CUCSA 2015-2016 Fall Quarterly Meeting – UC Davis
Meeting Minutes
Wednesday, September 2, 2015

Housekeeping

- Reminders to workgroup chairs
  o If you need to reach out to UCOP staff, please coordinate with leadership team.
  o If reaching out to local administrators, please inform leadership team so that they are aware.

- Name tents and name tags
  o Responsible for it during the meeting
  o At the end of the meeting give it to the host of the next meeting along with your name tag

- Questions
  o Give Rejeana a signal that you want to ask a question and then questions will be at the end

- Introductions
  o Name
  o Location
  o Job
  o Years of service at UC
  o If UC alum

- Reimbursements
  o 2nd years need to use the form online; no need to sign it; still need to send the flight itinerary
    ▪ send to Rejeana and she will send together
  o 1st years need to have their expenses reimbursed by local assembly
    ▪ send final expenses to Rejeana so we can keep track of total expenses for the group

EDO Presentation

- Brief introduction on what EDO does.
  o Resource to teams that need assistance with data, website, etc.
  o Responsible for website, social media, all data needs.

- History of the position
  o Internal operations from previous year suggested
  o 2013 voted on having the position
  o 2013 first year – worked on organizing the position
  o 2014 second year – updated the website and worked on plan for social media

- website formally hosted at UCOP but now hosted at UCR
  ▪ lower costs
  ▪ allows EDO to update website regularly without need to work through another layer

- Sharepoint
  o Calendar
  o Document library
    ▪ Archives
New docs
- Resources for workgroups
  - Links
  - Social Media – to increase recognition of the organization
    - Facebook
      - Closed page – alumni only
      - Open page – anyone can join
    - Twitter
    - LinkedIn
- What we will do this year
  - Highlight staff on our social media
    - Nominations from each campus
  - Increase marketing and branding on social media
- Gave a presentation of:
  - Facebook
  - Website
  - Sharepoint
  - Twitter

Leadership Updates
- July regents meeting went very well and CUCSA presentation was cited several times
- Retirement Option Taskforce
  - Requirements suggested
    - Salary cap for defined benefit plan ($117k)
      - IRS salary cap
      - Cap will go up with inflation
    - Defined contribution vs defined benefit plans
      - Defined contribution is more portable but may encourage early career staff to leave since the golden handcuffs won’t be in place to encourage them to stay
      - Possible to have defined benefit with a cap then also have an option for defined contribution but they will discuss who will get this option
  - 12 people on the task force and includes Staff Advisor De Acker
    - 4 people from faculty systemwide senate
    - 6 administrative level folks from the campuses
    - Rachel Nava is the chair of the committee
  - Information is confidential and can’t be shared; Greta will share what she can share.
  - This group will put together a proposal of what the new option will look like before the end of the year.
  - President will take the winter holiday to consider the proposal.
- OP meetings
  - Faculty Regents
    - Discussed retirement option taskforce and talked about working together
  - CHRO Meeting for the Towers Watson Engagement Survey Presentation
    - The survey belongs to CUCSA and results belong to CUCSA
    - Wanted to make this clear to all the CHROs.
  - Cool Campus Challenge
    - Systemwide to encourage each campus to be carbon neutral
    - October 6 through December 10 for 10 weeks
    - Need out help to get the word out
Thursday, September 3, 2015

CUCSA Business

- Update on the agenda
  - Cancellation of Regent Lozano
  - Cancellation of Jagdeep
  - Addition of two brainstorming sessions for delegates
    - Health and Wellness
    - Engagement Survey

