A: 1.) Produce a head count reduction cross the system to achieve a 1:100 FTE ratio of Human Resources (HR) personnel to all other classifications of employees.
2.) Change the organizational reporting structure of all HR personnel across the CSCU system to reflect a direct reporting relationship to the Vice President for Human Resources. This means that all HR staff will report to the system Vice President for Human Resources.
3.) Once all HR personnel are brought under the managerial authority of the Vice President for Human Resources, restructuring will be implemented to a.) balance the resources and needs of each campus, and b.) create inter-campus centers of expertise comprised of HR personnel who share competence in areas that support system functions (e.g., labor relations, etc.).

What is the goal of the plan?

- A: To produce cost savings through a reduction in staffing and increase effectiveness through the creation of inter-campus centers of expertise.

Why is this necessary?

- A: This proposal is in response to the ongoing fiscal uncertainty produced by the State's budget. This represents a tangible way of saving money, and establishes a mechanism for the system-level management of HR personnel.

What are the practical effects of the workgroup's proposal?

- A: Outside of the realignment of HR personnel, there will be no practical effect on the delivery of services other than creating the potential for continuing approval.

What savings will be achieved?

- A: Through a reduction in HR personnel, there is a projected savings of \$1,450,000.

What is the timeline for implementing this proposal, and what are the necessary steps?

- A: The current timeline is uncertain. To begin, the Vice President for Human Resources and/or the President of CSCUS will seek authorization from the Board of Regents to permanently change the reporting structure for all CSCUS HR personnel as described above. Following the BOR's anticipated approval, a design committee will be commissioned to plan and implement a reduction in HR personnel and the formation of inter-campus centers of expertise.

Will other tenets of Strategic Human Resource Management be implemented as part of this proposal?

- A: Not at this time.