

**UCOP Campus Update  
May 2017**

**Improved Performance Management Training and Review Process**

UCOP's Local HR rolled out extensive training to both managers and supervisors for this year's annual review process, as well as improved the clarity of the benchmarks for the rating of staff performance and competencies, made clearer and more specific guidance around goal setting, and established a process to increase consistency in applying performance ratings across departments and divisions.

**Take Your Kids to Work Day**

This year's event on April 27<sup>th</sup> was co-sponsored by OP Staff Assembly and the Chief Operations Office and was a great success with hundreds of children participating. Children accompanied their parents to work that day to engage in a variety of entertaining and educational activities ranging from building websites to participating in nutritional cooking activities to learning about the UC admissions process. By popular demand, our local Chief Building Engineer Matthew Leet took the kids on tours of the Franklin building to see how complex building systems really works. In addition, UC Path employees participated, reflecting an increased effort to include UCOP employees based in other locations.

**UCOP Audit**

A lot of attention and effort has been expended over the past year in connection with the recent UCOP audit. In addition to regular Link stories and other communications, UCOP has created a new website to provide staff, the broader UC community and the public a way to track our progress towards implementing all 33 of the recommendations outlined in the recent state audit.

On May 11, President Napolitano held a town hall meeting for UCOP staff at the Franklin building. Including those connecting remotely via Zoom video conferencing or dial-in, the event was attended by over 850 staff members. After delivering some brief prepared remarks, Napolitano spent most of the meeting answering questions from attendees in the room as well as from staff who had emailed theirs prior to the event.

Additionally, a taskforce convened by President Napolitano and chaired by COO Rachael Nava has organized the audit recommendations into 10 work streams, and it is already hard at work mapping out their implementation. UCOP staff can find a roster of task force members on the website, along with a detailed chart of milestones for each recommendation.

**Office of the President**

After a lengthy and detailed study of how to reduce facility costs and improve operational efficiency, UCOP has signed a lease for office space in a building to be constructed at 1100 Broadway (currently the vacant lot adjacent to our Franklin building in downtown Oakland). The consolidation of all UCOP staff into Franklin Street and the adjacent new building will not only allow UCOP to save in our Oakland-based real estate related

costs, but may also have additional benefits that will grow from closer proximity and collaboration. Construction is expected to begin by the end of the year, with completion by the end of 2019.

### **Staff Engagement Survey Participation**

UC Staff Engagement Survey kicked off on Monday, May 15<sup>th</sup>. This is the third system-wide survey, and UCOP's Staff Assembly, Internal Communications, and Affinity Groups have made a concerted and coordinated effort to raise awareness and encourage participation among those who receive the pulse survey. The results of these surveys have been critical in elevating staff voices on important issues, and the Staff Assembly is preparing to facilitate discussions and work on developing strategies based on findings from this year's survey, when they become available.

### **Staff Assembly Facilitates Conversation on Workplace and HR Issues**

April's OP Staff Assembly (OPSA) meeting featured special guest speaker Nancy Pluzdrak, executive director of local human resources for UCOP, who gamely addressed many topics of most concern to UCOP staff. The meeting was done with video-livestreaming, to better include employees in other locations or who could not participate.

### **Downtown Oakland Activities**

UCOP staff working in downtown Oakland will have the opportunity to enjoy a more vibrant neighborhood this Summer with activities beginning with the June 14 kick-off of the lunchtime series "Off the Grid – Downtown Oakland at The Lot." Taking place Mondays, Wednesdays and Fridays from 11 a.m. to 2 p.m., this ongoing event will feature the Bay Area's best food trucks, comfortable seating and live music. Additional city-sponsored events on The Lot are likely to take place only after business hours or on weekends.

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