

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

2017 UC STAFF ENGAGEMENT SURVEY RESULTS



April 18, 2018

STAFF ENGAGEMENT SURVEYS



- 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

Gaucho Growth **Summer Series**

Gaucho Mentor Connection

New UC Learning Center portal

New HR Training web site

UC People Management Certificate

My UC Career portal

Development

FY2015-16 results - 98%

FY2016-17 results - 99%

Updated Evaluation form

gement Performance Mana

Town Halls

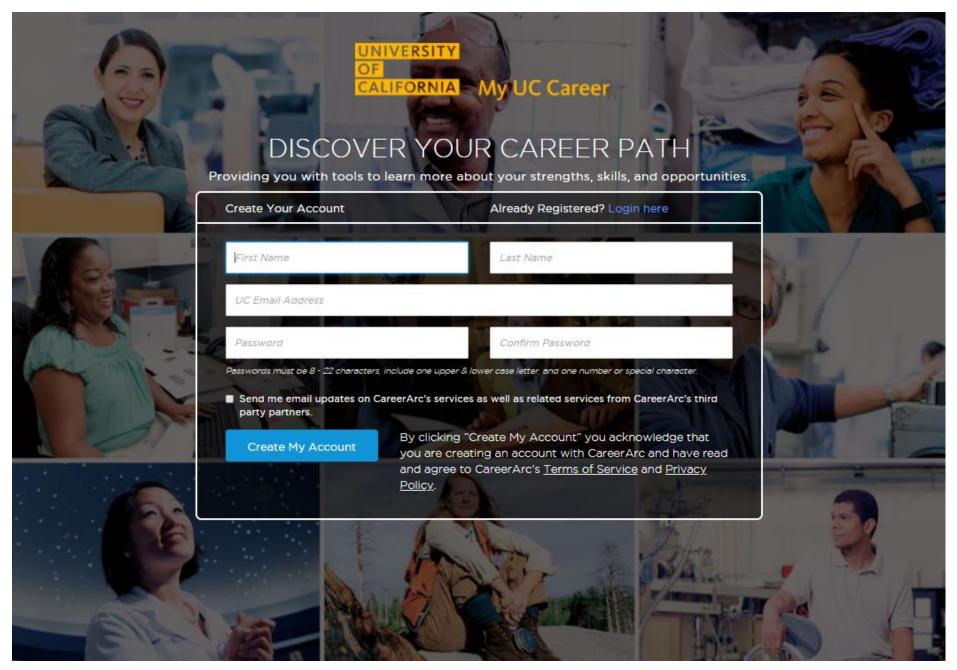
Staff Logo and t-shirt

Gaucho Voice

New **Employee Orientation**

Mindful UCSB

Working



https://uc.yournextstep.com/users/sign_up?direct=V2kBGT2m-ax_qT3q

More Engagement Activities!



Town Hall

Staff Service Milestone Awards



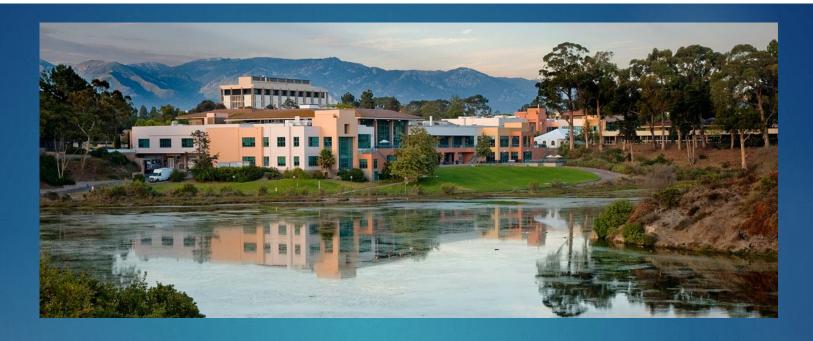
June 5th

Today!

OrgSync



Summer 2018





NEW SYSTEMWIDE SURVEY CONDUCTED IN 2017

2017 Engagement Survey Results

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

Highest participation rate of any UC campus!

