

UC DAVIS

STAFF ASSEMBLY

General Meeting Agenda

November 9, 2021

12:00-1:00 p.m.

[Zoom](#)

- 12:00-12:05 p.m. Welcome**
- 12:05-12:15 p.m. Staff Engagement Survey Results Overview**
- 12:15-12:40 p.m. Staff Engagement Survey Results Breakout Rooms**
- *Choose a breakout room by theme discussed in Staff Engagement Survey Results*
- 12:40-12:50 p.m. Staff Assembly Executive Committee updates**
- **Chair- Jennifer Jackson**
 - December meeting date
 - December 9th 12:30-1:30 Joint meeting with ADMAM with featured guest speaker Kelly Ratliff, Vice Chancellor of Finance Operations and Administration FOA who has recently announced her retirement. Please submit questions for Kelly in advance for moderated Q/A.
 - Via: https://ucdavis.zoom.us/meeting/register/tJYtc-mgrzkoHNdegPERmqF_hliowzkJVj_0
 - Jennifer: I am serving on the recruitment Advisory Committee for the new Vice Chancellor. Keep an eye out in staff voice and in slack for listening session details those have yet to be scheduled, discussion regarding the ideal next candidate for Vice Chancellor of finance operations and administration
 - **Chair Elect- Lauren McDiarmid**
 - December CUCSA
 - Call for those interested in serving on citations and scholarships committee will be coming up. Work is done in the spring quarter.
 - **Communications Chair- Ruby Bal**
 - We're In This Together Recognition Series
 - wrapping up our we're in this together recognition series stories on staff voice in the next two to three staff voices
 - <https://mailchi.mp/9f33c70ea026/staff-voice-issue-1062797>
 - **Events Chair- Zoe Bolesta-Reynolds**
 - Food Drive Update
 - If you are participating in either the Employee Giving Program's Supplies Drive from November 1st to

November 15th or Supply Chain Management's Food Drive – November 1st through November 19th. Submit a photo of your team alongside donations to receive UCD swag for your entire team!

- Food & Supplies Drive Photo Submission -

<https://ucdavis.app.box.com/f/a1bb2f20ceed4a388300e0dfb70d7f94>

- Move and Groove
 - move and groove playlist approaching the end of 2021. We want to help you guys stay active for January event share a song or two that gets you energized here at this link, and I will pass it
 - Move and Groove Playlist Submission -
https://ucdavis.co1.qualtrics.com/jfe/form/SV_3rxG5vzSWtvzo46
- TGFS

-Planning for in person, 2022 TGFS has begun! Vote for your logo by Tuesday, the 16th winners will be announced in the next November 18 staff voice.

- TGFS 2022 Logo Poll -

https://ucdavis.co1.qualtrics.com/jfe/form/SV_4HpBOClrBUp8rDE

- Winter Warmer

- Wednesday, December 8, 11:30 AM-1:30 PM @ Alumni Center

-Thursday December 2nd 4:00-5:00PM Zoom room with Chef Kue

-Photo submission for online Gingerbread contest Friday December 31st

- crafting acapella cookie decorating, and a gingerbread house display and more!

- participate in these two or not, you are invited to submit a photo of your own original nail that gingerbread house by Friday December 31 for fun voting poll.

- Winter Warmer Zoom Q&A, Thursday, December 2nd

<https://www.eventbrite.com/e/203559139867>

- Winter Warmer at the Alumni Center, Wednesday, December 8th from

11:30-1:30 <https://www.eventbrite.com/e/203524275587>

- Nailed It! Gingerbread House Submissions by December 31st.

<https://ucdavis.app.box.com/f/0bb8e0bc8bb0408ca4e9f44e294c8b9c>

- Tailgate Recap

-October Tailgate was a success, serving over 200 meals before our win over Idaho State. Photos available via Staff Assembly Website.

