Vice Chancellor Update

December 9, 2021
Changes to Public Health Requirements

- Financial impacts summarized on [BIA website](#).
- Return to campus population holding steady at ~80% of pre-pandemic levels.
- The vaccination rate is 98% for the Davis campus and 92% for the Sacramento campus.
- Positive cases remain extremely low (0.06%).
- No cases of the omicron variant detected in Yolo County (yet), but Genome Center is genotyping all positives.
Winter will look a lot like Fall

**Testing**
Starting Jan. 17, fully vaccinated people are strongly encouraged to test, but not required.

**Daily Symptom Survey**
Don’t need a doctor’s note to return to work.
New rapid testing for symptomatic students to help quickly rule out COVID.

**Face Coverings**
No changes expected from Yolo County on mask mandate anytime soon.
Cubicle height requirements may be removed for active eating and drinking.

**Vaccine Mandate**
New employees have 2-8 weeks to get compliant.
No new mandates for boosters yet.
Flexible Work Liaisons identified for each school, college and division.

So far, more than 2,500 Flexible Work Arrangements have been signed.

The pandemic is ongoing and we’re still settling into a new normal.

We must balance a vibrant campus experience with the needs and trends of our workforce.
Flexible Work Arrangements

When job roles can be done remotely why are offices requiring employees to work onsite?

- Fully onsite: 50%
- Fully offsite: 10%
- 3-4 days offsite: 14%
- 1-2 days offsite: 26%
FOA leaders have fully embraced the **Workplace Reimagined** initiative; planning is still ongoing.

- We estimate about 600 FOA employees are working offsite in some capacity.

- Not all positions can work remotely, but the pandemic has proven we don’t all need to be on campus to be successful.
Closer Look at FOA’s Use of Core vs Flex Hours

**Flex Hours**

- Work hours that may differ from the standard workweek, split from core hours.
- Flex hours can be performed onsite or offsite.
- Up to 50% of the time.

**Core Hours**

- Established hours when everyone in a workgroup is available and responsive.
- Core hours can be performed onsite or offsite, dependent on the workgroup needs.
- Up to 50% of the time.
Closer Look at FOA’s Space Study

- **Identify unneeded space** and return that space back to the campus.

- FOA gets **budget credit for returned space**.
  - Planning to return ~45,000 sq ft – 20% of our admin space.

- Use budget credit for **space enhancements**, like:
  - Making conference rooms zoom capable.
  - Purchasing furniture for hotel spaces.
  - Reconfiguring spaces to accommodate hybrid-remote work.

**Read more about the Space Release Incentive Program**

How much money can the university save by reducing leased space?
Budget Update

▪ Equity program is happening this year and HR will be distributing lists and instructions this month.

▪ Regents adopted initial 2022-23 budget including funding for staff merits.

▪ Current assumption is a pool of 4.5% contingent on the level of funding provided by the state.

▪ We anticipate a pay-for-performance program; individual increases managed within overall pool.

▪ Other staff increases per negotiated labor contracts.

Will there be a merit program in 2022?
Alternating our Big Surveys

Even years, proposed for late March 2022.

Odd years, proposed for late March 2023.
Strengths

- Would recommend UC Davis as a great place to work.
- Have a strong sense of purpose in their work.
- Feel their current roles fit their strengths.
## Top Areas of Opportunity

<table>
<thead>
<tr>
<th>Rank</th>
<th>Topic</th>
<th>Survey Score (out of 100)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Taking action</td>
<td>51</td>
</tr>
<tr>
<td>2</td>
<td>How decisions are made</td>
<td>58</td>
</tr>
<tr>
<td>3</td>
<td>Collaboration between departments</td>
<td>60</td>
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<tr>
<td>4</td>
<td>Equal opportunity to succeed regardless of background</td>
<td>64</td>
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<tr>
<td>5</td>
<td>Good career opportunities</td>
<td>64</td>
</tr>
<tr>
<td>6</td>
<td>Feel free to speak my mind without fear of negative consequences</td>
<td>64</td>
</tr>
<tr>
<td>7</td>
<td>UC Davis does a good job of communicating with employees</td>
<td>65</td>
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</tbody>
</table>
The Library established an Employee Engagement Committee to focus on areas of greatest concern.

Student Affairs is now offering 360° feedback assessments and individual coaching for leaders.

FOA launched a new all-employee newsletter “Digest” to better inform employees of logistical, administrative and operational information.

Vet Met is now hosting Town Hall meetings to allow greater opportunities for engagement and feedback.

Go to: hr.ucdavis.edu/staff-experience-survey/progress for more examples of improvements from the Staff Experience Survey.
What’s a typical day in your role like?
What is the number one trait you look for when hiring people?
What is one thing on campus you would like to change?
How can someone best prepare to take on my job?
What are some qualities you would recommend in a new Vice Chancellor?