Campus Spring Town Hall Meeting
April 18, 2018
Agenda

• Welcome
  Joel Michaelsen

• 2017 UC Staff Engagement Survey Results
  Cynthia Señeriz, Farfalla Borah, Greta Halle, George Hopwood, Erica Losada, Kelly Walsh, Mia Weber

• Design and Facilities Safety Services Update
  Renée Bahl

• Behind the Scenes: Campus Work on Thomas Fire and Flood Recovery and Community Support
  Renée Bahl and Willie Brown

• UCPATH Update
  Matt Erickson

• Resources and Consultation for Lab Visioning, Design and Set-up
  Amorette Getty

• Thank you
  Joel Michaelsen
The Staff Engagement Surveys, developed by the Council of University of California Staff Assemblies (CUCSA) and UC systemwide Human Resources, helps University leaders, managers, and supervisors better understand the views, experiences and needs of policy covered staff on a range of topics related to working at UC, including:

- career development
- performance management
- staff engagement

Results from each survey help us determine areas where progress was made, as well as areas that may need further effort and focus.
Lookback to the 2015 Engagement Survey

- Areas of Strength in 2015:
  - Working Relationships
  - Communication
  - Image/Brand

- Areas Identified for Improvement:
  - Organizational Change
  - Performance Management
  - Career Development
Key Drivers from 2015 Survey for Increased Engagement

1. Career Development
   a. I can achieve my personal career objectives within the UC system
   b. My campus is doing a good job of planning for management succession

2. Performance Management
   a. I feel my personal contributions are recognized
   b. I think my performance is evaluated fairly

3. Working Relationships
   a. There is good cooperation between staff in my department
   b. There is good cooperation between my department and other departments
Outcomes from 2015 Survey Action Items

Career Development:
- Gaucho Growth
- Summer Series
- Gaucho Mentor
- Connection
- New UC Learning Center portal
- New HR Training website
- UC People Management Certificate
- My UC Career portal

Performance Management:
- FY2015-16 results - 98%
- FY2016-17 results - 99%
- Updated Evaluation form

Working Relationships:
- Town Halls
- Staff Logo and t-shirt
- Gaucho Voice
- New Employee Orientation
- Mindful UCSB
DISCOVER YOUR CAREER PATH
Providing you with tools to learn more about your strengths, skills, and opportunities.

Create Your Account

First Name
Last Name
UC Email Address
Password
Confirm Password

Passwords must be 8-22 characters, include one upper & lower case letter, and one number or special character.

Send me email updates on CareerArc’s services as well as related services from CareerArc’s third party partners.

By clicking “Create My Account” you acknowledge that you are creating an account with CareerArc and have read and agree to CareerArc’s Terms of Service and Privacy Policy.

Create My Account

https://uc.yournextstep.com/users/sign_up?direct=V2kBGT2m-ax_qT3q
More Engagement Activities!

- Town Hall
- OrgSync
- Staff Service Milestone Awards

Today!

June 5th
Summer 2018
2017 Engagement Survey Results

<table>
<thead>
<tr>
<th>Campus</th>
<th>2017 Return Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of California Overall</td>
<td>51%</td>
</tr>
<tr>
<td>Ag and Natl Resources</td>
<td>64%</td>
</tr>
<tr>
<td>Berkeley</td>
<td>53%</td>
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<tr>
<td>Berkeley Lab</td>
<td>52%</td>
</tr>
<tr>
<td>Davis</td>
<td>47%</td>
</tr>
<tr>
<td>Irvine</td>
<td>49%</td>
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<tr>
<td>Los Angeles</td>
<td>44%</td>
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<tr>
<td>Merced</td>
<td>50%</td>
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<tr>
<td>Riverside</td>
<td>58%</td>
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<tr>
<td>San Diego</td>
<td>48%</td>
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<tr>
<td>San Francisco</td>
<td>54%</td>
</tr>
<tr>
<td><strong>Santa Barbara</strong></td>
<td><strong>64%</strong></td>
</tr>
<tr>
<td>Santa Cruz</td>
<td>61%</td>
</tr>
<tr>
<td>UCOP</td>
<td>66%</td>
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</tbody>
</table>

Highest participation rate of any UC campus!
64% response rate
9% increase over 2015
2017 Engagement Survey Results

2017 UC Staff Engagement Survey Results Highlights
Santa Barbara

6 out of 8 categories improved!
2 categories dropped
... 1 percent!

