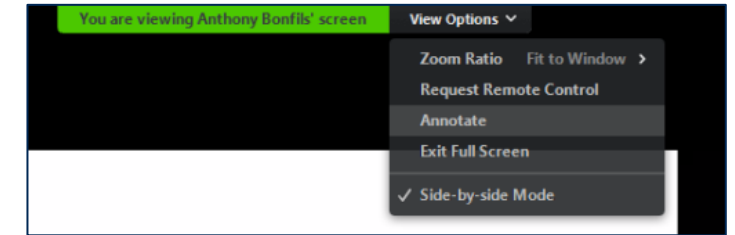


STAFF ASSEMBLY GENERAL MEETING

November 9, 2021

How are you? Let us know with the annotate tool!



Worried



Shy



Excited



Surprised



Silly



Happy



Other

THE MEETING WILL START AT 12:05
P.M.

WELCOME!

REMINDERS

- Microphones will be muted for the duration of the meeting.
- Questions can be submitted via chat publicly or by direct message.
- This meeting will not be recorded.
- Closed captioning is available, but can be turned off. (Live Transcript > Hide Subtitle)

AGENDA

- Welcome
- 2021 CUCSA Staff Engagement Survey Results
- Breakout Rooms on Survey Themes
- Executive Committee Updates
- Announcements & Farewell

SURVEY OVERVIEW



Survey sponsored by Council of UC Staff Assemblies (CUCSA) and Systemwide Human Resources

Administered by Willis Towers Watson



1,321 Respondents

54% response rate from a sample of policy covered (non-rep) staff



4 Weeks

Survey administered from May 10 – June 9



New Wellness items:

- *The stress levels at work are manageable*
- *How often do financial concerns impact your ability to perform at work?*



RESULTS SUMMARY

MOST IMPROVED

- Leadership
- Organizational Change & Innovation
- Performance Management

STRENGTHS

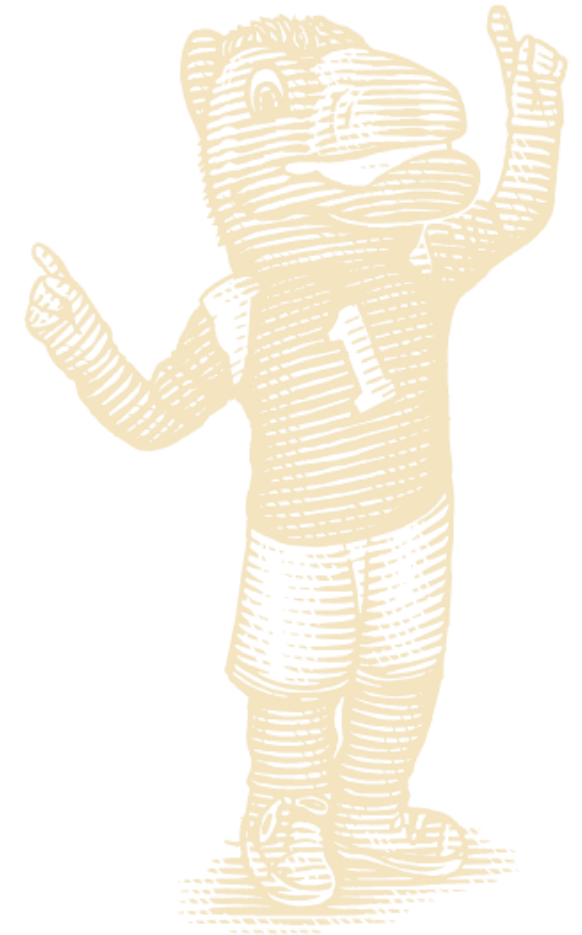
- Communication
- Image/Brand
- Supervision

