

# CUCSA 2015

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Chair	Chair-Elect	Secretary	Incoming	Incoming
UC Davis	UC Santa Barbara	UC Riverside	Chair-Elect	Secretary
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# Today's Update

- Early Career staff retention and advancement
- Onboarding staff
- Staff participation in System-wide committees
- System-wide Software procurement
- Educational Benefits for staff
- 2015 Staff Engagement survey
- CUCSA awards



# Early Career Staff

- Why, who will lead UC staff in 10 years?
- Who, Staff under 30
- How
  - Career management, and training
  - Better supervisors, better use of existing policy for flexible schedules. Support from Senior Leadership.
  - Leaving to attend school
  - Better onboarding. Engaging staff early, leads to better outcomes for both the staff member as well as UC.

# Onboarding

- Why, Studies show that a robust onboarding greatly improves the success rate of hiring and retaining staff and improving staff engagement and productivity.
- How:
  - Senior leadership commitment to onboarding
  - Responsibilities are shared amongst stakeholders
  - The process focuses on sustained employment
  - A database of best practices
  - Involve Staff Assembly to provide a broader perspective

# Systemwide Committees

- Why, one of the keys to success is UC's tradition of inclusion of all community members in the decision making process.
- How:
  - A model that leverages the strengths of CUCSA and Staff Assemblies' infrastructure and capacity
  - The creation of a webpage to provide information to prospective staff and for administrators
  - Requests for staff participation flow through CUCSA leadership out to local Staff Assemblies



# Software Acquisition

Why, understanding system-wide software acquisition will facilitate cost savings at all technology levels.

How:

Suggest the creation of a small group tasked with initiating, testing, and developing horizontal, cross-campus IT-sourcing related communications.

To further this initiative, CUCSA will invite presentations at future quarterly meetings from system-wide procurement and IT leadership to discuss progress on IT strategic sourcing organization and strategy.

# Educational Benefits

Why, it is the desire of CUCSA to continue to advocate for educational benefits for all UC faculty and staff.

How:

By examining existing educational benefits, CUCSA developed the following recommendations:

- The benefit information be included in onboarding packets provided to staff and be highlighted on HR websites.
- That a single form be developed that could be used by all campuses.
- Expanding the benefit so that UC staff could use the benefit at any UC campus regardless of their home campus.
- Policy should equal the campuses practice.

# 2015 Staff Engagement Survey

- Analysis of the results is just beginning
- 46.4% response rate
- Early comparisons
  - Positive image of UC
  - Improved supervisor communication
  - Performance Management
  - Organizational Change
- More updates once CUCSA, UCOP, and the campuses have reviewed all of the data.





# CUCSA Awards

- Senior Leader award: 2015. Chancellor Linda Katehi
- NEW:CUCSA Kevin McCauley Memorial Outstanding Staff Award. The inaugural winner was Kevin McCauley awarded posthumously.



# Ongoing Discussion

- ANR creating a staff assembly and participating in CUCSA

## Questions???