Engagement score increased by 2 points!
<table>
<thead>
<tr>
<th>Survey Categories</th>
<th>Performance Management 2017 Favorable: 57%  +8</th>
<th>Supervision 2017 Favorable: 76%  +6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most Improved in Performance Management and Supervision</td>
<td>UCSB 2017 Total Favorable</td>
<td>Difference from 2015</td>
</tr>
<tr>
<td>I feel my personal contributions are recognized</td>
<td>71%</td>
<td>+16</td>
</tr>
<tr>
<td>My supervisor helps me make time to participate in training &amp; development activities</td>
<td>76%</td>
<td>+10</td>
</tr>
<tr>
<td>My supervisor listens to different points of view before coming to conclusions</td>
<td>77%</td>
<td>+9</td>
</tr>
<tr>
<td>My supervisor treats me with respect</td>
<td>90%</td>
<td>+5</td>
</tr>
<tr>
<td>I think my performance on the job is evaluated fairly</td>
<td>78%</td>
<td>+3</td>
</tr>
<tr>
<td>Survey Categories</td>
<td>Working Relationships 2017 Favorable: 82% +4</td>
<td>Communication 2017 Favorable: 74% +6</td>
</tr>
<tr>
<td>------------------</td>
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<tr>
<td>Most Improved in Communication and Working Relationships</td>
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<tr>
<td>My campus does an excellent job of keeping employees informed about important organizational matters affecting us</td>
<td>72%</td>
<td>+7</td>
</tr>
<tr>
<td>There is good cooperation between staff in my department</td>
<td>86%</td>
<td>+5</td>
</tr>
<tr>
<td>There is good cooperation between my department and other departments at my campus</td>
<td>79%</td>
<td>+3</td>
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<tr>
<td>I have a clear understanding of how my job contributes to the department objectives</td>
<td>93%</td>
<td>+2</td>
</tr>
<tr>
<td>Survey Categories</td>
<td>Career Development 2017 Favorable: 60% +2</td>
<td>Engagement 2017 Favorable: 71% +2</td>
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<td>----------------------------------</td>
</tr>
<tr>
<td>Most Improved in</td>
<td>UCSB 2017 Total Favorable</td>
<td>Difference from 2015</td>
</tr>
<tr>
<td>Career Development</td>
<td>63%</td>
<td>+8</td>
</tr>
<tr>
<td>and Engagement</td>
<td>88%</td>
<td>+4</td>
</tr>
<tr>
<td>My campus provides</td>
<td>84%</td>
<td>+4</td>
</tr>
<tr>
<td>people with the</td>
<td>88%</td>
<td>+3</td>
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<tr>
<td>necessary</td>
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<tr>
<td>My work schedule</td>
<td></td>
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<tr>
<td>allows sufficient</td>
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<td>flexibility to</td>
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<tr>
<td>meet my personal/</td>
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<tr>
<td>family needs</td>
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<tr>
<td>I would recommend</td>
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<tr>
<td>the UC system as</td>
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<td>a good place to</td>
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<td></td>
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<tr>
<td>work</td>
<td></td>
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<tr>
<td>I feel motivated</td>
<td></td>
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<tr>
<td>to go beyond my</td>
<td></td>
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<tr>
<td>formal job</td>
<td></td>
<td></td>
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<tr>
<td>responsibilities</td>
<td></td>
<td></td>
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<tr>
<td>to get the job</td>
<td></td>
<td></td>
</tr>
<tr>
<td>done</td>
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</tbody>
</table>
UCSB Key Strengths

- Supervisors support training & development of their staff
- Staff understand their job and department objectives
- Supervisors recognize the personal contributions of their staff

- 76% favorable (+10 from 2015)
- 93% favorable (+2 from 2015)
- 71% favorable (+16 from 2015)
We Still Have Room for Improvement