MOST DECLINED

- Retention

OPPORTUNITIES

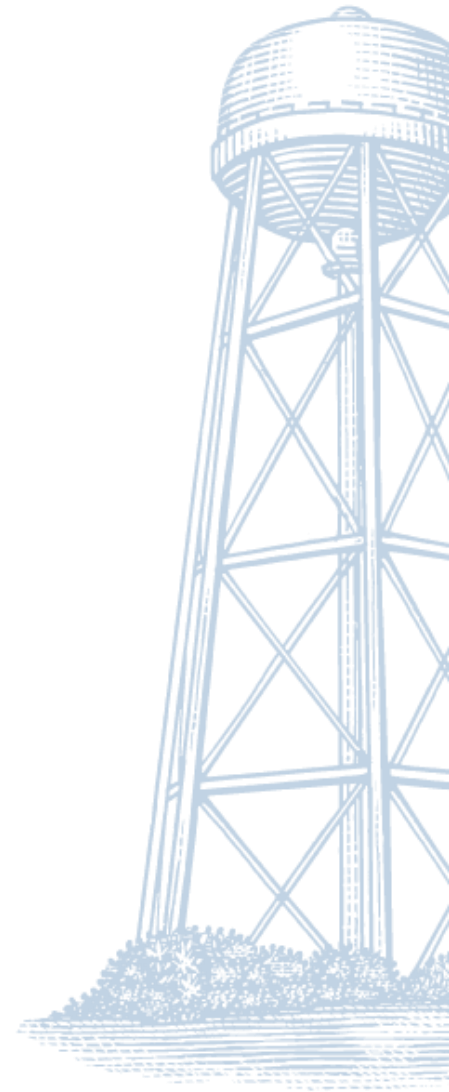
- Career Development
- Communication
- Diversity & Inclusion



Categories vs. Benchmarks

DAVIS (1,321)

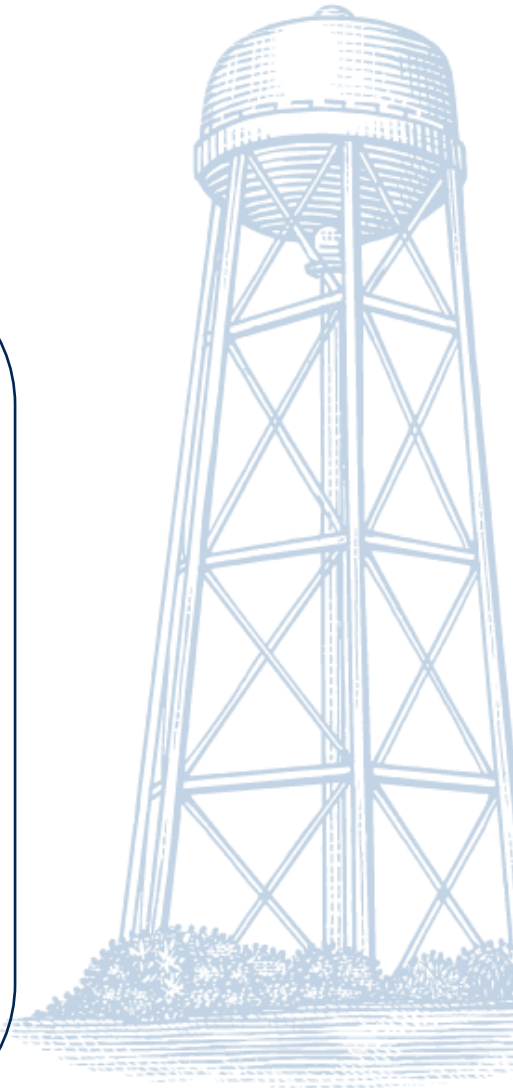
	Total Favorable Score	DAVIS Jun 2019 (1,068)	UC Overall (11,256)	US Norm (147,268)
Career Development	67	2	3*	-4*
Diversity & Inclusion	76	3	1	-1
Empowered Culture	69	4*	0	-6*
Communication	77	5*	-1	5*
Image/Brand	86	2	1	5*
Leadership	63	9*	1	-4*
Organizational Change & Innovation	66	8*	0	-3*
Performance Management	64	7*	1	-2
Retention	61	-3	4*	-6*
Supervision	81	5*	0	0
Sustainable Engagement	82	3*	1	4*
Wellness	66	3	2	1
Working Relationships	80	7*	1	5*



