



Campus Update September 2012

Gaicho U

Gaicho U is a new innovative training opportunity for all staff at UCSB. The pilot is a cohort-based training and development certificate program founded on the new UC Core Competency Model. It has been designed through collaboration with Human Resources, the Chancellor's Staff Advisory Council, Staff Assembly, Administrative Services, Housing and Residential Services, and the Vice Chancellors. The program is intended to reach all levels of staff from top to bottom in an effort to build a University wide culture of communication, teamwork, collaboration, and understanding. It will be a thirty-six hour, six month program focusing on professional development, cross departmental connections, and building a culture of continuous learning. It will also foster resilience and change readiness in preparation for upcoming organizational and system transformations.

The pilot program is intended to connect participants in an ongoing leadership and learning environment focused on the following UC Core Competencies:

- Effective communication
- Diversity and inclusion
- Innovation and change management
- Teamwork and collaboration

For this initial pilot year, the Gaicho U curriculum will focus on the grand topic of change readiness. Santa Barbara City College faculty will lead the courses in collaboration with top UCSB facilitators and guest presenters. The program will be run in cohorts of 12 people, and consists of an orientation, five courses strategically sequenced throughout a six-month period, and a closing learning-culmination session.

The cost per participant is \$542. We are concerned the cost will prohibit many staff from participating, however, the Executive Vice Chancellor is doing his best to ensure all interested staff are funded.

Annual Staff Assembly Retreat

Staff Assembly board members met on August 24^h for a full day retreat where we planned our goals and activities for the year. We met with Senior Associate Vice Chancellor of Administrative Services Ron Cortez for a portion of the day to discuss how we can continue to serve UCSB staff with our very limited budget. Vice Chancellor Cortez will assist us in getting financial support for our efforts in recognizing staff and hosting the CUCSA meeting in March.

CUCSA and Budget

The co-chairs and treasurer met with the Resources Manager for Administrative Services to discuss our budget for the 2012-13 fiscal year. UCSB's Staff Assembly annual budget is approximately \$4500. This allocation is used to fund the junior delegate's travel as well as all activities. Since UCSB will be hosting CUCSA in March, we are concerned about our limited resources. We have been assured by the Vice Chancellor that we will find the resources necessary to host CUCSA.

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