WE NEED YOUR THOUGHTS AND IDEAS
<table>
<thead>
<tr>
<th>Career Development</th>
<th>UCSB 2017 Total Favorable</th>
<th>Difference from 2015</th>
<th>UC 2017</th>
<th>US National Norm</th>
</tr>
</thead>
<tbody>
<tr>
<td>I believe I have the opportunity for personal development and growth within the UC system</td>
<td>69%</td>
<td>-6</td>
<td>+5</td>
<td>-1</td>
</tr>
<tr>
<td>I am confident I can achieve my personal career objectives within the UC system</td>
<td>62%</td>
<td>+2</td>
<td>0</td>
<td>-5</td>
</tr>
<tr>
<td>My campus is doing a good job of planning for management succession</td>
<td>34%</td>
<td>+2</td>
<td>+1</td>
<td>-7</td>
</tr>
</tbody>
</table>
As part of people management, supervisors should incorporate professional and career development into ongoing discussions and annual reviews with their direct reports.

Employees can take the lead on their own professional and career development by being prepared with ideas and suggestions for training opportunities.
<table>
<thead>
<tr>
<th>Staff Resources, Engagement, Pay, Inclusion</th>
<th>UCSB 2017 Total Favorable</th>
<th>Difference from 2015</th>
<th>UC 2017</th>
<th>US National Norm</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is usually sufficient staff in my department to handle the workload</td>
<td>37%</td>
<td>-5</td>
<td>-7</td>
<td>-19</td>
</tr>
<tr>
<td>I have the equipment/tools/resources I need to do my job effectively</td>
<td>68%</td>
<td>-3</td>
<td>-5</td>
<td>-7</td>
</tr>
<tr>
<td>I feel my campus does a good job of matching pay to performance</td>
<td>23%</td>
<td>+3</td>
<td>-8</td>
<td>-24</td>
</tr>
<tr>
<td>Employees at my campus are treated with dignity and respect, regardless of their position or background</td>
<td>69%</td>
<td>n/a</td>
<td>-2</td>
<td>-11</td>
</tr>
</tbody>
</table>

Where We Want to Improve for 2019
Generally, recent major organizational changes across the UC system have been:

- PLANNED WELL
- EXPLAINED WELL
- EXECUTED WELL

<table>
<thead>
<tr>
<th></th>
<th>Total Favorable Score</th>
<th>Santa Barbara 2015</th>
<th>University of California Overall 2017</th>
<th>US National Norm</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLANNED WELL</td>
<td>31</td>
<td>0</td>
<td>1</td>
<td>-12*</td>
</tr>
<tr>
<td>EXPLAINED WELL</td>
<td>32</td>
<td>-4</td>
<td>0</td>
<td>-24*</td>
</tr>
<tr>
<td>EXECUTED WELL</td>
<td>28</td>
<td>0</td>
<td>1</td>
<td>-23*</td>
</tr>
</tbody>
</table>
Staff Engagement at UCSB

At the present time, are you seriously considering leaving the UC system?

2015
60% said No

2017
68% said No

+8 from 2015
+6 better than UC
+1 better than US norm
2018 - 2019 Key Drivers for Increased Engagement

1. Career Development
   a. I can achieve my personal career objectives within the UC system
   b. My campus provides people with the necessary information and resources to manage their own careers effectively

2. Performance Management
   a. I feel my personal contributions are recognized
   b. I feel my campus does a good job matching pay to performance

3. Wellness
   a. My supervisor is supportive of my participation in wellness-related programs offered at my campus
   b. My organization promotes an environment of physical, mental, and social well-being

Fully Engaged!
In order to plan our next steps, we want YOUR feedback on what was shared today.

To get us started, we have a few questions for you!
You can access the UCSB SECURE wireless connection using your UCSB Net ID.

1. Grab your phone
2. Go to www.govote.at

www.govote.at
What concerns YOU the most about organizational change?

0  
Change within my department | 0  
Change on this campus | 0  
Change across the UC system
When organizational change on this campus is explained, what would IMPROVE COMMUNICATION?