64% response rate

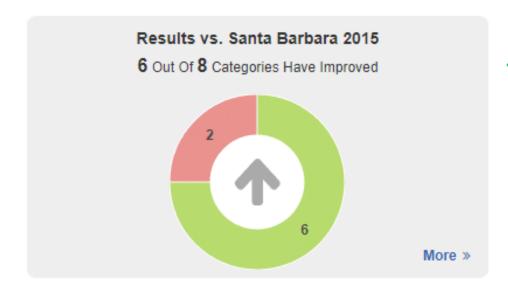
9% increase over 2015



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!

Santa Barbara Engagement Score

Engagement Score vs. Benchmarks

Above

Above

Santa Barbara 2015

California Overall...

Survey Categories

Performance Management 2017 Favorable: 57% +8

Supervision

2017 Favorable: 76% +6

Most Improved in Performance Management and Supervision	UCSB 2017 Total Favorable	Difference from 2015	UC 2017	US National Norm
I feel my personal contributions are recognized	71%	+16	+4	+2
My supervisor helps me make time to participate in training & development activities	76%	+10	+3	+12
My supervisor listens to different points of view before coming to conclusions	77%	+9	+5	+8
My supervisor treats me with respect	90%	+5	+3	+3
I think my performance on the job is evaluated fairly	78%	+3	+4	+4

Survey
Categories

Working Relationships 2017 Favorable: 82% +4

Communication

2017 Favorable: 74% +6

Most Improved in Communication and Working Relationships	UCSB 2017 Total Favorable	Difference from 2015	UC 2017	US National Norm
My campus does an excellent job of keeping employees informed about important organizational matters affecting us	72%	+7	+2	+2
There is good cooperation between staff in my department	86%	+5	+3	+6
There is good cooperation between my department and other departments at my campus	79%	+3	+10	+9
I have a clear understanding of how my job contributes to the department objectives	93%	+2	+5	+1

Survey Categories

Career Development 2017 Favorable: 60% +2

Engagement

2017 Favorable: 71%

+2

Most Improved in Career Development and Engagement	UCSB 2017 Total Favorable	Difference from 2015	UC 2017	US National Norm
My campus provides people with the necessary information and resources to manage their own careers effectively	63%	+8	+4	-3
My work schedule allows sufficient flexibility to meet my personal/ family needs	88%	+4	+4	+11
I would recommend the UC system as a good place to work	84%	+4	+5	+4
I feel motivated to go beyond my formal job responsibilities to get the job done	88%	+3	+3	+1

76% favorable **+10** from 2015

Supervisors
support
training &
development
of their staff

Staff understand their job and department objectives 93% favorable +2 from 2015



UCSB Key Strengths Supervisors
recognize the
personal
contributions of
their staff

71% favorable **+16** from 2015



https://ucnet.universityofcalifornia.edu/working-at-uc/your-career/talent-management/index.html

We Still Have Room for Improvement

WE NEED YOUR THOUGHTS AND IDEAS

Where We Want to Improve for 2019

Career Development	UCSB 2017 Total Favorable	Difference from 2015	UC 2017	US National Norm
I believe I have the opportunity for personal development and growth within the UC system	69%	-6	+5	-1
I am confident I can achieve my personal career objectives within the UC system	62%	+2	0	-5
My campus is doing a good job of planning for management succession	34%	+2	+1	-7

Professional and Career Development

MANAGERS & SUPERVISORS

As part of people management, supervisors should incorporate professional and career development into ongoing discussions and annual reviews with their direct reports

EMPLOYEES

Employees can take the lead on their own professional and career development by being prepared with ideas and suggestions for training opportunities

Where We Want to Improve for 2019

Staff Resources, Engagement, Pay, Inclusion	UCSB 2017 Total Favorable	Difference from 2015	UC 2017	US National Norm
There is usually sufficient staff in my department to handle the workload	37%	-5	-7	-19
I have the equipment/tools/resources I need to do my job effectively	68%	-3	-5	-7
I feel my campus does a good job of matching pay to performance	23%	+3	-8	-24
Employees at my campus are treated with dignity and respect, regardless of their position or background	69%	n/a	-2	-11

Where We Want to Improve for 2019

Generally, recent major organizational changes across the UC system have been:	Total Favorable Score	Santa Barbara 2015	University of California Overall 2017	US National Norm
PLANNED WELL	31 <u>IIII</u>	0	1	-12*
EXPLAINED WELL	32 📶	-4	0	-24*
EXECUTED WELL	28 📶	0	1	-23*







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

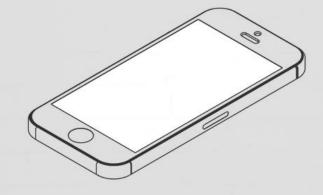
Fully Engaged!