- Engagement Survey
  - Can’t access with Mac
  - Summary of written comments will be provided
  - Talked about importance on acting on the data quickly on the campus level. This should be easier because:
    - Received the data sooner than 2012
      - Campuses can start working on their action plans now because they have everything they need to do so.
    - CHROs were included earlier in the process and have been active in the process of pushing out the survey
    - There is a second person on the campus that has access to the data besides the CUCSA reps
      - Could be anyone that the CHRO designates
      - This person will likely be the CHROs lead in working on the engagement survey data review and action planning process on campus
  - There will be a presentation on every campus that will include someone from UCOP, CUCSA and local campus sometime between now and end of December.
    - Unclear how the presentations will work but they will happen by the end of the year.
    - The point of the presentation is to get the information to a broad audience on the campus
    - The presentation will show the results from 2012 vs results from 2015 just for the campus as well as a general presentation of results from system overall
  - Group is requesting a copy of the letter that went out from the President to the campus leaders
    - Greta will send out this information to the delegates
  - Action plan draft for each campus is due by the March meeting with the final due at the end of March.
    - Work with CUCSA leadership as well as Marie and Juliann on your action planning process
    - Locally, CUCSA rep as well as SA leadership should be involved
  - Summary of where each campus is in their process
    - UCSC – they have a meeting scheduled with their CHRO to discuss
    - UCSB – met with CHRO but didn’t get into the results yet; talked about doing open forum to share the information and think of a better way to get more people to participate
UCSF – they have a meeting scheduled with their CHRO; presented results to their SA board; feedback from SA is to present the results but to not have it be confused with other surveys that staff took on their campus; messaging is an issue on their campus but there is support form their CHRO but cautions that they should be careful to not confuse staff any more

UCSD – talked to their former CHRO but need to talk to their new CHRO; currently doing their annual campus engagement survey so they are also worried about confusion

UCR – met with CHRO at least three times on the results; identified the top four areas they want to address and brought it up to their campus leadership; need to work on what they need to do and present it to the campus leadership for their approval; will not pay Towers Watson to come to their campus; they are actively working on the action planning; plan to tag on their presentation of results to their regular fall meeting

UCOP – met with their CHRO and Rachel Nava; will look at the top issues for their campus and will then work on action planning

UCM – had a struggle to get into the portal; need to get a meeting with their CHRO and help him to understand survey is CUCSA’s and leadership should partner with CUCSA delegates

UCLA – scheduled to meet with their CHRO after this meeting; talked about planning a listening tour; discussed revising some of their processes to help address the feedback provided on the survey

LBNL – they do not have a SA so CUCSA delegates will be working on the planning for the lab; will be looking at the data with key individuals on their campus and then work within the timelines to create action plan

UCI – meeting with CHRO will be scheduled

UCD – met with the CHRO in August and identified 4 main areas where there was improvement and decline; looking to partner with TW to look at where we declined and try to understand what the concerns are; CHRO will meet with Chancellor’s cabinet this week.

UCB – meeting with the CHRO will be scheduled; CHRO did send concerns

Steven Currall Presentation on the Strategic Visioning Process for UC Davis

- References:
- Not a strategic planning process
- It is about visioning; thinking further out into the future 30 to 50 years vs plan which is 5-10 years out
- Foundation for subsequent strategic planning at the academic unit level
- Areas we are reflecting on
  - UC Davis role in solving world problems
  - Academic health care system
  - Student success
  - Integrate physical locations
- Phases of the visioning process
  - 1. Develop a frameworks for consultation
  - 2. Listening tour of the campus community
  - 3. Draft a vision for how to position UC Davis as the University of the 21st century
  - 4. Invite public comment on the draft vision; presentations from visionaries
- Hunter Rawlings
- Mark Yudof
- And many others
- 5. Finalize vision for UC Davis as the University of the 21st Century
  - Consultation and listing tour included
    - Town halls
    - Website with comment form
    - Blogs and online columns
    - Dedicated email for comments
    - Etc.
  - Started consultation with faculty summit
    - Breakout sessions with this group discussed
      - Enabling transformational scholarship
      - Enhancing student success
      - Diversity and inclusion
      - Leadership for long term visibility in the region, state, nation and world
- Other events
  - Student forums (5)
    - 4 undergraduate
      - 1 graduate
  - Staff forum
  - UC Davis Health System Forums (2)
  - City of Davis council Meeting
    - Seeking a more systematic relationship with the University
  - Sacramento Regional Partner Forum
- Role of the Committee for the University of the 21st Century
  - Group digested all the information and submitted a draft document to the Chancellor
  - 7.5 page document
- Time line for next steps
  - Public comment
  - Release of final document January 2016
  - Additional pieces
    - Report from early career faculty
    - Report on our role in Sacramento
- Themes that came out and that are addressed
  - Leader in the state, nation and world in discovery and innovation
  - Fosters learning communities
  - Exemplar of social justice and equality
  - Academic health system of the 21st century
  - Has a global reach
  - Engine of economic prosperity
  - Impactful in the Sacramento region
  - Financially sustainable
- Documentation on the Chancellor’s website includes notes from all the meetings as well as reports that were submitted
- Question and answer period with the speaker

