



Division of Finance and Administration

*A message from Chief Financial Officer & Vice Chancellor
Mary Lou D. Ortiz*



**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 colleagues,

In my first six months at UCI, I have learned about the breadth of services and support our division provides to over 50,000 students, faculty, and staff as well as numerous campus visitors. I continue to be impressed with how our division supports the advancement of UCI's strategies and goals. I appreciate your efforts to onboard me into the organization, and I value the information you have shared with me about your operations, your accomplishments, and your challenges.

DFA is a large organization, and I am still assessing our division to ensure strategic alignment within our division as well as to UCI. Because significant changes in DFA have occurred over the past several years, I am embarking on a formal organizational assessment of our division which will systematically review DFA processes, structure, and staffing levels with the goals of optimizing talent, operations, service delivery, and financial resources to meet campus needs.

The goals of the organizational assessment include the following:

- Increase effectiveness and efficiencies and leverage synergies
- Reduce or eliminate redundancies
- Create optimal reporting structures
- Identify critical skills and competencies to meet business needs
- Support immediate and ongoing budgetary targets

I have asked Grace Crvarich, assistant vice chancellor, Program Development and Execution; David Ott, assistant vice chancellor, DFA Support Services; and Venee Raduziner, director and senior HR business partner, DFA Human Resources, to lead this project. They will partner with colleagues from UCI HR, as well as with an external consultant to perform a functional review versus a department-by-department review. Over the next few months, your department may receive requests to meet with the consultants or the project team to obtain input. This may include your participation in focus groups and potential requests for information such as existing process maps, data, metrics, etc.

Thank you for your support as we work towards our organizational assessment goals. We will provide updates as we have information to share. In the meantime,

please reach out to a member of the project team ([Grace](#), [David](#), or [Venee](#)) with questions.

Thank you,

Mary Lou D. Ortiz

Chief Financial Officer & Vice Chancellor
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