YOUR FEEDBACK

- 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 WCSB Not ID

www.govote.at

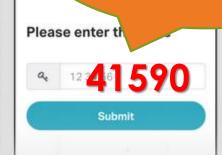


www.govote.at

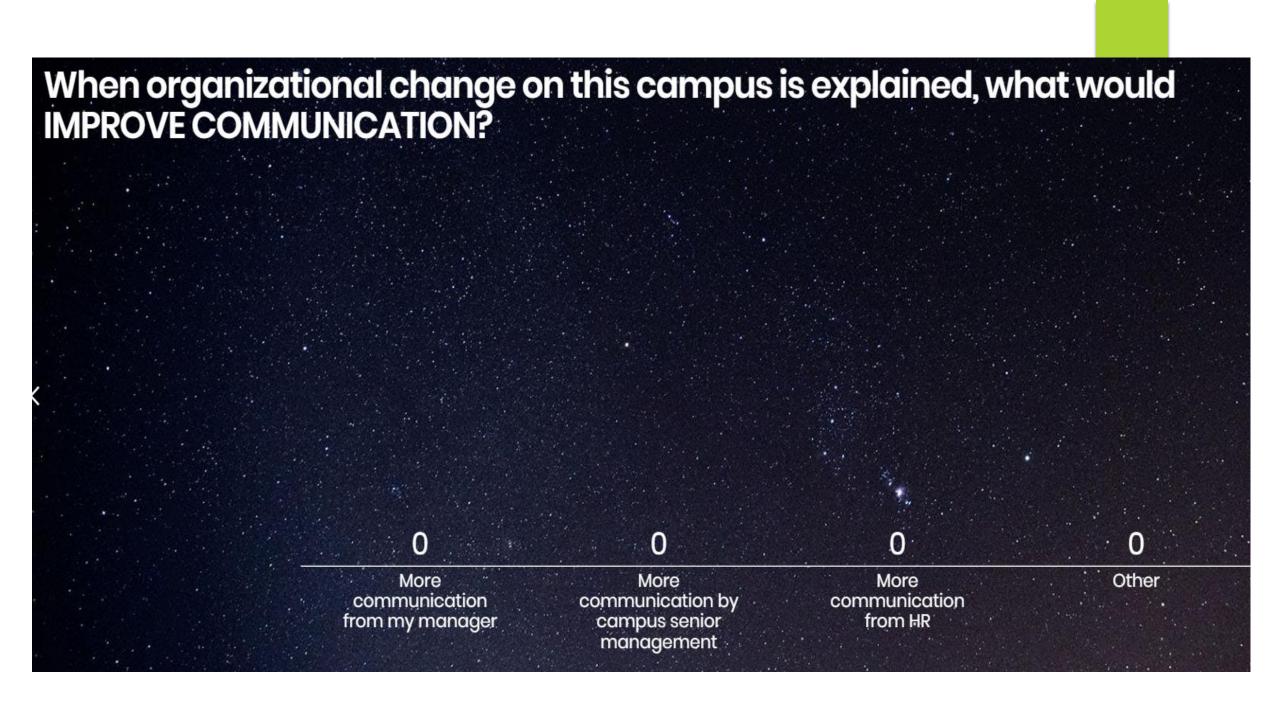
Grab your phone

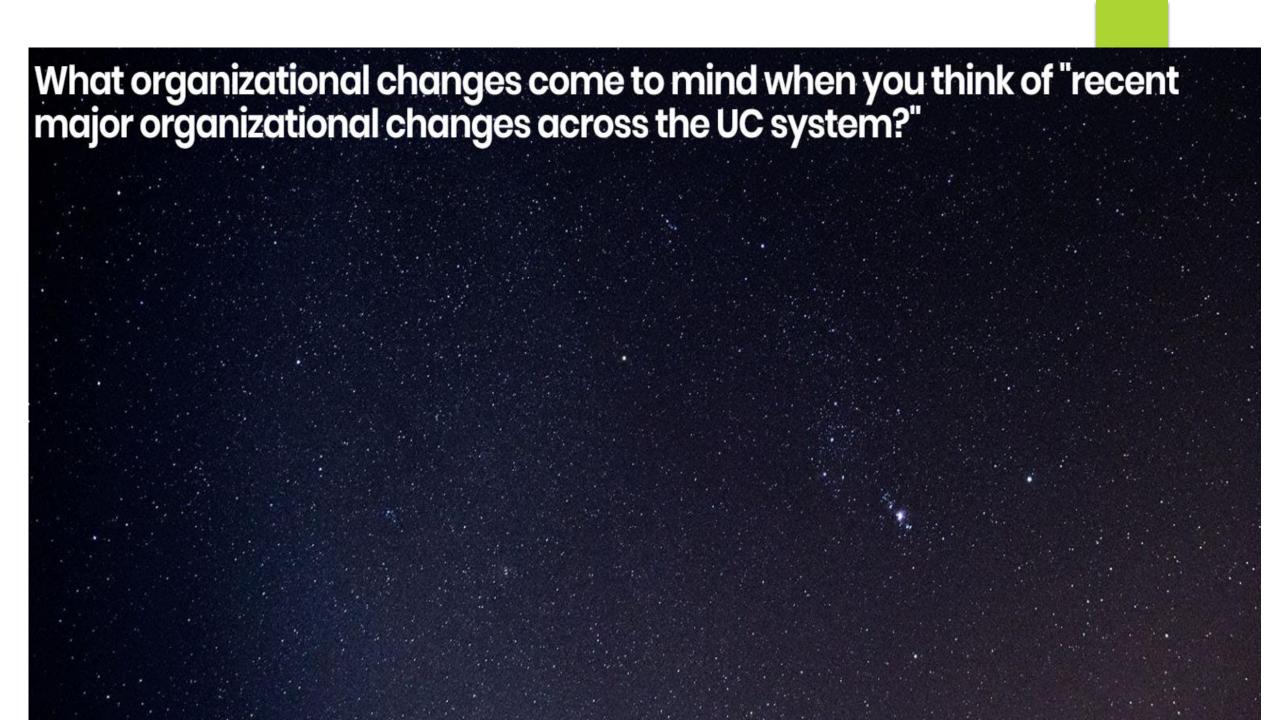
Go to www.govote.at

41590



What concerns YOU the most about organizational change? Change within Change on this Change across my department the UC system campus





YOUR FEEDBACK

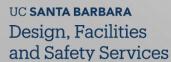
- Please feel free to reach out and contact any of the individuals listed below:
- Greta Halle, Computer Science, Staff Assembly Co-Chair
- George Hopwood, Office of Research, Staff Assembly Co-Chair and CUCSA delegate
- Erica Losada, Office of the Executive Vice Chancellor, CUCSA delegate
- Farfalla 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





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



Renée Bahl

Associate Vice
Chancellor

Marie Gensler

Executive Assistant



Kerry Bierman

CFO / Director

Business &
Financial Planning

Alissa Hummer

Director
Campus Planning
& Design

John Sterritt

Director
Environmental
Health & Safety

David McHale

Director Facilities Management Julie Hendricks

Director

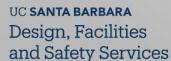
Design & Construction Services

UC SANTA BARBARA
Design, Facilities
and Safety 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