Norman Ramion Presentation on the 2015 Engagement Survey Results

- References:
- Presentation slide deck will be provided

- **Headlines:**
  - Overall response rate increased
  - 11 of 13 campuses improved
  - 16 items improved
    - upward communication
    - core engagement
    - career outlook
    - pay for performance
    - regard for UC
  - 6 items declined
    - recognition
    - change related communication
    - supervisor support for training
  - **Strengths vs benchmarks**
    - Flexible work schedule
    - Upward communication
    - Development and growth opportunity
  - **Weaker vs benchmarks**
    - Change management
    - Performance management
    - Engagement specifically around enablement
    - Retention
    - Training and career outlook

- **Survey background**
  - 4 week administration
  - 46% response rate
  - 9468 total responses
  - 37 questions
  - 8 topic areas
  - 5463 comments made
  - 13 campuses surveyed

- Most categories score majority favorable (similar to 2012)
  - Organizational change is only one that did not in 2015

- Improvement from 2012 is notable (favorable responses)
  - Performance management went down
  - Organizational change went down (statistically significant)
  - Improvement in
    - Communication (upward)
    - Engagement (core)
    - Career development
    - Supervision

- Compared to other universities, no significant difference
- Compared to industry, lower in all categories but worst are:
  - Organizational change (-13)
  - Performance management (-7)
  - Engagement (-4)
  - Supervision (-4)

- Most improved items UC overall vs 2012
  - Upward communication (+11)
  - Core engagement – inspiration (+9)
Performance management
- Most declined items UC overall vs 2012
  - Personal contributions recognized (-8)
  - Organizational change communicated well (-6)
- Most favorable vs other universities
  - Location highly regarded (+6)
  - Good cooperation with department (+2)
- Least favorable vs other universities
  - Opportunities for training (-4)
  - Keeping employees informed (-3)
- Most favorable vs National
  - Flexible schedule (+7)
  - Upward communication (+3)
- Least favorable vs National
  - Org change executed well (-23)
  - Recent major organizational change explained well (-15)
  - Contributions recognized (-11)
- Sustainable Engagement
  - 69% favorable
    - +2 from 2012
    - -4 vs national
  - important that we improved even if small percentage
- Questions related to engagement
  - Core
    - Motivated
    - Inspired
    - Recommend UC
  - Enabled
    - Involvement
    - Resources needed
  - Energized
    - Sufficient staff for workload
    - Flexible schedule
  - Retention
    - Planning to leave
- Key drivers to improve engagement
  - Career development
    - Achieving personal career objectives
    - Management succession
  - Supervision
    - Clear understanding of job contributions
    - Time to participate in training
  - Performance management
    - Contributions recognized
- Categories by role
  - Ex. Career development
    - Individual contributor -3
    - Supervisor +3
    - Manager +3
    - Director +6
Individual contributor tend to score lower
Director and above tend to score higher
Similar patterns to 2012
Views of organizational change consistent
Career development and performance management show biggest gap

- Years of service
  - Most favorable from 1-3
  - Views on organizational change decline as tenure increases
  - 5-10 years of service less favorable toward career development

- Comments: What one or two suggestions do you have that would most improve your campus/location as a place to work
  - Career development 18% (no change from 2012)
  - Organizational change 17% (no change from 2012)
  - Performance management 12% (down from 15% in 2012)
  - What is on peoples minds has not changed much from 2012

- Summary
  - Strengths
    - Alignment (Key driver)
  - Opportunities
    - Confidence to achieve career objectives (key driver)
    - Planning for management succession (key driver)
    - Supervisor support (key driver)
    - Recognizing contributions (key driver)