- Tailgate 2021 Photos - <https://staff.ucdavis.edu/tailgate>

- **Finance Chair- Roger Moy**

- N/A

- **Outreach and Marketing Co-Chairs- Christina Blackman & Jennifer Larr**

- Nov. 19th Basketball game w/ available tickets for both Campus and Med. Center Staff

-Tickets available at a discounted rate. Part of the proceeds go to Staff Assembly scholarship Funds. Friday, the 19th Kings Game!

- **Member Engagement Chair- Kyle Urban**
 - 11/5 Third Thursday Recap
 - Featuring the Retiree Center and Alumni Association: give a presentation on the work they do with both staff, retirees, and our student alumni population while enjoying the Moss Patio and some wine!
- **Secretary- Lisa Feldmann**
 - N/A
- **Past Chair- Molly Bechtel**
- N/A

12:50-1:00 p.m. Announcements & Wrap Up

Save the Date

Winter Warmer Event All Information found at <https://staff.ucdavis.edu/winter-warmer>

- Wednesday, December 8, 11:30 AM-1:30 PM @ Alumni Center
- Thursday December 2nd 4:00-5:00PM Zoom room with Chef Kue
- Photo submission for online Gingerbread contest Friday December 31st

December Staff Assembly/ADMAN Joint Meeting Thursday, December 9, 12:30-1:30 PM

Breakout Room Discussion

1.Retention and Career Development (Jennifer Assigned)

- At GSM I feel boxed in with titles and roles and I get the feeling coming from state work that titles were trying to be simplified, not space for growth or advancement.
 - Either have a team of 5 or you have a team of 0 and you are not a manager
 - Expanded titles or managerial opportunities to grow your career
- I'm very passionate about this topic. I've been adding notes for the committee I'm on. So I'll just place my thoughts in the chat: ****Promotion opportunities for staff of color****Percentage of management and leadership opportunities retained by staff of color**some departments have paid for staff to go back to school. The advanced degrees are required to attain senior management positions (should we require them? What opportunities can we offer to staff to advance their education?)*incentives for frontline/low level staff concerning student loan forgiveness (help)**Also salaries: When an internal candidate moves into a higher classification, there is a claim that that internal employee can't jump more than 5-10% in salary, providing then no incentive
- In supervisor position 5 1/2 years. When employees leave their complaints are about salary. Tried to go to bat for them and things haven't been done. Salaries and complaints about we have taken on so much outside of what we were originally assigned to do and not being compensated fairly for that. Lost 5-6 excellent team members in past 3 years specifically due to compensation. University needs to address this
- My dept sees a lot of this issue. Retention now that we are coming back in the office there is a lot of inequity with flex work arrangements and working from home. If folks can't get an increase they want to work for a group with more flexible work. UC is behind and not competitive in these categories. Benefits not rising and competing with inflation

- I have "heard" that UC Berkeley has the ability to pay employees more than UC Davis (due to a tiered pay scale system amongst the UCs) and worry that with remote work, many UC Davis employees may jump to Berkeley rather than stay at UCD.
- Inequities of favoritism or bias, lack of opportunity to advance. Feel stifled in their career, not equitable opportunities for advancement. Not championed in the way that others are. Inequity in terms of supervision.
- Worried about retention – often the reason people leave is because of salary, and industry is always making more. A comprehensive benefits package is supposed to make us competitive, but not everyone uses the benefits through UC to the same extent. Interested to know more about salary scales across different campuses
- Different flex work standards is concerning. People move around because of what they want and units are suffering because of it.
- Yes salary is different at different UCs. People have left for Berkeley
- IDEA: Differences between departments – can the university system land eventually on a more defined flex work environment? Or will the “up to the departments” continue? Some units do need to be in person, and people on site are feeling the strain of the inequity of doing tasks that have to be done in the office. Uniform ground work for flex work.
- From what I have seen and spoken to other colleagues – it is departmental based, and some managers feel the need to make it fair for everyone.
- No opportunities to move from clerical to career roles. Support for intercampus job changes, even if you can’t retain employees within your dept, keeping folks at Davis would be awesome
- Career development – want to stay in field and want to advance there isn’t always a person willing to create a position at a higher level
- Yes. I gave an exit interview when I left my first dept at UCD. We need to offer these even with internal transfers and look at the data.
- I was also told that the "compensation" dept/ppl make a huge call on what is offered to internal candidates concerning equity increases, etc. I may be wrong.
- I browse LMS at least monthly to see if there are new classes that staff can take to help their development. The Analytical series, people management series and Customer Service series are great for skills towards advancement
- Is there a mechanism in place for internal candidates who want to transfer or promote to another position? This is important as it may keep quality staff at UCD versus them opting to leave the university completely? Do internal candidates get priority when going for positions at UCD?
- Chancellor's Colloquium with San Francisco Mayor London Breed virtual event on Nov. 23: To Register: https://ucdavis.zoom.us/webinar/register/WN_hZ1ugwleT-OB0BTw_Ry4fA