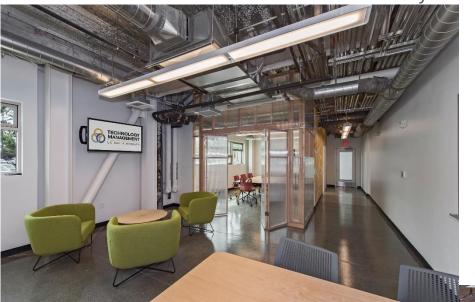
Renovated 1,578 SF

Completed December 2017

UC SANTA BARBARA
Design, Facilities
and Safety Services

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



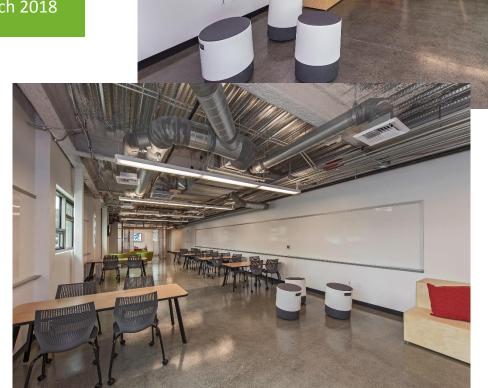
Project Manager: Jennifer Hernandez

Budget: \$700,000

Renovated 1,500 SF

Completed March 2018





UC SANTA BARBARA
Design, Facilities
and Safety Services



El Centro

Project Manager: Ernie Knapp

Budget: \$930,150

Renovated 1,480 SF

Completed April 2018







UC SANTA BARBARA
Design, Facilities
and Safety Services

Pauley Track



Project Manager: Croft Yader

Budget: \$2.91M

Completed April 2018





Coal Oil Point Reserve Management Plan



UC SANTA BARBARA
Design, Facilities
and Safety Services

Bus Loop Paving



UC SANTA BARBARA

Project Manager: Telli Foster

Completed March 2018



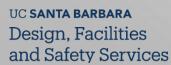




Upcoming New Construction

• Jeff and Judy Henley Hall

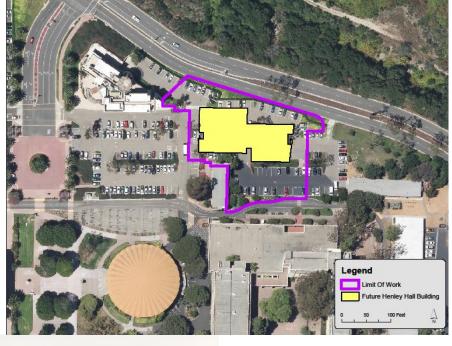
(Institute for Energy Efficiency)



