

**UCOP Campus Update
February 2017**

Link – interoffice newsletter, survey and next steps

The interoffice newsletter “Link” (<http://link.ucop.edu/>), surveyed employees about how they access relevant information about OP, what types of stories they preferred and how often they read the newsletter. The number one thing that people wanted to learn more about was what other departments are doing, and general information about how UCOP departments work.

In response to this survey the OP Communications Advisory Subcommittee (CASC) (a subcommittee of the OP Staff Assembly Steering Committee) will begin to identify different departments that staff may find interesting and help the Link editor to write the stories to inform staff of what “business as usual” includes within UCOP.

The first articles will be about the HR Learning and Development department and BRC Events.

UC-CORO Systemwide Leadership Collaborative participants report on engagement

Cathy O’Sullivan and Bart Aoki (both from UC Office of the President) and Jennifer Bunge (from UC Agriculture & Natural Resources) attended the February staff assembly meeting to present the *UC-CORO Systemwide Leadership Collaborative* report that was written by the 2016 participants of the leadership collaborative. They shared the summary with the steering committee and other attendees, discussed the key findings of the report and asked for assistance.

Subsequently, it has been identified that Joanna Trammell, Program Manager of Diversity & Engagement, will be leading the implementation of activities outlined in the report at UC Office of the President.

The seven recommendations are as follows:

1. **COMMON DEFINITIONS FOR EQUITY AND INCLUSION:** Develop UC-wide definitions for equity and inclusion, building on the Regents’ Statement on Diversity to form a broader framework that supports and sustains long-term diversity initiatives and provides a common reference point for efforts and outcomes.
2. **CULTURE OF ACCOUNTABILITY:** Create a pervasive culture of accountability and shared responsibility across UC and at all levels of the organization for equity and inclusion
3. **MEASUREMENT AND ASSESSMENT OF STAFF RECRUITMENT, CAREER PROGRESSION, AND RETENTION PRACTICES:** Measure the outcome of all recruitment, career progression, and retention efforts for UC staff with particular emphasis on data for staff from diverse and underrepresented groups.
4. **STAFF RECRUITMENT:** Determine and implement strategies to substantively improve hiring of staff from diverse and underrepresented groups.
5. **STAFF RETENTION:** Actively and formally support promising diverse and underrepresented staff in their career progression. Strengthen affinity groups/employee resource groups available locally. Managers and supervisors utilize available staff retention options.

6. TRAINING IN EQUITY AND INCLUSION COMPETENCIES: Develop and support cultural competency and best practices in equity and inclusion throughout the organization.
7. Communication: Positively and continually influence the cultural shift towards equitable and inclusive environment at UC through communications and outreach to all UC stakeholders.

Winter Programs

- Applying for Financial Aid workshops – two sessions on the application process and writing a personal statement
- Staff Advisors meet and greet – A chance for employees to meet Staff Advisors, LaWanna Richmond & Jason Valdry, and network, snacks to be served

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OP Staff Assembly

Staff Matters

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March 2017**

Performance Review & Merit Pay Implementation Continues

OP formally launched its new performance appraisal process in October with a memo to all staff from Rachel Nava, COO. The communication stated that implementation this fiscal year would consist of more frequent goal setting and review activities, together with year-round access to eAppraisal (Halogen). Supervisory and management training has begun, and staff training is scheduled for December, 2016. Performance appraisal reviews will begin with extensive training roll-out to managers and staff, starting in February and extending through March, 2017.

Diversity and Engagement

Joanna Trammell, Program Manager, Culture, Engagement and Diversity, has created two committees, one focused on employee engagement, and the other working on diversity. We have numerous reports and recommendations available for OP, but there hasn't been sustained follow up. Of special interest are documents produced by OP Staff Assembly, and by several of the CORO workgroups. Kickoff meetings have been held, and goals are being finalized.

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