- Question and answer period with the speaker

Dwaine Duckett Updating on UCOP HR

- References:
  - Check UCOP site for documents on the retirement option taskforce work

- Issues that he noticed when he arrived:
  - Lack of employee relations
  - Reporting of CUCSA within the organization
  - Lack of attention to policy covered staff
  - Lack of data on how employees feel about the organization
    - Important to figure out what the staff were trying to say via the data

- Themes he is hearing a lot about
  - Talent management
    - Specifically importance of development of staff
      - Creating time for this opportunity
  - Career management
    - Succession planning is a big need
    - Need to find a baseline for this
    - Will provide online training for this
  - Retirement options
    - Retirement options taskforce looking at future changes to university retirement benefits
      - Defined benefit vs defined contribution
      - Supplement option
      - Cap on defined benefit ($117k salary cap per budget agreement with Governor)
- Engagement survey follow-up
  - Reach out to CHRO to obtain support for the road show presentation on survey results to staff
    - Presentation of the data
    - Q&A opportunity for staff on the results
  - Action planning
- Question and answer period with the speaker

Peter Chester Presenting on Role of Labor Relations in CUCSA

- References:
  - Labor Relations Union Representation Overview (pdf)
- Basic Information
  - 6% in private sector (and decreasing)
  - 37% in public sector (robust)
- CA laws governing unions at UC
  - HEERA’s purpose is to promote harmonious labor relations
  - Governs labor relations at UC and CSU only
  - Extends beyond CA’s geographical borders so if UC and CSU have facilities beyond CA borders, HEERA governs those locations as well
  - Governs how employees come to be represented by unions
    - Identifies what types of employees can unionize
    - Managers and confidential employees are not eligible
    - Supervisors are in a special class with limited bargaining rights
  - Prohibits unfair labor practices by the employer and union
    - Unilateral changes by the employer
    - Direct dealing
    - Discrimination and retaliation
    - Bad faith bargaining
  - Provides access rights
  - Guarantees release time for bargaining
- The Bargaining Process
  - Required to bargain over wages, hours (ex. Shift differentials) and other terms and conditions
  - Must also bargain:
    - Benefits
    - Hours of work
    - Discipline
    - Complaint resolution procedures
- Union’s Responsibilities
  - Acts as exclusive representative for purposes of contract negotiations and grievance representation
  - Dues and agency fees
    - Dues for UC range from 1%-1.5% of salary
    - Agency fee for almost all units are same as dues (came into affect in 2000)
    - Deducted from payroll
    - Unions can only spend dues and agency fees on representational activities not political campaigns
- UC Employees
  - 40% represented
  - 60% non represented
    - senate faculty (except UCSC who has a local unit)
• managers and supervisors
• professional employees
• confidential employees
• most student employees
- CUCSA does not bargain therefore does not represent as far as HEERA is concerned
  o We need to be clear if the conversation taking place is about policy covered employees.
  o Need to be careful when we include union rep employees on committees, in meetings, etc.
  o When in meetings with administrators need to let them know if the audience includes union rep employees
  o Including union rep employees on discussions could be considered direct dealings by Unions and be violation of HEERA
- Question and answer period with the speaker

Dave Lawlor
- Talked about reviewing the results from 2012 engagement survey and what jumped out at him
  o 20% of staff not feeling engaged
  o How do win back the hearts of employees?
    ▪ Passage of time will tell us if we are successful
    ▪ Success is in the process, authenticity, communication of success and failure
    ▪ Process can be as important as the destination; need to give thought to the process and not just the final product
- Three things he is doing in the division
  o Communication
  o Change management
  o Supervision
- Communication
  o Important because we need to communicate out what we are doing and what we are struggling with
  o How do we touch the 1700 employees in the organization in a meaningful way?
    ▪ Complicated because needs are so varied
  o Need to communicate as effectively as we can
  o Promote the Four Goals of the Division
    ▪ Resource stewardship
    ▪ Excellence in planning and execution
    ▪ Inspiring and developing our people
    ▪ Delighting our customers
- Supervision
  o How do we make sure we are equipping and supporting our supervisors to make sure they are empowered and trained?
    ▪ Help them cascade communications in an effective way.
    ▪ Provide them with the tools and training needed to do so
  o Supervision and change management will be a challenge in the upcoming years
    ▪ Pay for performance has not been part of the culture
    ▪ Norming the rating system for evaluation process
    ▪ How do we promote pay for performance and implement it in a fair and effective way?
      ▪ Define the ratings and share the information broadly
      ▪ Consistent communication (minimum quarterly)
- Progress against goals
- Professional development
  - Fairness and calibration
    - Supervisor of supervisor reviews all
    - Group calibration meetings to discuss ratings
      - Self calibration
      - Peer review