Jeff and Judy Henley Hall

The Institute for Energy Efficiency







UC SANTA BARBARA
Design, Facilities
and Safety Services

Project Manager: Leslie Colasse

Budget: \$56 Million

50,000 SF

Summer 2018 - Fall 2020

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

Emergency Planning Coordination





Opened hotline for parents and students

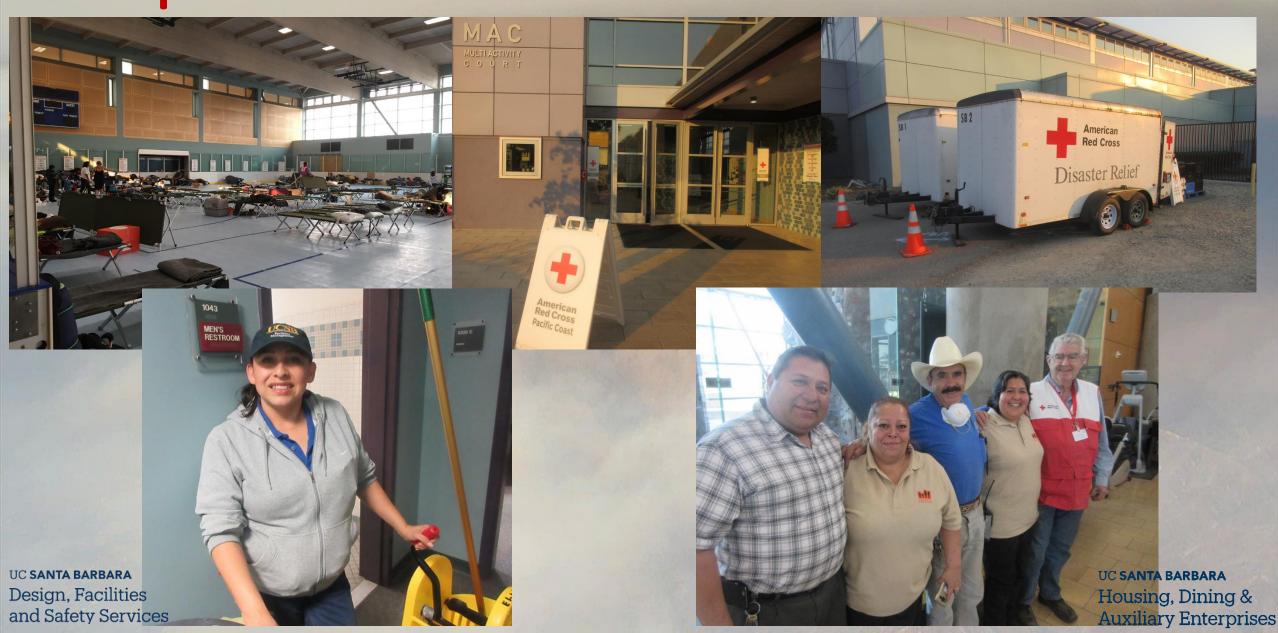
Emergency Generators





Installed emergency generator at MAC

Opened MAC as Red Cross Shelter



Housed Law Enforcement



and Safety Services

Housing, Dining & **Auxiliary Enterprises**

Housed Law Enforcement



UC SANTA BARBARA
Design, Facilities
and Safety Services

Finals Postponement Impacts

Delayed Move-in & Move-out at Residence Halls & Apartments