Category Breakdown by Role

Differences based on Total Favorable

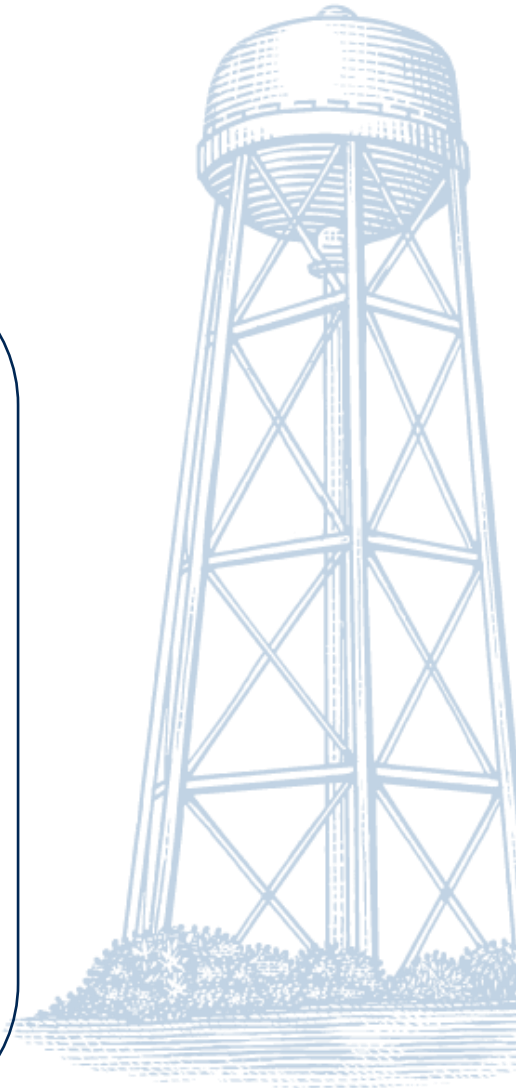
	Total Favorable (1,321)	Individual Contributor (753)	Supervisor (276)	Manager (191)	Director and above (101)
Career Development	67	-2	2	1	7
Diversity & Inclusion	76	-3	2	2	8
Empowered Culture	69	-4	6	3	6
Communication	77	-2	2	1	5
Image/Brand	86	-1	-1	0	6
Leadership	63	1	-5	-2	10
Organizational Change & Innovation	66	-1	1	0	6
Performance Management	64	-2	3	1	6
Retention	61	-1	2	1	1
Supervision	81	0	1	-1	4
Sustainable Engagement	82	-1	0	0	5
Wellness	66	1	-3	-3	6
Working Relationships	80	-1	-2	2	11*



Category Breakdown by Gender (HRIS)

Differences based on Total Favorable

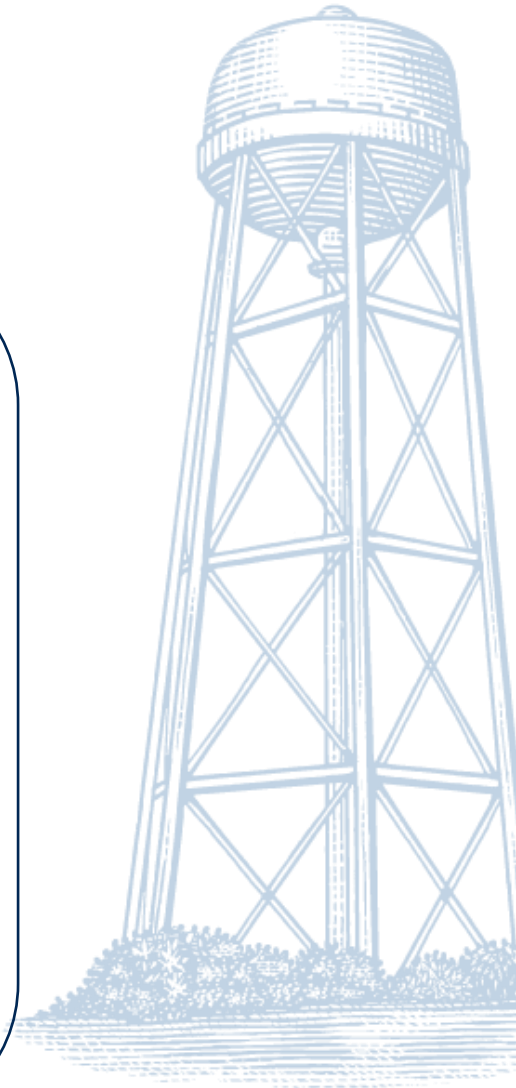
	Total Favorable (1,321)	Female (822)	Male (405)	Unknown (94)
Career Development	67	1	2	-13*
Diversity & Inclusion	76	-1	5*	-11*
Empowered Culture	69	-2	7*	-9
Communication	77	0	2	-9*
Image/Brand	86	1	0	-7
Leadership	63	1	3	-17*
Organizational Change & Innovation	66	-1	4	-6
Performance Management	64	-1	4	-8
Retention	61	2	1	-19*
Supervision	81	-1	3	-1
Sustainable Engagement	82	0	2	-3
Wellness	66	-1	4	-5
Working Relationships	80	0	0	-2



