

Administrative Function Overview
UNM's Main Campus and Health Sciences Center Consolidation/Alignment

BOARD OF REGENTS – F&F
August 1, 2016

Functional Consolidation Assessment

Included below is the status of the primary functional areas under review for possible consolidation or alignment, as announced at the June 7, 2016 Board of Regent's Meeting.

- HSC Legal Counsel has recently transitioned to Main Campus where it is being managed under the direction of Elsa Cole, University Counsel. [Complete]
- Main Campus and HSC Compliance functions review is currently underway and is being led by Amy Wohlert, Chief of Staff. [Underway]
- A university-wide review of Information Technology departments is being conducted in an effort to centralize enterprise services to a single provider. This review is being conducted by external consultant, TIG (Technology Integration Group). An additional review may be needed to identify further consolidation opportunities between Main Campus and HSC. [Underway with an expected completion date of September 2016]

Aon Hewitt Review of Senior Positions in Communications/Marketing, Finance, and Strategic Support

June - August

- ✓ Kick-off meeting with Aon was held and positions identified for 1-on-1 meetings were invited to an initial informational session regarding the review process and what to expect in their 1-on-1.
- ✓ Organizational charts were provided by the employee. The charts were then validated against Banner system information and supervisor listed on most recent performance evaluation.
- ✓ Aon consultants had twenty-two (22) senior level 1-on-1 meetings across Main Campus and HSC. These meetings were 1-1.5 hour long and comments were summarized by an Aon representative.
- ✓ Role profile documents were then sent to these individuals to provide supplemental interview information related to their scope and responsibilities.
- ✓ Information from the 1-on-1 meetings and the role profile were compiled into a single report. This information was then compared to goals/achievements from prior performance evaluations.
- ✓ Communication/Marketing and Finance positions were also asked to complete a Span Analysis form to assist in identifying middle managers with limited spans of control.
- ✓ When needed, a final set of questions was sent to each employee to gather additional information to provide clarity or to fill in gaps for all information already collected.
- ✓ Aon to develop options for reorganization, coordination, and consolidation. This effort will result in a review and recommendation for revised org structures, titles and salaries to ensure a consistent level of pay between Main Campus and HSC based on scope and responsibilities. Recommendations will be business driven and focus on functions not individuals.

September

- ✓ Aon to provide options to President Frank for consideration
- ✓ Present final recommendations to Executive Vice Presidents
- ✓ Notify employees

October

- ✓ Aon to present recommendation to Finance & Facilities and Board of Regents
- ✓ Begin implementation of recommendations