➤ Double Booked Rooms

>Staff Turnaround Time

Air Filter Replacement





Cleared Ash



and plazas

UC SANTA BARBARA Design, Facilities and Safety Services

1/9 Debris Flow

- ➤ January 9, 2018
- ≥30 Square Miles
- Closed Hwy 101 for nearly 2 weeks

UC SANTA BARBARA
Design, Facilities
and Safety Services

Getting to Campus









UC SANTA BARBARA
Design, Facilities
and Safety Services

Transportation & Parking Shuttle Employees



UC SANTA BARBARA

Design, Facilities and Safety Services

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

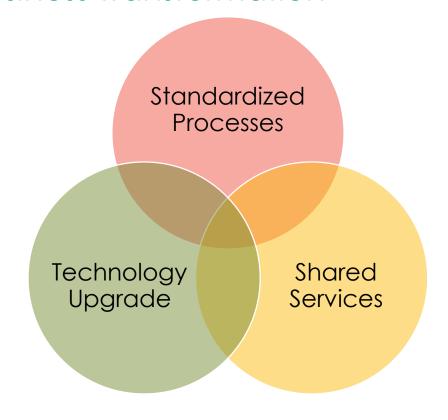
April 18, 2018



What is UCPath?

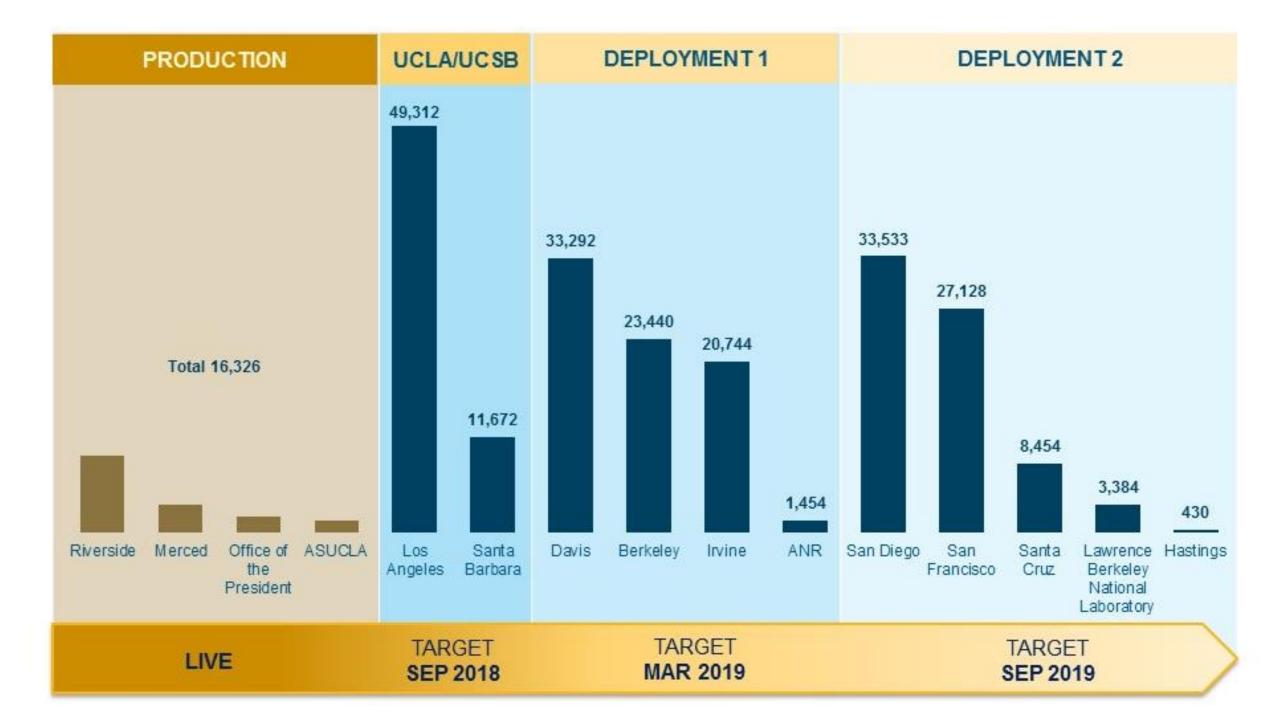
A single payroll, benefits, human resources, and academic personnel solution for all UC employees.

