

Campus Update September 2015

Wisdom Café

[WisdomCafé](#), a new learning website for Berkeley staff, opened July 1. The site includes both content from internal and external experts on professional career development topics and community generated content to support peer-to-peer learning and collaboration in a variety of formats (e.g., blog posts, articles, videos, presentations, quick polls, fun facts, shared stories).

Governing Council Elections

The elections for the BSA Governing Council (GC) were held in May to fill nine open seats. Staff voted to elect eight new members to serve a three-year term and to re-elect an existing Governing Council member to a second term. The GC's first meeting of the year will be held on August 27.

The election for the BSA Executive Board was also held in May. Three positions, in addition to the 1st Year CUCSA Delegate, were on the ballot: Chair, Chair-Elect, and Secretary. The Governing Council voted to elect Camille Fernandez (Chair), Elizabeth Geno (Chair-Elect), and Nina Lewallen Hufford and Joanne Straley (Co-Secretaries). The Treasurer position is currently vacant.

Continuation of Sponsored Tuition Program

The Sponsored Tuition Program was extended for FY 2015-2016. The program, which started in January 2012, provides free tuition to eligible staff for select courses through University Extension. Funding is available this year to pay for one course. Staff are responsible for books and other fees.

Staff Retirement Data

According to a new dashboard created by UC Berkeley's Cal Answer's team, 65% of Berkeley career and contract staff were eligible to retire as of April 30, 2015. The new dashboard uses HR system data that will be extracted twice a year (April 30 and October 31). The data is broken down into three categories: ineligible to retire, eligible with a lower likelihood of retirement, and eligible with a higher likelihood of retirement. Organizations can filter the data to use to develop workforce strategy and succession planning.

Simplified Performance Review Process

The review process for non-represented staff was changed by central Human Resources to address feedback received from managers and supervisors. There is now one single page template for Supervisors, Managers and Professional staff focusing on performance goals and requires only an overall rating. The previous template for Professional staff, for example, was eight pages and required rating each goal/key responsibility as well as several job success factors. In addition, the review cycle was standardized to align with the review cycles for many of the campus' represented staff (July 1 – June 30).