

UC DAVIS

STAFF ASSEMBLY

Campus Update June 2015

Campus-wide Communications Focus Groups

Staff Assembly's Committee on Campus-wide Communications held five focus groups at the Sacramento and Davis campuses. The purpose of the focus groups is to start a dialogue with staff and generate recommendations that the Chancellor and other campus administrators can consider to improve communications at UC Davis. Fifty staff members were selected to participate to share their thoughts and opinions in small groups facilitated by independent, third-party facilitators. Funding for the focus groups was secured by Staff Assembly from Chancellor Katehi. The work of Staff Assembly's Campus-wide Communications Committee stemmed from the 2012 CUCSA Staff Engagement Survey that identified issues regarding how "top down" and "bottom up" communications are handled across campus. More information on the survey and the committee, as well as the final report on the focus group findings, can be found at http://staff.ucdavis.edu/news/communications_focus_groups.html.

Thank Goodness for Staff (TGFS)

This year's TGFS festivities were a success. The biggest changes for the program this year were the caterer and the addition of several entertainment options for the staff. This year we chose to serve a Tex-Mex lunch and ice cream scooped on site and waffle cone garnish also made on-site. There was a lot of fun to be had at this year's picnic - from caricature artists to Zorb (human hamster ball) racing, and chair massages to roving magicians. We had a team of staff volunteers who worked tirelessly to produce a stellar event. In total we sold more than 6,300 tickets (compared to 5,900 last year). Our vendor show, which is a source of revenue for our staff and staff dependent scholarships, had 38 off campus vendors (each paying a minimum of \$500) and 30 on campus vendors (each paying \$50).



This year, Staff Assembly worked hard to plan a smaller, more intimate event for our swing shift workers. The swing and graveyard shift workers are often left out of the annual TGFS celebrations which take place in the middle of the work day. Staff Assembly partnered with the CFO and the AVC of Facilities to fund this pilot celebration. Our efforts did not go unnoticed. Several staff members commented on how much they felt appreciated and recognized, further sharing that it was the first time they had event met a CFO/Vice Chancellor and how special that made them feel. The event was a great success not only from the vantage point of the attendees but also in the eyes of Staff Assembly and the CFO. This event was the first of what will surely become an annual TGFS offering.

Staff Forum for Envisioning the University of the 21st Century

At the request of the Staff Assembly, the Staff Assembly chair co-facilitated the staff *Summit on the University of the 21st Century*. It was an opportunity for staff to participate in a discussion organized specifically for staff members, to share their vision and hopes for the course UC Davis takes over the next 40 years. Similar forums were held for faculty, students and members of our Sacramento campus. A Sacramento regional forum is still being planned, as is a City of Davis forum. More information on this committee can be found at http://chancellor.ucdavis.edu/initiatives/21st_Century/index.html.

UC Davis Staff Scholarships and Staff Dependent Scholarships

The UC Davis Staff Scholarship is for career staff members that will be enrolled in school to seek a certificate, associate, bachelors or graduate degree from a college, university or professional school. The UC Davis Staff Dependent Scholarship Program is for dependents of UC Davis staff who will be attending UC Davis as an undergraduate in the fall. Due to the success of our fundraising efforts this year, we were able to award \$23,875 in scholarship dollars from endowments, and UCDHS-SA and UCD-SA fundraising efforts. A total of 11 staff scholarships (totaling \$15,875) and five staff dependent scholarships (totaling \$8,000) will be awarded at a ceremony that will take place on June 8th.

Citations for Excellence

Citations for Excellence recognize staff employees and employee teams who have shown outstanding achievement in general contributions, campus service, or supervision. We were successful in once again securing \$15,000 in funding for this program from the Chancellor and Provost Office. We awarded nine individual and 2 team citations in various categories. The awards ceremony will be in conjunction with the scholarship awards.

Interdepartmental Brewing Competition

In an effort to bring together UC Davis employees and to help build new bridges between departments, [Charlie Bamforth](#), Professor of Brewing Science, and Hampton Sublett, Administrative Reorganization and Transformation, volunteered their time to organize the inaugural UC Davis Interdepartmental Employee Brewing Competition. They set forth some basic rules and spread the word, and let teams self-organize and brew their beers offsite, within specific style guidelines (i.e., West Coast IPA or Brown Ale). Approximately 150 employees, from 24 different teams and over 50 campus departments, attended to mingle and sample the various brews. The event was a true mixer, drawing technologists and business people, academics and administrators; all vying for the title of best-in-class and all-important bragging rights. However, more importantly, the event helped create connections among staff summed up best by participant Brian Donnelly with Application Development & Data Administration, "I've met several people tonight that I've been exchanging emails with for years, but have never met in person; this has been great."

Bylaws Updated and Approved

Staff Assembly's Executive Committee proposed several changes to its bylaws (e.g., changes to the Executive Committee, and conflict resolution and committee attendance policies), in the interest of improving the overall management of the Staff Assembly. Summary of proposed bylaws changes:

- **Changes to the Executive Committee**
 - Removing the 2 at-large positions and replacing them with a Finance Chair and an Events Chair.
 - Instituting a Chair Elect position for the purposes of succession planning. Currently, our Vice Chair does not automatically succeed the Chair, which does not conform to the practices of any other Staff Assembly in the UC system, nor does it allow us to effectively train the incoming Chair for the duties with which they will be charged.
- **Conflict resolution**
 - In order to fairly resolve any potential conflicts among members of the Executive Committee, and at the request of the Council of UC Staff Assemblies, we have proposed some language and procedures related to conflict resolution.
 - We have proposed some language outlining the procedures the Executive Committee would follow if they felt it was in the best interest of Staff Assembly to remove one of its members.
- **Committee attendance**
 - We have proposed some language outlining expectations for committee attendance with respect to excused and unexcused absences.

The updated bylaws can be reviewed at http://staff.ucdavis.edu/staff_assembly_bylaws/index.html