



Staff Council

<http://staffcouncil.ucsf.edu>

Campus Update March 2012

UC Staff Advisor to the Regents Visit

Penelope Herbert and Kevin visited with the UCSF Staff Council Executive Board and UCSF ABOG leadership in two separate meetings on February 1, 2012. The agenda included an engaging discussion of key elements of the Chancellors strategic plan to “Become the workplace of choice” and to identify specific areas that staff can support to contribute to the successful achievement of these goals. The agenda included discussion of specific issues impacting staff related to professional development opportunities, operational excellence, staff morale and current union activities on campus. Penny and Kevin committed to present our thoughts and suggestions with Chancellor Desmond-Hellman at a meeting scheduled on February 27, 2012.

UCSF Staff Council-ABOG Spring Conference

Staff Council and ABOG are working collaboratively to present the local UCSF ABOG Spring Conference. This will be the first jointly sponsored activity organized by both groups in many years. The goal of the collaboration is specifically aimed at increasing respective membership and fostering a “staff centric” community of colleagues for networking and mentorship opportunities. This year’s conference theme will focus on career pathways and professional development. The 1 day event will be held in April at a local campus venue with attendance of 150-200 staff members. The event will be held in conjunction with the inaugural campus-wide UCSF Alumni Weekend on April 20-21, 2012. Alumni Weekend will take place at the Palace Hotel and on both Parnassus and Mission Bay campuses, and will highlight UCSF’s vision to be the world’s preeminent health sciences innovator. Alumni and friends from all schools and campuses are invited for the weekend’s dozens of festivities, which will open with Friday morning’s continuing education sessions and culminate in Saturday evening’s school-specific galas.

Staff Training and Development

UCSF HR has launched a lunch and learns series in support of the Chancellor’s Great Manager initiative beginning March 8, 2012 with an event featuring outstanding managers to provide managers an opportunity to share some of their successful strategies and practices in management with the UCSF management community. Event is free and open to community and supported by Staff Council through marketing and promotional activity.

Staff Engagement Efforts

To encourage career growth and development, UCSF recently announced that it is offering its Leadership Development Program for the fourth consecutive year. The program supports emerging and current leaders through enhancing their skills in collaboration, building high-performing teams and developing strategic relationships across the University. Since the program began in fall 2008, 226 emerging, middle and senior managers have graduated from the program. Nearly 30 percent of participants from the first two years of the program were subsequently promoted into positions of greater responsibility and/or authority. While many of these programs have been offered for years, UCSF is putting renewed energy toward increasing awareness of these efforts after a recent staff survey administered by Gallup found room for improvement for engaging staff. The staff survey results, which were reported by Gallup in June, continue to be shared across the University. With an overall response rate of 71 percent, UCSF’s Gallup survey results show that 27 percent are engaged, 53 percent are not engaged and 20 percent are actively disengaged, meaning that they may be counterproductive at work. Although UCSF’s results are on par with national workforce averages, they are below those of similar health care institutions. Staff Council leadership has been asked to participate in a slated locale climate survey workgroup to help inform the generation of questions specific to staff and foster greater levels of staff involvement in the implementation and reporting plan.

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