

**Reorganization
Human Resources
*Revised: November 2012***

Factors Contributing to this Reorganization Plan

- Retirement of the Vice President, Human Resources/Legal Affairs in June 2012.
- Opportunity to examine the efficacy of decoupling human resources from legal affairs.
- Opportunity to reorganize Human Resources, accrue salary savings, and redeploy that savings to institutional positions in high need areas.

Human Resources

- Restructure the Vice President, Human Resources/Legal Affairs position into Vice President, Human Resources.
- Engage external legal counsel on a retainer basis.
- Reorganize the Human Resources department:
 - (1) eliminate the position of Director of Human Resources;
 - (2) assign the current Director of Human Resources/interim Vice President of Human Resources to the Vice President position on a permanent basis; and
 - (3) reclassify the Human Resources Technician II position to Human Resources Technician III as a result of significantly increased scope of responsibilities associated with this reorganization.
 - (4) Add a new Human Resources Technician I position to address shifting responsibilities associated with this reorganization.