

UCIP Organisation Restructure 2014

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Executive Summary

Following a revision of the UCIP hierarchy and structure, it was determined that a slight adjustment to the structure was required to suit UCIP's ongoing management needs. This will be a follow on from the 2013 restructure under FAdm. Davis.

Critical revisions have been necessary following operational difficulties discovered within the current framework. This proposal will attempt to correct the issues highlighted in this review.

Operational Restructure

Under our current system of management, we have added an additional tier of authority and oversight that in today's UCIP, is surplus to requirements. The need for a 'stand alone' position of Head of Organisation is redundant, as the occupant mostly spends their time with little or no work

whatsoever. With the function of SIM oversight delegated to the Starfleet CinC, and given that this is a SIM organisation, the Starfleet CinC actually has more authority and functionality than that of the President.

To that end, the following is proposed as a method of fixing the issues highlighted.

1. That the Office of the President of UCIP assumes the powers, responsibilities and authority of the Starfleet Commander in Chief.
2. That the office of the Starfleet Commander in Chief be abolished.
3. That the Office of the President of UCIP assumes the dual mantle of Head of Organisation and SIM Manager.
4. That the Office of the President of UCIP reverts to the title of Commander in Chief (CinC).

Divisional Restructure

Following on from the operational restructure, a new paradigm is required for the divisions of UCIP. The following will occur as a result of the Operational Restructure outlined above:

UCIP OOC

The office of Executive Director will be abolished, and in its place, the position of Chief of Staff will be created. The Chief of Staff (CoS) shall be responsible for all the OOC Departments within UCIP, and report directly to the Commander in Chief.

The following departments would be reporting to the CoS:

- UCIP Academy
- UCIP Marketing
- UCIP Member Services
- ITS Department

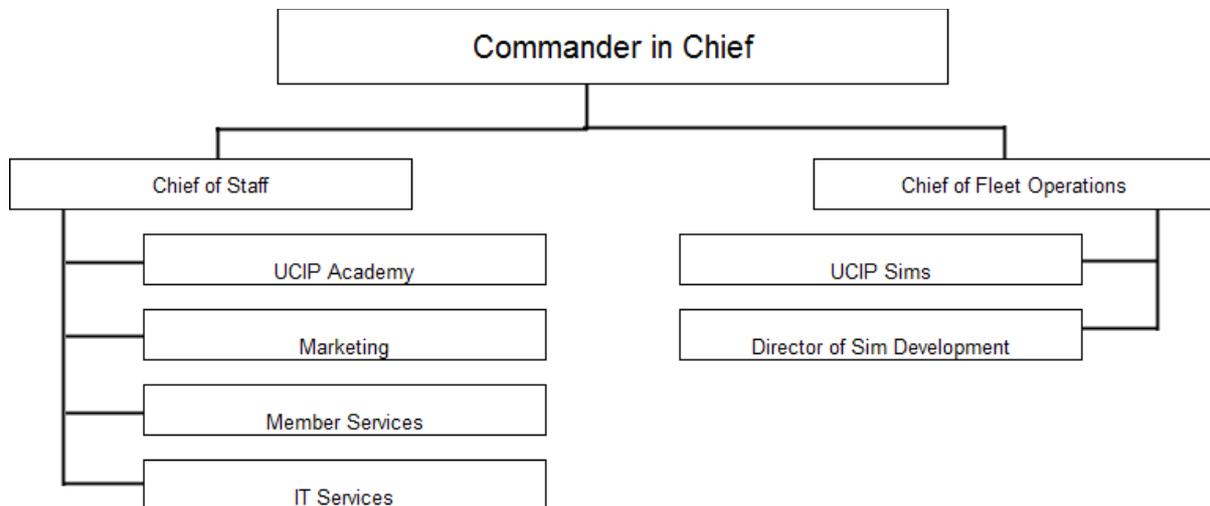
UCIP IC & SIMS

The office of Starfleet Commander in Chief has been assumed by the new position of Commander in Chief, resulting in the direct oversight of UCIP IC and SIMS by the newly created Office of the Commander in Chief. As a result of this, the Commander in Chief would be responsible for the management of UCIP SIMS and the IC universe.

