

UC DAVIS

STAFF ASSEMBLY

Campus Update
December 2014

Staff Assembly Reports in Response to 2012 CUCSA Engagement Survey

Staff Assembly met with Chancellor Katehi and the UC Davis CHRO to present the white papers prepared in response to the 2012 CUCSA Engagement Survey. This was an opportunity for Staff Assembly to share the reports prepared by our committees on campus-wide communications, career development and staff workload. We were very pleased to hear the Chancellor support the formation of a work group tasked with drafting a policy that provides mandatory release time for staff to attend campus trainings and other events, the completion of which may be included in the annual review process. The reports can be found on our website as follows:

1. Campus-wide Communications -
http://staff.ucdavis.edu/local_resources/images/news/sa_committee_reports_2014/campus-wide_communications_update.pdf
2. Career Development -
http://staff.ucdavis.edu/local_resources/images/news/sa_committee_reports_2014/career_development_report_final.pdf
3. Staff Workload –
http://staff.ucdavis.edu/local_resources/images/news/sa_committee_reports_2014/workload_report_final.pdf

Staff Assembly Annual Retreat

Seventeen members of Staff Assembly spent the better part of Sept. 9 discussing ways Staff Assembly can improve its programs in the coming year. Committees from the previous year that will continue include campuswide communications and career management. This year we will also add a committee that will look into staff health and wellness. This group will work with the Academic Senate with the hopes of putting forward a joint recommendation to create a robust faculty and staff health and wellness program on the UC Davis campus.

Staff Assembly Feedback on Campus Climate Survey

Staff Assembly provided recommendation to help the Office of Campus Community Relations prioritize the programmatic initiatives it plans to implement in January 2015 in response to the results of the Campus Climate Survey. Our recommendations fall into four categories – Campus Communications, Mandatory Supervisor and Staff Training, Release Time Policy Review, and Enhancing Campus Resources. Improvements in these areas are a priority for Staff Assembly; echo the recommendations of other campus constituency groups; and mirror the themes that came to light in the Staff Assembly's own communications survey, the 2012 CUCS staff engagement survey and the UC Davis Office of the Ombuds Annual Report. Our full response and recommendations can be found on our website at http://staff.ucdavis.edu/local_resources/images/news/climate_survey_response.pdf.

Staff Voice Quick Questionnaire

In our biweekly newsletter we started a column called “Quick Questionnaire.” The purpose of this column is to take a quick pulse of the organization on issues of importance to staff. As an example, one of question that was asked is **“on average, how many hours do you work each week?”**. We found that 122 individuals representing 78 different departments answered the question. The average of all responses was 45 hours per week, with a median of 43 hours. Roughly 1/3 of respondents stated they work 40 hours per week, with one individual claiming an average workweek of 80 hours.

HR Strategic Transformation

The HR Transformation project completed a major milestone with the appointments of new leaders. With the full leadership team in place, HR can more effectively serve customers on the Davis campus and at the Health System. The Centers of Expertise leads will examine the work of their teams across the University and recognize opportunities to enhance service while ensuring

Contact: Lina Layiktez (530-747-3855, llayiktez@ucdavis.edu)