- More communication from my manager: 0
- More communication by campus senior management: 0
- More communication from HR: 0
- Other: 0
What organizational changes come to mind when you think of "recent major organizational changes across the UC system?"
Please feel free to reach out and contact any of the individuals listed below:

- **Greta Halle**, Computer Science, Staff Assembly Co-Chair
- **George Hopwood**, Office of Research, Staff Assembly Co-Chair and CUCSA delegate
- **Erica Losada**, Office of the Executive Vice Chancellor, CUCSA delegate
- **Farfalla Borah**, Human Resources, Employee and Labor Relations Manager
- **Cynthia Señeriz**, Human Resources, Director
Thank you!
Town Hall
April 18, 2018

• Welcome New DFSS Leadership
• Project Completion
• Upcoming New Construction
• Behind the Scenes: Campus Work on Thomas Fire & Flood Recovery & Community Support, DFSS & HDAE
Design, Facilities & Safety Services (DFSS)

- Business & Financial Planning
- Campus Planning & Design
- Environmental Health & Safety
- Facilities Management
- Design & Construction Services
Project Completions

• The Fly Neuroscience Lab
• Wilcox New Venture Incubator
• El Centro
• Pauley Track
• Coal Oil Point Reserve Management Plan
• Bus Loop Paving
The Fly Neuroscience Lab
A research facility for Dr. Julie Simpson whose research area is Genetics, Neural Circuits, and Motor sequences

Project Manager: Liana Khammash
Budget: $1.45 million
Renovated 1,578 SF
Completed December 2017
Wilcox New Venture Incubator

A dedicated space that provides UCSB students, faculty, alumni and affiliates a variety of resources to help them launch their new ventures

Project Manager: Jennifer Hernandez
Budget: $700,000
Renovated 1,500 SF
Completed March 2018
El Centro

Project Manager: Ernie Knapp
Budget: $930,150
Renovated 1,480 SF
Completed April 2018
Pauley Track

Project Manager: Croft Yader
Budget: $2.91M
Completed April 2018
Bus Loop Paving

Project Manager: Telli Foster
Completed March 2018
Upcoming New Construction

• Jeff and Judy Henley Hall
  (Institute for Energy Efficiency)
Behind the Scenes:
Campus Work on Thomas Fire & Flood Recovery and Community Support

Housing, Dining & Auxiliary Enterprises
and
Design, Facilities, & Safety Services
Thomas Fire

- Began December 4, 2017
- Burned 281,893 Acres
- 100% Contained January 20, 2018
Opened hotline for parents and students
Emergency Generators

Installed emergency generator at MAC
Opened MAC as Red Cross Shelter
Housed Law Enforcement
Housed Law Enforcement
Finals Postponement Impacts

- Delayed Move-in & Move-out at Residence Halls & Apartments
- Double Booked Rooms
- Staff Turnaround Time
Air Filter Replacement

10,000 Filters Replaced
Special contract sweepers used on December 24th & 28th to clean all walkways and plazas
1/9 Debris Flow

- January 9, 2018
- 30 Square Miles
- Closed Hwy 101 for nearly 2 weeks
Getting to Campus
Transportation & Parking
Shuttle Employees
Disaster Grant Assistance

• Insurance
  • Losses related to property and environmental damage

• FEMA
  • Eliminates threats to life
  • Protects public health, safety and property
  • Restores damaged facilities
UCPath Project Update
Matt Erickson, Office of the CIO
April 18, 2018
What is UCPath?
A single payroll, benefits, human resources, and academic personnel solution for all UC employees.

Business Transformation
- Standardized Processes
- Technology Upgrade
- Shared Services

Benefits of UCPath
- **CONSISTENT** tools, processes & data
- **EFFICIENT** processing of payroll, new hires, transfers & rehires
- **LOWER RISK**, improved regulatory and policy compliance
- **RELIABLE** service
166 days

until your first UCPath-issued paycheck
UCPath Implementation Timeline for UCSB

- Test: Jan - Jun
- Train: Jun - Aug
- Launch: Sep - Oct
- Stabilize, Refine and Improve: 2018 - 2019
PPS Transactions Data Informs Training Priorities