In able to better facilitate this role, the position of Deputy Starfleet CinC will revert to its previous title of Chief of Fleet Operations (CFO), and act as the UCIP IC deputy and SIM supervisor supporting the CinC. Whilst not holding the title of DivCom in their own right, they will be operating and acting under the authority of the Commander in Chief in relation to all UCIP IC universe affairs and direct SIM management. The CFO will report directly to the CinC.

Following on from discussions related to operational management, the SIM Development Department will be moved to the UCIP IC Division, and will report to the Chief of Fleet Operations.

Organisation Flow Chart



Hierarchy, Elections & Appointments

Under the proposed scheme, there will be no designated 'Deputy CinC'. Instead, both the COS and the CFO will hold equal standing within the organisation as 'Executive Officers of UCIP'. In the event that the CinC is absent, LOA, incapacitated or otherwise unable to execute their office – both officers will need to agree on the course of action.

Office of Commander in Chief of UCIP

Any member who has been in UCIP for over one year, who has previous command experience, and is of good standing within the group, can put themselves in for consideration for the position of Commander in Chief.

If successfully appointed, the occupant will hold the office of CinC for no longer than 1 year, after which point they can submit for reconfirmation for a further 1 year term, or step down. If reconfirmed, they can hold their office for the further 1 year, but cannot be reconfirmed again. There will then be a mandatory two term cooling off period before the previous office holder can be considered for CinC again.

The process begins with a call for applications. This will be done one month prior to the end of the incumbent's term in office – should the CinC not be applicable for reconfirmation. The term begins 1 June of that cycle, so nominations will begin no later than 1 May.

The applications are screened by a returning officer. This member is appointed by the Chief of Staff & Chief of Fleet Operations and is a member of good standing within the community. Of the applicants submitted, the returning officer will filter out any who do not meet the requirements and then process them to be presented to the members.

The Returning Officer will submit the candidates to the members for an AYE or NAY vote. The voting will take place over a closed email list that only the returning officer has access to. This voting period cannot exceed 48 hours from start to conclusion. If votes are not submitted in that time-frame, then they are discounted.

A majority vote is required to confirm a candidate for the position of CinC. In the event of only one applicant for the office, a majority vote is still required, and in the event of a rejection – applications will have to be called again.

Should a CinC need to be removed from office for misconduct or other approved measures, a vote will be cast against the members of UCIP in accordance with Article 5 Section 6 and Article 6 Section 2 of the UCIP Constitution. This shall be known as a Vote of No Confidence and in the event of the CinC being impeached, the previous method of selection will come into effect.

Should a CinC resign or in any other way vacate the office, the appointed CFO and COS will manage UCIP's day-to-day functions with respects to their divisions until a successor is appointed via the approved selection method detailed above. Under this new provision – there will be no 'heir apparent' to the Office of the Commander in Chief.

The Commander in Chief shall be the highest authority in the organisation for all disputes and decisions. Constitutionally, this person shall have the authority to:

- Appoint all staff vacancies
- Hire/Fire all staff & SIM Leaders
- Approve/Create new SIMs for UCIP
- Promote/Demote SIMs to/from Full Status/Development
- Promote/Demote any officer of UCIP to any rank OOC (IC must be done in accordance with established IC events/regulations)
- Award & Present any award in UCIP to any member
- Supervise day-to-day operations of UCIP
- Be the visual representative of UCIP to the rest of the internet

- Be the spokesperson for UCIP at special events

Chief of Staff/Chief of Fleet Operations

The positions of COS and CFO are designated as “Executive Officers of UCIP”, and as such, deputise for the Commander in Chief on specific areas of UCIP operations, as outlined previously. Neither position holds precedence over the other, and both are considered of equal stature within UCIP – acting as they are as representatives of the office of the Commander in Chief, and as such, speak with the authority of the Commander in Chief in all matters.

The CFO and COS are appointed directly by the Commander in Chief, and hold their office for the duration of the CinC’s term. Should it be necessary, the CinC can opt to remove an office holder at any time should they so wish to do so. Should an office become vacant through resignation or other means, the CinC will appoint a replacement. In the event of LOAs or other absences of prolonged periods, the CinC has the discretion to appoint an acting officer to hold the position until the incumbent returns.

The CFO and COS do not directly have the power to hire/fire the staff they supervise, but rather will recommend to the Commander in Chief the appropriate course of action. They do however have powers of promotion, demotion, awarding and reprimanding – in their own right.

The CFO, COS and CinC will form the Office of the Commander in Chief, and act as a single body of authority for the management of UCIP.