

From: ucrfacultyandstaff-bounces@lists.ucr.edu on behalf of [Chancellor](#)
To: ucrfacultyandstaff@lists.ucr.edu; students@lists.ucr.edu
Subject: Organizational Redesign: Safety, Diversity, Risk and Compliance
Date: Monday, March 23, 2015 11:06:43 AM
Attachments: [Organization Redesign Org Chart.pdf](#)
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March 23, 2015

TO: UCR Faculty, Staff, and Students

FROM: Chancellor Kim A. Wilcox

RE: Organizational Redesign: Safety, Diversity, Risk and Compliance

Recent changes in the legal and social context surrounding sexual assault/sexual violence (i.e., reauthorization of the Violence Against Women Act or VAWA, and California's "yes means yes" legislation), diversity, compliance, and risk have caused me to reflect upon our institutional organization and leadership. Of course, any structure must put foremost the safety of our students, staff, and faculty, at the same time that we strive to become a national model.

I am pleased to announce an administrative reorganization designed to help UCR achieve these goals, by providing robust support and resources for our entire campus community. The changes described below – effective April 1 – will result in increased effectiveness in leading and managing these important issues.

Sexual Assault/Sexual Violence – Consistent with recommendations made by President Napolitano's task force on sexual assault and sexual violence, the extremely important position of sexual assault/sexual violence (CARE) Advocate will report directly to the Provost. This position will continue to provide crisis intervention to survivors of sexual assault/sexual violence and help them access other campus resources such as counseling, emergency housing, and academic accommodations. The CARE Advocate will help survivors understand their reporting options and support them throughout what can be an intimidating process.

Diversity – UCR's Chief Diversity Officer, reporting directly to the Chancellor, will refocus on the strategic aspects of this important function, including advocacy, continuing to develop a national leadership profile for UCR, leading diversity institutional change initiatives, conducting strategic institutional research, and reviewing and recommending policies. To accommodate this change, the administrative functions previously reporting to this position are being reassigned elsewhere.

Affirmative Action – This office will now report to the Vice Chancellor of Business and Administrative Services, through the Associate Vice Chancellor of Human Resources, thus leveraging opportunities with both Employee Relations and Labor Relations. The office will have a dotted-line relationship to the Vice Provost for Academic Personnel for faculty-related affirmative action, and to UCR's Chief Diversity Officer for academic content for diversity education.

Compliance – As indicated on the attached organizational chart, I am moving the responsibilities of Chief Compliance Officer (CCO) from the Vice Chancellor for Planning and Budget to a position focused solely on these matters, consistent with best practices both within UC and nationally. This position will be responsible for compliance assurance, audit, Title IX, the Locally Designated Official function (whistleblower and whistleblower retaliation complaints), and a new unit devoted to fact finding/investigations, which will bring together positions and activities now being carried out in multiple units across campus. Compliance functions that are part of other units (Student Affairs, Research, School of Medicine, Athletics, Computing & Communications, etc.) will have dotted-line relationships to the CCO.

Enterprise Risk Management – Reporting to the Vice Chancellor of Business and Administrative Services, this function will help the campus community plan for, mitigate, respond to, and recover from all manner of potential disruptions and risk, to include, but not be limited to: emergencies, operational failures, reputational compromises, and financial improprieties.

With these changes, UCR should be more responsive to issues that arise, in a timely manner and consistent with the organizational excellence to which we strive.

Attachment