

**UCOP Campus Update  
March 2016**

**Staff Engagement Survey Results**

Based on the polling results from staff at workshops held in the fall of 2015, the OP Staff selected four key areas it will focus on making improvements around:

1. I am confident I can achieve my personal career objectives within the UC System.
2. My location is doing a good job of planning for management succession.
3. I feel my location does a good job matching pay to performance.
4. I feel my personal contributions are recognized.

As of **February 2016**, OP Staff Assembly Chair, Candace Jones, reported that Rachael Nava has asked Thera Kalmijn, Executive Director UCOP Operations, to send out a message to all UCOP staff regarding the Engagement Survey. (We are hoping that happens soon!)

**Updates on the “Say Thanks!” Program for Staff Appreciation**

As mentioned in December’s Campus Update, OP Staff Assembly launched a new “Say Thanks!” website geared toward showing staff’s appreciation to their colleagues for the smaller, simpler everyday things people do to improve their experience at work.

A display of the shout-outs was featured at the UCOP End of Year Celebration in December 2015.

The resulting popular program has made Staff Assembly committed to continuing the program, and building on it based on feedback from staff. For example, improvements will be made such as providing email notifications to both recipients and senders of the Thank You’s.

While UCOP is still tackling how to make progress on the key priority areas identified as part of the Staff Engagement Survey Results, this program does speak to one area where UCOP had a low score: “I feel my personal contributions are recognized.”

UCOP (or other UC employees) can send shout-outs to their fellow employees here:

<http://ucop.edu/business-operations/staff-appreciation/index.html>

Campus Update Contact: **Karla Wood** ([karla.wood@ucop.edu](mailto:karla.wood@ucop.edu))