



**Managers/Supervisors: Please share this email with DFA campus temporary and contract employees. For those who do not have regular access to emails/laptops/PCs, please print and share this email accordingly.*

Dear DFA employees,

I am writing to inform you about the recommendations from the DFA organizational assessment and the subsequent decisions I have made, which will result in changes across various areas within DFA.

While I have already communicated these changes to DFA cabinet on May 31 and DFA's Senior Leadership Group (SLG) on June 6, I wanted to ensure that everyone receives a consistent message and to request your support as we define and implement these changes over the next few months.

The objective behind these changes is to enhance efficiency, leverage synergies, optimize reporting structures, and align with ongoing budgetary commitments. As you may recall, this assessment process began late last year, starting with my immediate office, in collaboration with Campus HR. Additionally, a project team consisting of Grace Crvarich, David Ott, Venee Raduziner, and an external consultant conducted a functional review across DFA, providing initial input on organizational alignment and process improvements to explore further. Although neither team made explicit personnel recommendations, I have made decisions regarding certain roles and functional realignments, which will take effect on July 1 unless otherwise specified.

Please find below an overview of the upcoming changes:

- Facilities Management (FM) and Environmental Health & Safety (EHS) will report to Associate Vice Chancellor Rick Coulon.
 - The position of associate vice chancellor of Environmental & Facilities Services, currently held by Allen Shiroma, will not be filled following his retirement.
 - A competitive recruitment for the position of assistant vice chancellor of Facilities Management, currently held by Matt Gudorf as interim, is planned for the long-term appointment.
- Design & Construction Services (D&CS) will transition to report directly to me instead of Rick Coulon. Additionally, in alignment with Brian Pratt's role as Designated Campus Building Official, Facilities Management's Inspection team (under Mike Widgery) will move to D&CS and report to John Scharf, director of construction.
 - While consolidating these two groups with the construction inspectors in D&CS leverages synergies, we are also reviewing how to best incorporate inspection services of the Fire & Life Safety team within EHS (under Joe Rizkallah), and the next steps include fine tuning the detailed design, the long-term reporting structure, and the operating practices.
- UCPath (under Georgana Thompson Simonowitz) will move from reporting to Grace Crvarich to reporting to Barry Oh, assistance vice chancellor of Accounting & Fiscal Services. This move capitalizes on the synergies of the campus payroll function.
- Procurement Services (under Snehal Bhatt) will transition from reporting to Barry Oh to reporting to Rick Coulon.
- DFA Support Services functions will be reassigned and David Ott's position of assistant vice chancellor will be eliminated effective August 31.
 - Transportation & Distribution Services (under Ron Fleming), Risk Services (under Christopher Richmond), and Emergency Management (under Randy Styner) will transition to Rick Coulon's portfolio.
 - DFA HR (under Venee Raduziner) will report directly to me.
- DFA Budget & Finance (under Genevieve Yulo) and DFA Business Services (under Colleen Beaton) will merge to form a new unit named DFA Business Office. This team will report to Grace Crvarich on an interim basis while she assesses the most effective implementation strategy for this office.
- The home loan coordinator position, held by Jessica Alvarez, will move from Grace's supervision and report to Real Estate Services (under Dan Isenberg).
- I have made the difficult decision to eliminate positions in my immediate office, including the chief of staff position held by Mary Clark and the DFA budget manager position held by Jerry Garcia, effective June 30. Additionally, I have decided to eliminate the position of Aldrich Hall's building facility manager, currently held by Anne Krieghoff, effective July 31.
 - Stephanie Tenney, as well as Shaina Sims and her Strategy and Communications team will report to Grace Crvarich.
 - Administrative assistants in my office, Stephanie Damian and Patti Cooper, will report directly to my executive assistant, Corinna Corpuz. Patti will continue supporting Katherine Gallardo, assistant vice chancellor of the Budget Office.

I understand that changes can be challenging, and it is unfortunate that it also means some of our valued colleagues will be departing. While these reporting changes align with our goals, each decision was made after careful consideration. I want to assure you that I am committed to providing support throughout this process.

Although many of these changes will take place at the end of this fiscal year, the complete transition

may require additional time. The administrative actions such as changes to various reporting, budget, and financial structures in our systems are being promptly coordinated. However, the detailed design process will take time for any further need to fine-tune the most efficient and practical reporting lines, process flows, operating practices, as well as any system integrations or enhancements.

During this time, I kindly request your support and understanding. For those directly impacted by the changes within your groups, I urge you to collaborate closely with your current and new leaders to ensure the smooth transition of critical activities while maintaining operational continuity. For those not directly affected, I encourage you to offer assistance, suggestions, and patience to your colleagues across DFA while we navigate through this transition.

Should you have any questions or need clarification, please reach out to your respective DFA cabinet member. Alternatively, you can email DFAOrgAssess@uci.edu with any inquiries or additional input.

Thank you for your dedication and commitment during this period of change. I will continue to provide further updates as necessary.

Sincerely,

Mary Lou D. Ortiz
Chief Financial Officer
Vice Chancellor, Finance and Administration

UCI Division of Finance and Administration | With U • For U

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