



UCSF Campus Update September 2014

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New Chancellor

In July, School of Medicine Dean and Interim Chancellor Sam Hawgood was nominated by President Napolitano and selected by the Regents to serve as the next Chancellor of the University. Chancellor Hawgood succeeds Sue Desmond-Hellmann, who left the University in April to become the new CEO of the Gates Foundation. Staff Council member and former CUCSA delegate, Heather Nichols served on the selection committee as the staff representative. Sam Hawgood is well known on campus and the selection is well received by our Staff Council.

Climate Survey Results Town Hall for Staff

In August, our UCSF Climate Survey control points, Vice Chancellor for Diversity and Outreach, Renee Navarro, and Professor Elizabeth Ozer, provided all staff with a presentation on the Climate Survey Results specific to staff. This follows a presentation on the Climate Survey results that related to the whole campus community. Staff Council members and staff learned more about staff-specific results and the campus administration's plans to address priority issues.

Staff Council Elections

In July, the Staff Council held its annual elections. This marked a special time for our staff council as formal election had not occurred in the previous two years. The break was largely attributed to implementation of Operational Excellence (OE), a set of cost-savings initiatives that resulted in a significant number of lay-offs. As a result of the new program's reforms, many staff members were reassigned, experienced heavier workload, or left the university. The organizational changes affected staff morale and participation in extracurricular activities, such as staff council, declined. With the OE transition behind us, the Staff Council worked hard over the year to promote the organization and engage staff in meetings and activities. This year the hard work paid off when dozens of staff members volunteered to run for several vacant staff council positions. After several hundred staff participated in the election, we came up with great group of staff leaders. The staff council hopes to build off the interest and keep the momentum rolling forward in a positive way.

UCSF Engagement Survey

On April 10, then Interim Chancellor Sam Hawgood announced that UCSF would be conducting its third iteration of the UCSF Staff Engagement Survey. In July, the summary results of the survey were released to the campus community. Staff members were informed that we exceed benchmarks for accountability in employee engagement, and, as a result, staff could receive bonus STAR awards.