Category Breakdown by Ethnicity

Differences based on Total Favorable

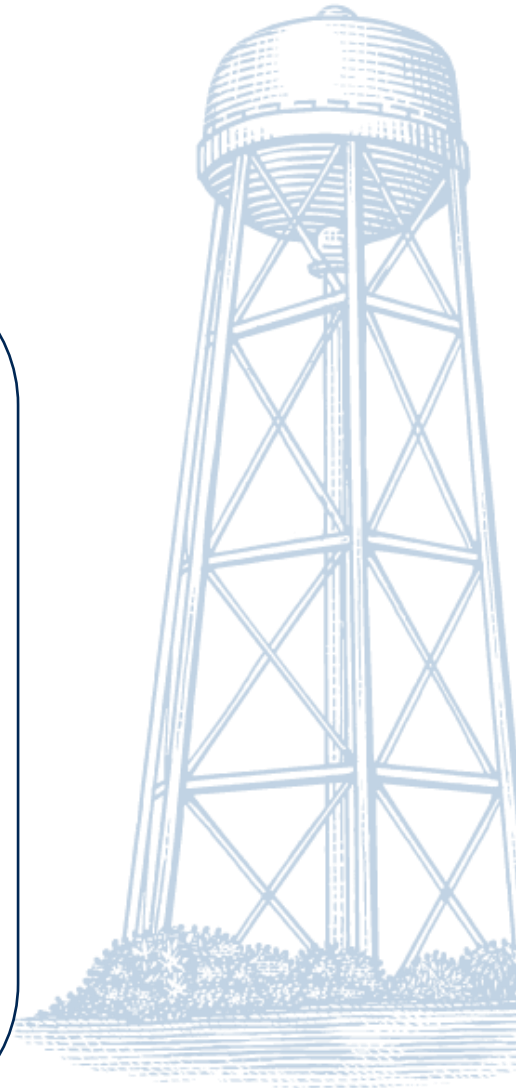
	Total Favorable (1,321)	Asian (159)	Black/African American (51)	Hispanic (166)	Two or More races (25)	Unknown (45)	White (865)
Career Development	67	-1	-14*	-1	-1	-12	2
Diversity & Inclusion	76	-2	-16*	-3	-8	-19*	3
Empowered Culture	69	-5	-18*	-6	1	-15*	4
Communication	77	-1	-3	-4	5	-13*	2
Image/Brand	86	-2	-1	1	-2	-10	1
Leadership	63	-3	-7	-3	1	-11	2
Organizational Change & Innovation	66	-4	0	-4	4	-7	2
Performance Management	64	-1	-7	-3	0	-6	1
Retention	61	0	-12	-4	-13	-21*	2
Supervision	81	1	-2	-2	-2	-2	0
Sustainable Engagement	82	-1	-6	-2	-5	-9	1
Wellness	66	-3	-6	-3	-7	-3	2
Working Relationships	80	-4	0	-3	8	-14*	2



Category Breakdown by Tenure

Differences based on Total Favorable

	Total Favorable (1,321)	DAVIS: 1 < 3 (255)	DAVIS: 3 < 5 (183)	DAVIS: 5 < 10 (316)	DAVIS: 10 < 15 (210)	DAVIS: 15 < 20 (172)	DAVIS: 20 < 25 (100)	DAVIS: 25 < 30 (54)	DAVIS: 30+ (31)
Career Development	67	4	-7	-3	-1	-1	3	12	22*
Diversity & Inclusion	76	3	-4	0	2	-3	-5	11	6
Empowered Culture	69	4	-5	-2	1	-2	-2	9	12
Communication	77	4	-3	-1	-1	-3	-4	3	18*
Image/Brand	86	2	-3	-1	1	-1	-3	2	7
Leadership	63	1	-3	0	-1	0	-3	6	14
Organizational Change & Innovation	66	3	-2	0	-1	-4	-5	11	16
Performance Management	64	2	-5	-3	2	0	-1	9	13
Retention	61	0	-7	-4	5	5	1	8	10
Supervision	81	3	-3	-2	1	-1	-1	2	9
Sustainable Engagement	82	1	-4	0	0	-1	-1	8	11
Wellness	66	2	-8*	1	0	-1	4	1	12
Working Relationships	80	-1	-8*	1	0	3	-1	7	15*



Strengths and Opportunities

DAVIS (1,321)

Strengths

Strengths		(Favorable)			
 We should continue to build on these.	26	I believe strongly in the teaching, research, and public service mission of the UC system.	95	1	1
	11	My supervisor treats me with respect.	90	3*	0
	1	My campus/location does an excellent job of keeping employees informed about important organizational matters affecting us. ★	83	10*	-1