- Question and answer session with the speaker

Friday, September 4, 2015

CUCSA Business

- UCLA Campus Update
  - All staff picnic took place in August
    - 5000 staff
    - 75 volunteers
  - Funding from the Chancellor and from proceeds of their 5k
  - Coke donated tumblers
- UCSC Campus Update
  - Kicked off their staff mentorship program
    - Support from Chancellor and HR
    - Based on Berkeley program
    - Application for both mentors and mentees
    - The relationship will be for one year
    - Mixer to start
      - Each person selects who they want to be paired with
      - Committee matches
    - Check in mid year
    - Reception at the end
- UCR Campus Update
  - Outstanding staff awards ceremony
    - Various categories
    - Large event
    - Senior administrators in attendance
    - No money tied to the awards
    - Exception is donation to charity for one of the categories
    - Staff Assembly funds the event
- UCM Campus Update
  - Delegate from the SA has been included in the Chancellor’s cabinet
- UCSF Campus Update
  - Win Win for UCSF and the Warriors (winwinsf.com)
    - UCSF supports the arena project for the Warriors across the street from their Mission Bay campus
    - Campaign to reach out to staff and others to encourage support for the project
    - If their SA is asked to support the project, then they will choose not to support but will also not be against the project.
- UCI Campus Update
  - Staff picnic took place at the end of August
  - Scholarship program renamed after a retired staff person who started the staff
picnic and volunteered 19 years for SA

- UCOP Update
  - Call out for all staff to be able to submit program ideas using their Link newsletter
    - 17-19 ideas submitted
    - SA picked top 3
    - Invited the staff members to present on their ideas
      - Idea on water conservation
      - Idea on how to connect with the city of Oakland

- UCSB Campus Update
  - Campus climate implementation committee has a subcommittee that is looking at staff morale
    - Looking at hiring a consultant to assist them with focus groups

- UCB Campus Update
  - Launched new learning website (wisdomcafe.berkeley.edu)
    - Includes content from internal and external sources
    - Peer to peer learning and collaboration encouraged

- LBNL Update
  - Launched case management tool called Ask Us
    - Their portal to request service from HR, IT, etc.

- UCSD Campus Update
  - Chancellor announced that they will have an opt out option so that staff can opt out from receiving information from their Staff Organization
    - Hope to have it up and running by the end of September
    - Can now use the all staff list and then staff that don’t want to participate can opt out
    - Will no longer be charging dues so funding will come centrally

- UCDHS Campus Update
  - Gearing up for their Holiday Bazaar to support staff craftspeople
    - Sales from staff only
    - Use to promote their assembly
  - Giving Tree program will also take place in the fall
    - Sponsor approximately 200 mentally disabled individuals from a care home in their community
  - Sponsor a foster care program to provide gifts for individuals in need over the holidays
    - Work with the City
    - Community work

- Meeting with Donna Salvo with Talent Management at UCOP
  - Working on new e-courses on change management and performance management
  - We will connect the workgroup chairs to the right people in Donna’s group
  - Will be launching an onboarding e-course which uses the CUCSA white paper as a reference

- Meeting with CIO at UCOP
  - Talked about lack education on the part of staff info on investments
    - Need for training
    - Need for resources to inform
  - Thinking about various options
    - Ex. Auto enrollment in a 403b but then staff can opt out if not interested

