



University of California
San Francisco

University Relations

3333 California Street
Suite 103, Box 0462
San Francisco, CA 94143-0462

tel: 415.476.2557
fax: 415.476.3541

www.ucsf.edu

Public Affairs

Digital Communications

Brand Communications

Community & Government Relations

MEDIA STATEMENT: UCSF IT Operations

November 2016

UCSF has entered into contracts with outside vendors for specified IT services, a move that will save the university more than \$30 million over five years and allow it to meet sharply increased demands for IT capacity and strength, while improving cyber security. The vast majority of UCSF's IT services will remain in house, enabling our IT professionals to focus on university business operations as well as the mission critical areas of research, patient care and education.

The contract will result in the loss of 49 IT career positions, or 8 percent of UCSF's centralized work force. Another 48 jobs that are either currently vacant or filled by contractors also will be eliminated. UCSF's total workforce is 24,100.

UCSF has only this morning received a copy of a complaint filed with the state Department of Fair Employment and Housing (DFEH) on behalf of eight employees who have received Notices of Intent regarding the planned termination of their positions and one other employee who voluntarily resigned from UCSF in August 2016. UCSF is still reviewing the DFEH complaint, but we have already noted that there are a number of misstatements of fact in the complaint that need to be corrected.

- UCSF has followed all applicable laws and UC policy in determining to restructure a small portion of its IT services/operations.
- Forty-nine employees have been notified about an intended restructuring that will affect their jobs. In accordance with UC policy they have been notified. However, they are still working at UCSF, and will be through February.
- UCSF has no plans to use the H-1B visa program to bring in foreign IT professionals to work as UCSF employees.

UCSF is working with other campuses across the UC system to identify alternative IT positions for the affected employees within the system. A job fair for these 49 employees was held yesterday involving employment recruiters from five UC campuses – UC Berkeley, Davis, Irvine, LA and Merced - as well as the UC Office of the President. Of those six sites plus UCSF, more than 100 IT positions have already been identified as open and available. UC Berkeley, UC Davis and the Office of the President are in the San Francisco Bay Area.

Background:

UCSF entered into the agreements with three outside vendors – HCL Technologies, FireEye, and Dell, Inc. – after undertaking a comprehensive review of the university's information technology services. The clinical component of the university, UCSF Health, which is self-supporting and receives no state funds, functions in a highly competitive fiscal environment.



UCSF IT staff will remain focused on areas that will help improve business operational efficiencies and support the new technology needs of our core mission of discovery, teaching and patient care. This includes a wide and complex array of technologies such as data management and analytics, electronic health records and high performance computing capabilities.

All impacted UCSF career employees have received six-months advance notice of intention to terminate which is beyond the usual notice requirements under applicable policies. Per UC policy, they are eligible for job placement assistance including assistance in finding other roles from across the UC system. If they do not find alternative employment within the UC system, they may also be eligible for severance to assist in their transition.

UCSF embarked on a comprehensive review of its IT services in response to steadily increasing demand for IT support from the university's clinical and research enterprises. This demand is being driven by the electronic medical record and increased digital connectivity at the clinical enterprise, and the increased use of data in research. The university also wanted to explore ways to strengthen cyber security and enhance IT quality and consistency.

Providing the highest quality care and the highest caliber research are among UCSF's top priorities and these missions must be carried out in a cost-competitive environment.

Given the fiscal challenges facing academic medicine, and the ability of outside vendors to provide high-quality IT services, UCSF's review concluded that it was more economical and secure to partner with specialized vendors on those aspects of information technology that do not require close interaction with research, patient care or education. This is in line with what other academic medical centers are doing.

####