2.Upward Communication (Ruby Assigned) – “I feel able to openly and honestly communicate my views to my supervisor and other leaders.” – communication between unit supervisors and leaders

1. Does this priority accurately reflect an area you think UC Davis needs to grow in? Why/why not?
 - Jaime: upward communication is something that varies department to department. There are departments where people say everything is great but when things aren’t and don’t feel comfortable addressing their superiors.
 - Paul: highest scoring groups – those with 30+ years, don’t care what their supervisor thinks and maybe in exiting behavior already or are supervisors already; 0-3 years and 25-30 years, male; lowest scoring: unknown, decline to state and Hispanic

2. Do you have examples from your experience/department on this topic?
 - Jaime: Folks get tired of giving feedback because nothing is done with it
 - Jaime: Folks are asked for an opinion and then you provide that opinion, but the supervisor/leader turns it back on you to figure things out
 - Steffi: there's also a difference in how big units are; I've worked in departments that are larger and it feels like there are more people between your supervisor and you, I work in a smaller unit now and it's different.
3. Do you have ideas or recommendations that the working group could look further into?
 - Paul: it's all top/down. Supervisors aren't evaluated by how they are as a supervisor. There is no 360 feedback and if that's not incorporated into performance management. How can anyone feel honest about communicating when this isn't employed. There needs to be more 360 feedback because the supervisor's supervisor may not see the day to day. That is lost in the whole performance management process.
 - Bill: Performance Management appraisal feels like a way to check a box.
 - Steffi: Lack of consistency in Performance Management across departments
 - Steffi: do you think anonymity will help? Student Affairs & Marketing, the Vice Chancellor is reviewing and providing answers, but because it wasn't anonymous we only got 1 response. You try and establish lines of communication but no one participates because it isn't anonymous
 - Ruby: my units have had 360 type feedback, but there is no anonymity so it is hard to capture true feedback

3. Diversity and Inclusion (Lauren and Roger Assigned)

1. Does this priority accurately reflect an area you think UC Davis needs to grow in? Why/why not?
 - a. General consensus was yes, after taking a look at the data highlighted the need for this to be a priority is clear.
2. Do you have examples from your experience/department on this topic?
 - a. DEI committees being formed on a department level was a theme of discussion
 - i. This is not only a priority area for just staff to staff interactions and it was discussed that one department created a DEI committee with staff, faculty, and student members.
3. Do you have ideas or recommendations that the working group could look further into?
 - a. The group discussed wanting to see actionable items come from the engagement workgroup.
 - b. How do we reach staff with tenure of 3-5 years, as there seems to be a drop off in favorability in those years.
 - i. Getting word out of opportunities on campus – The campus has a number of affiliate groups and DEI initiatives, but how do we get staff to learn about them and participate in them
 - c. Related to the above, how do we get buy in from departments/supervisors to provide the time for staff to participate in these groups/activities
 - i. It is often a lot of uncompensated time required for staff to lead and/or participate in these groups/activities.
 - d. The conversation turned to career development and wanting to see more on how we could create career development/promotion opportunities that are equitable.
 - i. Was mentioned that faculty have the opportunity to be reviewed for promotion/advancement every 3-5 years and it would be nice to have that as staff