- Meeting with Faculty Advisors to Regents
  - Talked about partnership between Advisors to Regents and CUCSA to be on same page on the new Retirement Option
  - Talked about health and wellness but they do not think it would be of interest to the
faculty
  - Faculty not interested in pursuing educational benefits
- Meeting with President Napolitano
  - Updated her on the results of last year’s workgroups
    - Referred to items in our workgroup
  - We talked about changing the policy to match the practice as it relates to educational benefits
    - She did not seem opposed to this
  - Talked about a website to request staff volunteers on committees systemwide
    - She did not seem convinced that this was necessary
    - She was not opposed to the idea and said that we can do this and just let her know that it is done
    - She wants to make it clear that she makes final decision who sits on a committee
  - Talked about onboarding and the role of SA
    - She liked the idea of SA playing the role of sharing campus culture and partnering with CHROs on onboarding
  - Talked about UCRS membership
    - We will ask for a seat on this committee specifically for policy covered individuals.
  - Talked about wellness
    - She would like recommendations sooner than later
  - Talked about Staff Veterans
    - She is very interested in the topic and is looking forward to our recommendations
  - Her priorities
    - Decreasing time to degree
    - Quality of our product
    - Increasing enrollment
- STAR Plan Discussion
  - UCSF thinking of eliminating the STAR plan on their campus.
  - UCSD was audited on their implementation of the STAR plan
  - Perhaps UC is looking more closely at the STAR plan based on the audits they have conducted on the different campuses; doing an audit at each campus.
    - There is some concern how the program is implemented and applied on the campuses.
    - There is a need to get better control of the program rather than just cut the program all together.

Julie Freishlag
- Reference:
  - On YouTube look up Freishlag Portrait
- Their theme this year is Inclusion Excellence
  - Awards are given to those that embody this theme
- Three Things on the Third Thursday
  - Instead of emails she sends out video of important items she wants to share with the staff every month
- Social Media is something she is working on
  - Twitter
- Strategic Planning Process
  - Will be doing a new strategic plan since their current plan will sunset in 2016
How do they get people involved?

6 core values
- excellence
- compassion
- social responsibility
- teamwork and collaboration
- diversity
- leadership

Going to share the 6 core values and ask if these are still their core values
- Will put it out to vote to the staff, faculty and students
- Would like to see if they can shape their values to be more patient-centric

Would like to have the results on a card that staff, faculty and students can carry with them

- Question and answer session with the speaker

Heather Pineda Presenting on Disability Plan Update

Background
- Two types of disability coverage offered
  - UC paid short term coverage (Basic STD)
  - Voluntary, employee paid supplemental short and long term plans (Supplemental STD/LTD)
- Only employees with full benefits are eligible for coverage
- Supplemental coverage sold as one product, cannot be purchased separately (STD AND LTD)
- UC employees cannot participate in CA State Disability insurance (CA SDI), the employee-paid disability plan required for private employers
- Faculty and staff personnel policies provide paid sick leave
  - Staff sick pay accrues at one day per month with no cap
  - Faculty do not accrue sick leave, but have a medical leave program that provides income replacement

Financial Status of Supplemental Disability Plan
- For the past 5 years, the plan has had an upward cost trend and downward enrollment trend
  - STD cost increased 19% and LTD up 42%
  - What employees are paying is not covering cost of the plan
    - Structural deficit exists
    - Not financially sustainable
- Rates increased an average of 19% in 2015
- Rates may rise again in 2016; single digit increase
- Need a new approach to ensure future plan stability

Ideas for Plan Design Improvements
- Offer disability insurance protection to part time or short term employees
  - Employees who work more than 20 hrs/wk and/or are appointed for lest than a year currently are not eligible to enroll
- Respond to employee requests for a more SDI-like program
  - UC paid plan pays up to $800/mo (55% of a $17k annual salary)
  - Employee funded CA SDI provides up to $4416/mo (55% of a $104k annual salary)
- Make plan structure easier to understand so that employees can choose plans that meet their financial needs and offer appropriate level of protection
30% of UC employees don’t buy the supplemental plan
Bundling STD and LTD, and having multiple waiting periods on the program, cause confusion and result in some employees being over insured
85% of employees elect the 7-day or 30-day waiting period
- Equalize supplemental LTD benefit for employees not yet vested
  - 50% benefit if not vested, up to 70% if vested
  - 20% of LTD claims are for employees with greater than 5 years of service
  - 12% of LTD claimants don’t get the difference between 50% and 70% from UCRP, SSDI or other sources
- Move toward a program structure that allows comparative benchmarking with other large employers
  - Most employers provide LTD as opposed to STD which is what is provided by UC

