

February 11, 2011

Dear Colleagues,

Much has been accomplished in the eight months since the Administrative Review and Restructuring (ARR) Working Group, in which all of you were deeply involved, issued its report. We are implementing many of the recommendations for offering better service to our faculty, staff, and students, while at the same time improving our efficiencies.

Enacting elements of the ARR report is already paying dividends, with millions in administrative cost savings being redirected into the University's core missions, as well as the recent appointments of two highly accomplished academic leaders to coordinate U of I research and health affairs, respectively.

I'm pleased to maintain that forward momentum by putting three very experienced and talented individuals in charge of human resources and information technologies that span the University's three campuses and are crucial to the institution's continued greatness.

- Steve Veazie will become Executive Director of Labor and Employee Relations and will oversee collective bargaining processes and agreements across all U of I units
- Maureen Parks will become Executive Director of Human Resources and will oversee all non-academic human resource operations and policy making for the University
- Michael Hites will become Executive Chief Information Officer, responsible for administrative information technology (IT) operations and University-wide IT policy-making.

Among the principles that guided the ARR working group, two are particularly germane to these University-wide positions: "Clarify organizational structures to better align responsibilities with accountability... Improve coordination and greater sharing of resources when this will result in better service and economies of scale."

It's what I refer to as integration of "back-office," but mission-critical, operations to make us a more cohesive and effective entity.

The three University-wide executive directors for labor and employee relations, human resources, and information technology have very strong and distinguished records in their fields and are very familiar with the University and their respective areas of responsibility.

Steve Veazie has been at the U of I for over 25 years. In his role as Deputy Legal Counsel and Counsel for the Urbana-Champaign campus, Steve has extensive experience in negotiating agreements with collective bargaining units. In addition to reporting directly to me in his University-wide coordination of labor and employee relations, Steve will retain his position as Deputy Counsel reporting to chief University Legal Counsel Thomas Bearrows.

Maureen Parks has been employed in human resources at the University for over 10 years. As Executive Director of Human Resources and Associate Vice President, Maureen will have oversight of non-academic human resources staff for each campus. Under her direction, this

group will be responsible for implementation of the ARR report's University-wide recommendations on human resources. Her portfolio will include overseeing HR issues involving civil service employees and non-instructional academic professionals, with campus HR leaders reporting to her on matters pertaining these employee groups. Notably, faculty HR matters will continue to be handled at the campus level, as they are now, with campus HR leaders continuing to report to the campus Vice President/Chancellor or Vice Chancellor as the case may be. Maureen will report to Vice President and Chief Financial Officer Walter Knorr.

Michael Hites joined the University in 2008 and has over 15 years of administrative IT experience in higher education. Michael will retain his title of Associate Vice President for Administrative Information Technology Services and report to VP/CFO Knorr. As University-wide Executive Chief Information Officer, his portfolio will be expanded so that each campus CIO will report to Michael on matters relating to administrative IT and IT policies across the University. Matters pertaining to academic and research IT will be handled at the campus level, as is now the case, or through blended and shared services as may be appropriate. Michael will also oversee the cross-campus group that is tasked with implementing the several IT recommendations within the ARR report.

As part of the senior administrative team, all three will work very closely with me, the vice president/chancellors of the three campuses, and other university officers. Recognizing that the University of Illinois provides a work and learning environment that embraces differences and promotes respect, each will be expected to take a leadership role in promoting diversity. I ask that you communicate with your direct reports to share with them the expanded roles of Steve, Maureen, and Michael.

These important new assignments and responsibilities for Steve, Maureen, and Michael will be effective February 16.

Sincerely,

Michael J. Hogan
President