

**UCOP Campus Update  
December 2016**

**Performance Review & Merit Pay Implementation Continues**

OP formally launched its new performance appraisal process in October with a memo to all staff from Rachel Nava, COO. The communication stated that implementation this fiscal year would consist of more frequent goal setting and review activities, together with year-round access to eAppraisal (Halogen). Supervisory and management training has begun, and staff training is scheduled for December, 2016. Performance appraisal reviews will begin in February, 2017.

**Diversity and Engagement**

OP has created a new position for diversity and engagement: Program Manager, Culture, Engagement and Diversity, and appointed Joanna Trammell to fill the position. She reports directly to OP's Executive Director of Operations, Thera Kalmijn, and is engaged with numerous organizations and programs. More information can be found [here](#). OPSA representatives meet regularly with Joanna and with various affinity group leaders.

**HR and UC Health Meeting on Wellness Support**

OP Staff Assembly Steering Committee members participated in a wide-ranging discussion of issues surrounding OP employee wellness. OP's wellness program was cancelled, and a wellness coordinator position is not funded at present. The WorkFit classes are space constrained and schedule impacted. A questionnaire will be developed and circulated in January to get a better read on staff needs.

**Improving Building Services Communication with Staff**

OP Staff Assembly Steering Committee members met with Building Services to discuss means of improving communications with staff. Contentious issues include booking of department conference rooms and hoteling spaces, as well as mundane activities such as ensuring refrigerators are cleaned periodically. With chronic space shortages in Oakland, greater efforts are required to ensure that all space is used equitably and with regards to the needs of others.

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