#Transactions by Type (22K Transactions from 7/2015 - 11/2015)

- Late/Reduce Pay: 10,214
- Initial Employment: 2,398
- Separation: 2,160
- Additional Pay: 1,057
- Employment With Prior Service: 945
- Additional Employment: 752
- Change To % Full Time: 639
- Change In Percent Time: 533
- Single Expense Transfer: 439
- Change In BELI: 413
- Appointment Renewal: 271
- Lateral Transfer: 237
- Change In Fund Source: 219
- Leave Plan Code Change: 165
- Leave Without Pay: 145
- Add Stipend: 132
- Other Chg In Pay Rate: 118
- Leave Without Pay: 100
- Exceptional Increase: 91
- Department Transfer: 88
- Promotion: 60
- Merit Increase: 59
- One Time Payment: 49
- Manual Range Adj: 49
- Leave Hours Adjustment: 46
- Change In Visa Status: 38
- Redress Up: 27
- Return From Leave: 24
- ATB Wage Increase: 24
- Limited To Career: 10
- Academic Status Chg: 8
- Terminal Adj: 5
- Redress Lateral: 4
- Demotion: 2
- Other: 1
- Negotiated Salary Chg
UCPath Implementation Timeline for UCSB

- **Test**: Jan - Jun
- **Train**: Jun - Aug
- **Launch**: Sep - Oct
- **Stabilize, Refine and Improve**: 2018 - 2019
Electronic Timekeeping Deployment

- V8 Upgrade: 11/14/2016 - 4/6/2017
- Wave 1: 5/30/2017 - 8/4/2017
- Wave 2: 8/7/2017 - 10/6/2017
- Wave 3: 10/2/2017 - 12/8/2017
- Wave 4: 1/8/2018 - 3/16/2018
- Wave 5: 3/5/2018 - 5/16/2018

- Wave 1 Go-Live: 8/1/2017
- Wave 2 Go-Live: 10/1/2017
- Wave 3 Go-Live: 12/1/2017
- Wave 4 Go-Live: 3/1/2018
- Wave 5 Go-Live: 5/1/2018

- Kronos V8 Upgrade Complete: 4/6/2017
<table>
<thead>
<tr>
<th>January</th>
<th>February</th>
<th>March</th>
<th>April</th>
<th>May</th>
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</thead>
<tbody>
<tr>
<td>OUTREACH</td>
<td></td>
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<td>OUTREACH Chairs/Directors</td>
<td>OUTREACH Faculty</td>
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<tr>
<td>Deans</td>
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<td>KNOWLEDGE TRANSFER</td>
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<td>Business Officers/MSOs</td>
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<td>June</td>
<td>July</td>
<td>August</td>
<td>September</td>
<td>October</td>
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<td>TRAINING/COMMUNICATION</td>
<td>UCPATH LAUNCH</td>
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<td>Faculty</td>
<td>STABILIZE, REFINE</td>
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<tr>
<td>ROADSHOWS</td>
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<td>All</td>
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<tr>
<td>Communication Campaign</td>
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<td>All</td>
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UCSB UCPATH
Readiness Roadshows are designed to prepare highly-impacted employees for UCPath. Planned topics include:

- Why UCPath?
- What’s in it for me?
- Timeline
- What’s changing?
- Readiness checklist
- Self Service Portal
- Paycheck & Direct Deposit
- UCPath Center
- Resources

The “highly-impacted employee”
Any academic or administrative staff person who will engage in UCPath beyond the basic Employee Self Service level.

Audience:
- Directors
- Managers
- Supervisors
- Department Chairs
- Department Benefit Representatives
- IT Staff
How can I get more information?

UCSB UCPATH website
• http://www.ucpath.ucsb.edu/

UCPath Campus Change Readiness Activities
• Academic Leadership Outreach (April)
• Go-Live Communications for Faculty (May – Oct)
• Readiness Roadshows for system users (May – June)
• Townhall for end users (July)
• Go-Live Communications for all employees (April – Nov)
• Training opportunities (Sept – ongoing)
Resources and Consultation for Lab Visioning, Design and Set-up Video

Dr. Amorette Getty
Thank You!