



General Meeting Agenda

December 9, 2021

12:30-1:30 p.m.

[Zoom](#)

12:30-12:35 p.m. Welcome

12:35-1:25 p.m. Featured Guest Speaker: Kelly Ratliff

- **Presentation**
- How much COVID-19 response funding was recovered? BIA website for COVID-19 mitigation and Federal Government funding and financial aid. Campus population is ~80% pre-pandemic levels. Positivity rate for COVID-19 remains extremely low at (0.06%) with no current cases of Omicron variants from the UCD Genome Center.
- Winter will replicate Fall Quarter. Testing will move from required to strongly recommended starting Jan. 17 for fully vaccinated individuals. Doctors notes will not be needed to return to work if sick. Rapid testing for symptomatic students will help rule out COVID. No changes are expected for Face coverings. Cubical height requirement may be removed for active eating and drinking in UCD buildings. Individuals are highly encouraged to consume within office or at designated areas.
- Workplace Reimagined. Hybrid work is going well. Flexible work Liaisons identified from each school, college, and division. More than 2,500 flexible work arrangements have been signed as we settle into our new "normal" during the Pandemic with the balance of campus experience and trends within the workforce.
- Flexible Work Arrangements Data: 50% fully onsite. 0% fully offsite 14% 3-5 days offsite 26% 1-2 days offsite.
- FOA reimagined workplace: FOA leaders have fully embraced workplace reimagined initiative. ~600 FOA employees are offsite in some capacity. FOA are utilizing Flex Hours. Work hours may differ from standard workweeks. These flex hours can be used for onsite / offsite for up to 50% of time. Core hours are established for employees to incorporate into their schedule. Core hours may reflect up to 50% of the allotted worktime.
- FOA Space Study. With remote work, identifying unneeded space to return space back to campus. ~45,000 sq ft -20% of ADMAN space has returned to Campus. These credits / funds can be used for conference rooms and zoom capabilities, purchasing furniture and hotel space.
- Budget Update: Will there be a Merit program in 2022? **"Most likely, yes!"** Regents adopted initial 2022-23 budget including funding for Staff Merits. 4.5% contingent on level of funding provided by the state. Anticipated pay-

for-performance program and individual increases in overall pool. Labor union covered staff increases are determined by their union.

- Big Surveys: Staff Experience Survey & UC Davis Satisfaction Survey are moving to an every other year model of distribution. Davis Campus
- Engagement: Benchmark 75 with 76 engagement score. Total Responses: 4,507.
- Survey results for Areas of Opportunity: Taking action, how decisions are made, collaboration between departments, equal opportunity to succeed regardless of background, good career opportunities, free to speak your mind without negative consequence, etc.
- The typical date for Kelly Ratliff: Mon / Tuesday are for in person leadership meetings. Back-to-back Zoom, encompassing many topics which is focused around creative problem solving.
- ***Facilitated Q&A from Zoom submitted questions***

Q&A

- **What is the number one thing you look for in hiring someone?**
- Enthusiastic and passionate in advancing the FOA mission.
- **What is one item on campus that she wishes or would like to do differently?**
- “We have a lot of different influences and regulations on how to get things done. We have unnecessary steps in HR or compliance that are depended on (1) mistake. Rules and regulations may be unnecessary and make things more difficult to achieve.
- **What are some qualities you would like to see in the new VC of FOA?**
- Hire a group of experts and let them be experts in their fields with a lot of support. Kelly’s job is not to do someone else’s job but provide them support and assist with making connections.
- **How can someone best prepare to take on a role like yours?**
- Take opportunities to serve in difficult positions or volunteer outside your previously assigned role. Make connections and participate with ADMAN and Staff Assembly. Examples: budgets, DEI, etc.. Diversify your professional experiences.
- **What do you see as your greatest accomplishment and greatest challenge in your long career at UC Davis? Your legacy?**
- Overcoming the Pandemic. “Maybe I will go down as an Aggie Geek Fan”
- **What is the one piece of advice you would give your successor to be successful in this role?**
- Listen and learn from other. Other people and other departments.
- **What is UC Davis doing, both internally and as part of its Public Service mission, to address income and wealth inequality?**
- A huge part of what happens at UC Davis’s Health is focused on social justice, diversity, opportunity, healthcare etc. with emphasis on social mobility and pioneering our research and initiatives. Survey results reflect our goals and missions that we can continue to work towards improvements.
- **How can University's investments match the level of action suggested by climate science?**
- Digging big trenches across campus to transition from steam to hot water to help mitigate the effect of climate change. “We want UCD to show what it is to be a leader regarding sustainability to share with others”. <https://bigshift.ucdavis.edu/>

- **Why do we lose service credit for parental/baby bonding leave when it disproportionately harms women's retirement income?**
- “I think this is something we need to look into, we don’t want to have things in the mix that disproportionately impacts one group” The best steps are to ask how others are addressing this question and take current action.
- **Do you think the internal recharge method is still the most fair/efficient way for campus to provide core services to units?**
- The tuition our students pay is more than what the State contributes. When do we contract and when do we utilize strictly within UCD? A single pot of money is not available which is why recharge methods are relied on across the UC system. Fair wages, benefits, sustainability, etc. “At the end of the day, I’m not sure”
- **With the remote work options, we've seen lots of individuals jumping to UC Berkeley and UCSF for complete remote work but living still in Davis and/or Sac. I'm under the understanding that those UCs have a higher "pay scale" for the same UC jobs because of the area they live in. Does Kelly think the pay scales across UCs might change?**
- “I do not know if this issue is here to stay or not” This is due to the fact that the job market may become more fluid with competitive wages. More information will be provided in the coming years and when we look the data a differential may need to be considered.
- **What are the benefits of implementing Vacancy Management Committee approval to create new staff positions on the campus side, and do you anticipate this program continuing indefinitely?**
- We stepped away from reviewing every vacancy but adding a new position is a large decision.

1:25-1:30 p.m. Announcements & Wrap Up

Save the Date

[January Staff Assembly General Monthly Meeting](#) Tuesday, January 11, 12:00-1:00 PM.

[ADMAN Conference](#) Tuesday, March 22, 8:00 AM-4:00 PM