**Proposed Disability Plan Changes**
- Incorporate best practice benefit provisions including
  - STD look more like CA SDI (move closer to an industry standard benefit)
  - Premium employees pay, plus UC contribution to cover the program
  - Coverage would be expanded to more employees
  - Unbundle STD and LTD; choices to meet families’ financial needs
  - One waiting period not 4
  - LTD would begin after 6 months rather than one year
  - LTD determination based on own occupation for first two years rather than any occupation
- What won’t change
  - UC will continue to subsidize coverage at the same or higher level
  - Require use of 22 sick days, if available, before Std benefits commence
    - Helps keep cost of program down

**Staging Change**
- 2015 – right sizing the program; determine new plan design and work with provider to improve financial stability
- 2016 – prepare to implement new benefit; program benefit changes in UC; launch communication campaign and enrollment drive
- 2017 – roll out new benefits and evaluate leave administration; explore how to harmonize leave and return to work policies and processes across locations; it is the intention of the system that all employees will have an opportunity to enroll during Open Enrollment in fall 2016

**Question and answer session with the speaker**
De Acker and LaWana Richmond presenting on their roles as Staff Advisors to the Regents

- Staff Advisor to the Regents is a presidential appointee
  - Communication between regents and all staff in the UC System
  - Started as a pilot program but is now permanent
  - Sit at the Regents table and participate in all meetings that are not closed or regents only.
  - Participate on task forces, committees, etc.
    - On 10 of the committees (ex. Investment, Buildings and Grounds)
    - Usually occur on cycle with the Regents Meetings
  - Networking outside the actual meeting is very helpful

- Regents meetings
  - Recommend that CUCSA delegates sign up for public comment and participate and share information on what we do and our challenges

- July
  - Staff advisor orientation with Key Resources at OP
  - Meeting with President Napolitano
  - July Regents meeting
  - Retirement Options Task Force

- August
  - Meetings with President Napolitano and Key Resources at OP
  - Rachel Nava
    - Faculty Advisor to Regents
  - Campus Visit Planning
    - UC Riverside in October
  - Cool Climate Campaign
  - Sexual Harassment Prevention Training (SHPT) Course Review
    - May require all staff to take the course
    - Adding abusive conduct information
    - Retirement Options Task Force
  - Cybersafety
    - As a result of what happened at UCLA, need to educate on the behaviors that lead to an incident
    - Policy and practice to be evaluated and potentially developed
    - Cyber Czar will be appointed on each campus to monitor
    - Report to the Chancellor

- September
  - Investment Committee Meeting – UCLA
  - Staff advisor retreat with past advisors

- Discussion on
  - Move to open floor plan concept and how it affects staff
  - Staff advisor retreat with past advisors
  - Flexible work hours and telecommuting
    - Can do by policy but requires supervisory approval

- Hot topics
  - Enrollment growth
    - None of the new money will go to hire staff but does not mean we will not add new staff
  - Performance based merits
  - Health systems governance
• Regents to govern or
• Health Systems to have their own governing body
  o Retirement Pension tiers
  o Workload
  o Buildings and Grounds

- Looking Forward
  o Communication
  o Healthy Workplace
    ▪ Suggesting that we may want UC to be the standard for a health workplace
    ▪ Create a committee to review this
      • President seemed to be interested in the idea
      • De provided a proposed committee charge
  o Engagement
    ▪ Advisors to talk to each campus to ask what went well during roll out in 2012 so that we can collect best practices for the rollout in 2015
  o Diversity
  o Recruitment and Retention
    ▪ Ideas to help with retention
      • Paid parental leave for staff
      • Elder care leave
      • Floating paid leave days

- Com Channels
  o SA Newsletter
  o LinkedIn
  o Twitter (ucstaffadvisors)
  o Facebook
  o SA Website

- Question and answer session with the speakers