Business Transformation



Benefits of UCPath

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

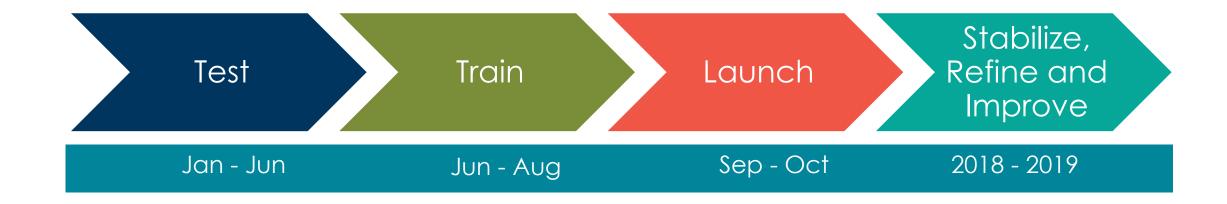


166 days

until your first UCPath-issued paycheck



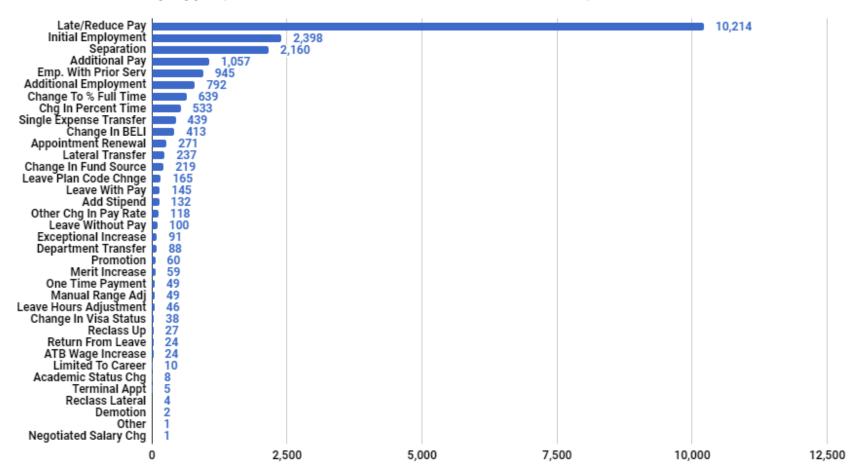
UCPath Implementation Timeline for UCSB





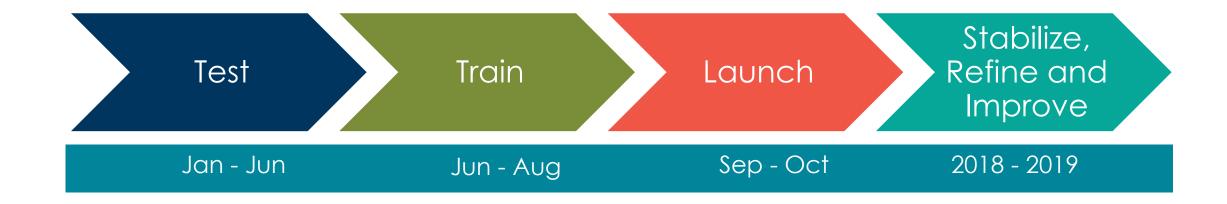
PPS Transactions Data Informs Training Priorities

