



**UCSF Staff Assembly  
Campus Update  
May 2015**

**News:**

- **Staff Assembly sponsors lunch with new Executive Vice Chancellor and Provost.**
- **Diversity and inclusion take center stage.**
- **Staff engagement gets surveyed and surveyed, again.**
- **Chancellor Awards for Exceptional Staff—service and management categories.**

**Executive Vice Chancellor and Provost applauds and listens to UCSF staff:**

On March 26 members of UCSF Staff Assembly met with our newly appointed Executive Vice Chancellor and Provost (EVCP) Dan Lowenstein, MD who expressed his deep gratitude to the staff for the work that we do, noting that it is “astounding how committed we are the mission of UCSF”, and then laid out his guiding principles, specifically for his office and generally for all UCSF staff:

- That we all work at exceptionally high standards, no matter what our job or role is. This is a personal decision we make every day when we come to work. Only internal motivation can make this happen.
- We are all committed to UCSF’s mission to relieve the suffering of humankind. We have a responsibility to relieve the misfortunes that occur due to poor health. No matter what your job is at UCSF, you play a role in this mission.
- The power of community means that we at UCSF appreciate what can be wrought by going beyond the scope of our jobs. We know what happens when there’s synergy and we want success for others, as well as ourselves.

Of particular relevance to staff, EVCP Lowenstein and the group talked about pressures associated with the Bay Area’s raising cost of living—long commutes and tough choices faced by staff in the face of rising costs. The group also discussed staff issues including: appreciation efforts such as educational compensation/coverage, professional development opportunities, management/supervisory training, diversity training, succession planning, healthcare as well as childcare coverage issues, software solutions, and job categories with related skills assessments. EVCP Lowenstein was enthusiastic about meeting with our group, plans to continue to engage with us, and requested that we circle back regarding our conversation. We look forward to have him return for another dialogue with UCSF staff.

**8th Annual Chancellor's Leadership Forum on Diversity and Inclusion convenes:**

On April 7 Chancellor Sam Hawgood, MBBS outline his vision for a more inclusive campus environment and Renee Navarro, MD, PharmD, vice chancellor of diversity and outreach, spoke about specific measures put in place by the University to help accomplish that goal at the 8th Annual Chancellor's Leadership Forum on Diversity and Inclusion.

Chancellor Hawgood acknowledged the UCSF unified goal of having a diverse inclusive campus has a priority that is essential to our success but also emphasized the work to be done in the threat of complacency as well as the need to strengthen diversity efforts by citing UCSF’s middle-of-the-road performance in the most recent climate survey in order to become a truly inclusive community. Vice Chancellor Navarro then spoke about how the pipeline for talent to grow and advance at UCSF actually resembles a funnel, where the percentage of underrepresented minorities, in particular, gets smaller as they try to progress from students (19.5 percent) to postdocs (10.1 percent) to faculty (six percent). She also described how the funnel effect also applies to staff, asserting that UCSF has a need for intentional, explicit staff development and sponsorship if it is to successfully pipeline trainees and staff into faculty and leadership positions.

**Survey Says!**

The system-wide CUUSA Engagement Survey of non-represented staff is complete and UCSF came out on top in regards to response rate almost doubling its campus rate from 2012 with a 2015 completion percentage of 56%. We are looking

forward to the results this summer. That said the entire UCSF staff—represented and non-represented, campus and medical center—will participate in the 4<sup>th</sup> annual UCSF Engagement Survey administered by Gallup from May 7 through May 29. Ambassadors chosen from non-supervisory staff have been trained and will organize and encourage completion by colleagues and peers at all levels in their respective departments. Results are presented to senior leadership first and then shared with the campus. Finally, departments are expected to review their individual results with staff then develop and implement action plans toward improving overall engagement. The challenge for UCSF will be marrying the results from both surveys in a meaningful, actionable way that does not overwhelm staff or dilute results.

**Exceptional staff are recognized and celebrated:**

Selection for the awardees for the Chancellor Awards for Exceptional University Service and Exceptional University Management, for which only staff is eligible, concluded in March. Outstanding university citizenship is a critical achievement to be recognized so the service award is given to recognize non-supervisory staff who devote time and energy to support and advance the campus community and mission, and inspiring management of people is also a critical achievement to be recognized, so the management awards are given to recognize brilliant achievement by those who have the responsibility to supervise, guide, and lead others. Three awardees in each category were chosen and will be honored and celebrated at the annual UCSF Founders Day Luncheon on May 15 with family, friends, and colleagues in attendance, their names will be added to the permanent displays of previous winners in the lobby of the Medical Sciences Building on the Parnassus campus.