Opportunities

 These are our priority areas to focus on.	16	I am confident I can achieve my personal career objectives within the UC system. ★	65	-1	1
	10	I feel able to openly and honestly communicate my views to my supervisor and other leaders. ★	71	1	-1
	25	I can be myself at this organization without worrying about how I will be accepted.	75	0	-2



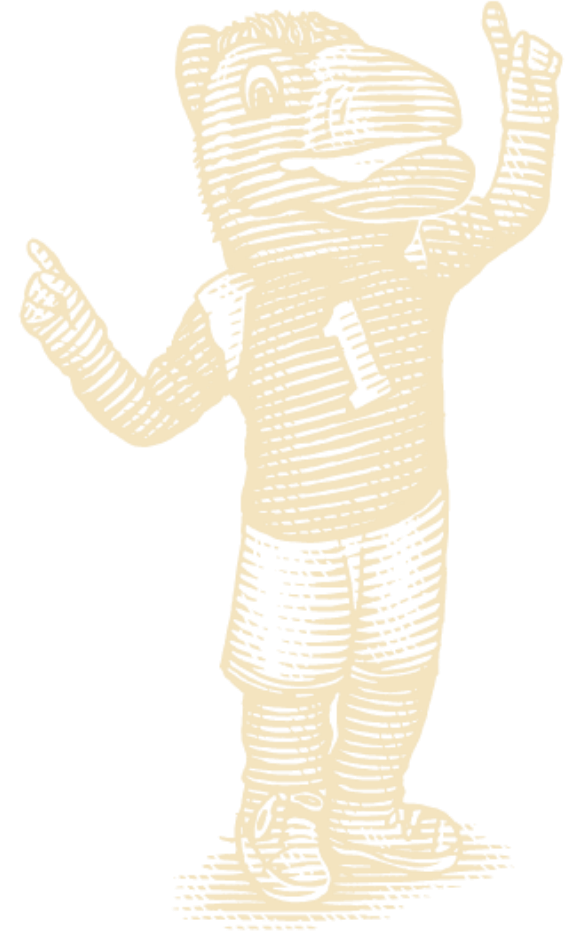
NEXT STEPS

Engagement Working Group

- Review more detailed survey data
- Explore each priority area further
- Identify actionable recommendations for improvement

Interested in joining the Working Group?

Contact Staff Assembly at staffvoice@ucdavis.edu





BREAKOUT ROOMS

SELECT A BREAKOUT ROOM

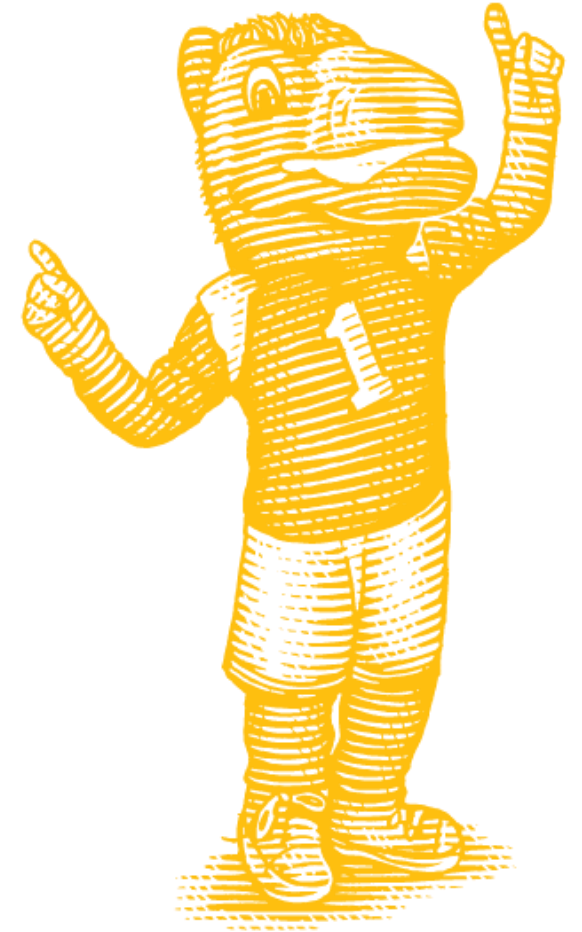
1. Retention and Career Development
2. Upward Communication
3. Diversity and Inclusion



STAFF ASSEMBLY UPDATES & ANNOUNCEMENTS

UPCOMING EVENTS

- Breakfast With The Chancellor
- Movement Playlist
- Winter Warmer
- Thank Goodness for Staff Picnic May 11, 2022





**THANK YOU FOR
JOINING US!**