

**Quarterly Update with Chancellor May & Campus Leadership**

Agenda

Wednesday, Mar 6, 2024

11:00 a.m. - noon

203 Mrak Hall

& Zoom

**Program Flow**

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| 11:00-11:10 a.m. | Welcome and Intros |
| **11:10-11:15 a.m.** | **Chancellor's Message** |
| 11:15 - 11:50 a.m. | Moderated Q&A/Panel Discussion with Campus Leaders (If time allows, will also do Audience Q&A.) |
| 11:50 a.m.- noon. | Announcements and Farewell |

**Moderator**

* Dan Ransom, Chair, Staff Assembly (Davis Campus)

**Panelists**

* Gary May, Chancellor
* Mary Croughan, Provost and Executive Vice Chancellor
* Karl Engelbach, Associate Chancellor and Chief of Staff
* Nick Eversole, Assistant Vice Chancellor of Human Health Sciences
* Clare Shinnerl, Vice Chancellor of Finance, Operations and Administration
* Tammy Kenber, Chief Human Resources Officer

**Other Speakers**

Staff Assembly Executive Committee members from both Davis and Health campuses will also actively participate.

# Chancellor’s Remarks

We were ranked number six in the nation for public universities. FOr the 8th year in the world for sustainability ...

Fall 2023 class was the most diverse graduating class in the university. UC davis was named all time champion among Forbs top employers. Best employer for diversity for fouryears and for women for two years. Best employer in state of CA not in higher ed. Revamping / salary increases for lateral moves. Staff experience survey in october. Feb 2 Chancellors outsanding CHancellors awards 228 applcations.

# Pre-submitted Questions

1. At the START Task Force Town Hall it was mentioned that administrative tasks for some faculty are up to 50%, but we did not hear much about additional staff support to address this in the town hall. When faculty submit grant requests are they requesting adequate funding for administrative support? If administrative workloads are to be reduced, how do you see this happening without burdening support staff?

* Research grants are restricted on how funds can be requested and used. The outcome will be more staff hired due to the START task force to assist with research grant compliance. Pending proposals for staffing for neighboring programs regarding research.

1. Is the campus exploring new resources to assist working mothers?
   * Campus is a welcoming envirment for all employees. We are expanding out lactations support programs. As well as flexable schedules and resources for all parents. We also have a child family care advisory committee dedicated to providing support and knowladge for parental resources.
2. Many staff have questions about the University’s budget and structural deficit. We’ve heard that the state may not provide the 5% increase in funding that was promised. Are furloughs or staff hiring freezes being considered? Can we still expect salary increases for policy covered staff like last year?

* The goverment agreement will likely be deferred for the 5% and we will try to continue to meet our campuses budget goals. It is still our expectation that their will be salery increases for policy covered staff and lay offs and hiring freezes are not expected. Each campus is approaching their budget issues differently and all campuses are not mirroring eachother.

1. It takes 90 *business* days (4 calendar months) for the UC to process the death of a retiree and provide survivor benefits. Can this period be shortened, and if not, what resources are available for surviving partners to make ends meets.

* RASK and senior leadership is aware and a task/resource force has been put together to address this issue and streamline support for survivors.

1. Some staff feel that flat, across-the-board, annual pay increases for non-represented staff undermine high performance initiatives and reduce incentives for staff to excel. Other staff disagree and prefer a flat increase over merit-based percentages. How does the campus leadership feel about the shift to flat increases and are there any statistics about the impact on performance?

* When the percentage increase is low then the merit base is not equitable. If we have a 6% or higher merit increases make sense. Flat across the board is prefered for lower increases. UCOP is who pushes through increases and how they are distributed based on eligability. We also incourage STAR awards to reward high performance.

1. In the last leadership update AggieEnterprise was touted as a successful migration. When collecting questions for today’s update, several staff expressed negative personal experiences. How has the campus measured the impact of the transition on staff? What parts of AggieEnterprise are considered successful and what parts are not?
   * Expressed concerns were expected and not high which is why we agreed that Aggie Enterprise was a successful launch but we are aware of current flaws and no major issues have been identified. User experience and feedback is taken into consideration but is also subjective. It will smooth out over time and we apologise that there is frustration. Salary transfers have been the biggest issue that is being addressed at the moment.
2. Complaints about Delta Dental and the lack of providers in our area continue to come in from staff. Are there any updates that can be shared? If there are no alternative dental networks covering all of California, is it time for the UC to consider switching to multiple provider options?

* Some offices have moved away from the network and some are practicing without insurence.

1. Could you share any information or updates regarding youth protection policies for minors taking part in on-campus activities.
   * Comprehensive safeguard measures are in place and enforced. Minors in all our programs are considered and youth intereactons are at the forfront of our safety standards. Reach out to safety services if any additional questions or resources are needed. Organized activities are handled well, Adhock practices are what need to be monitored and regulated more.