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



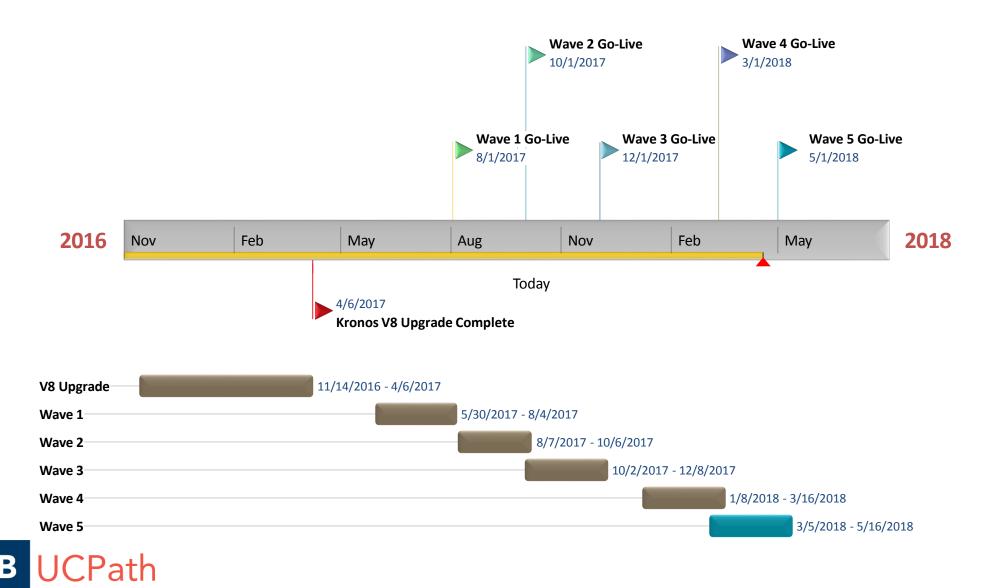


UCPath Implementation Timeline for UCSB

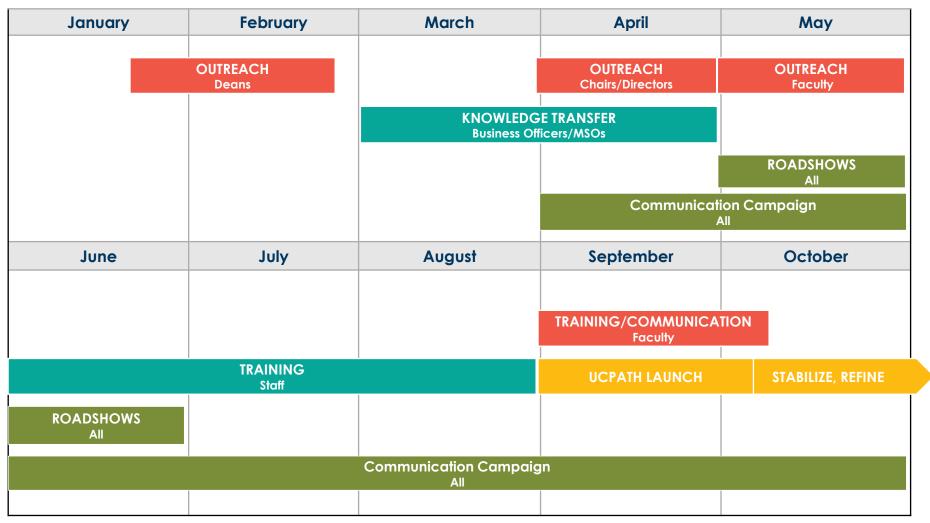




Electronic Timekeeping Deployment



Key Readiness Events Calendar





Readiness Roadshows

Readiness Roadshows are designed to prepare **highly-impacted employees** for UCPath. Planned topics include:

- O Why UCPath?
- O What's in it for me?
- Timeline
- O 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
- PPS Preparers
- Department BenefitRepresentatives
- 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

