I. Welcome

Chancellor Leland welcomed the group and thanked everyone for their attendance.

II. Campus-wide Issues

Compensation Strategy & Performance Management

Vice Chancellor Michael Reese

VC Michael Reese introduced by Brian Powell, the new HR Director who has now been with UC Merced for 2 months. Brian spoke of an action plan of 3 years to achieve 3 specific initiatives. These 3 initiatives are to increase the average range of the market percentile for UC non-represented staff from the current 31% to at least 45%, address basic fairness at UC Merced, and to invest in job functions most critical for achieving campus priorities for Project 2020.

The data analysis on this began last Fall. HR identified non-represented staff below the 10th percentile of their grade (“The 66”). HR then assessed all non-represented staff to identify salary placement relative to the UCM market. The result of this was a Composite Index that equalizes all employees based on where their pay falls (1) in relation to market and (2) in relation to salary grade midpoint. “The 66” have now become the 200+ non-represented staff who represents the most critical inequities at UCM.

The next steps will be to review these departmental results with each respective leader, identify the exceptions, present the final list to the Chancellor for approval, finalize this list for payroll processing on or before May 15, notify the affected staff members of their respective equity modifications, and then communicate across campus with complete transparency as to methodology and process.

The goals for Year 2 are to begin Year 2 with zero employees below 8% on the Composite Index, however, some employees are negative within their percentile-of-range and this must be corrected. The other goals are to have greater integration of Compensation Strategy with approved Workforce Plans to identify UCM priorities, move the conversation away from the percentile-of-range and reset our dialogue focused on market-based pay, and aligning Workforce Plans and market-based pay by leveraging Career Tracks Families to focus on core areas by family and by function. The Year 2 projected funds requisition is $500,000.

Brian also covered performance management development and spoke of merit-based compensation and the need for Year-Round Employee Development. In Year 1, employee evaluations and reviews forms will be consolidated on 1 form for non-represented staff and there is the plan to migrate represented staff to the same form in Year 2 following notice and negotiation with the respective bargaining units.

There is also going to be the migration from a 5-point scale to a 4-point scale for evaluations. The 5 point scale will become a 4 point scale because often times a 5 point scale gets associated with A, B, C, D, F grading scale. For example, a 3 equates to a “C” so across the board ratings tend to be higher. The new compensation philosophy will be driven by how people have earned it, this will encourage initiative and people to step up and take responsibility for their work product.
A comment from the audience was then made that although the cost of living is cheaper, the quality of life doesn’t even out for pay received. The Chancellor responded by saying that there are special challenges living in Merced but that does not necessarily mean a lesser quality of life. The Chancellor also said dialogue on this can happen and as an organization we can shift to the 60th percentile of the market.

Upon request, Brian said he can come in and present this breakdown to individual divisions to present in all hands meetings.

2013-14 Annual Ombuds Report
Campus Ombudsperson De Acker

De Acker began by mentioning the 4 standards of practice that the Office of Ombuds Services follows. These 4 standards are from the International Ombudsman Association (IOA). The 4 standards are confidentiality, neutrality, informality and independence. De then spoke about the issues that come into the Office of Ombuds Services. The #1 issue is around respect, integrity and trust in evaluative relationships. The #2 issue was about career succession and #3 was about performance management and career coaching.

De then spoke of the importance of a job description. Make sure to know exactly what it is and what it entails. She also spoke about how it is important for supervisors and new staff to meet within the first 3 months of employment to have clear expectations set and to have an understanding of what both sides expect.

The importance of mentorship and developing your employees and helping with retention is also of great importance. Supervisors and managers should make sure they have an understanding of employees’ career goals so they can advance in their own careers. It is not always about “climbing up the corporate ladder”, instead it can also be viewed as “climbing the corporate wall” as sometimes people move across departments and positions to gain various work experience.

The issue of abrasive behavior and working on a system wide policy for not tolerating abrasive behavior was also mentioned. The #1 issue in the UC climate surveys was that of bullying being the major concern/complaint. We need to work on teaching staff, employees, etc. how to manage anger and frustration. Try to nip things the bud early on or else it will build up and this is where the problems start.

There is a system wide focus on healthy workplace practices and CUCSA will be sending out an employee / staff engagement survey in a week. This will be an anonymous survey and will be randomly sent to 20,000 UC employees. The main finding from the last survey was that poor performers were not being dealt with.

CARE Program Overview
Director of CARE Advocacy Kari Mansager

Kari Mansager announced the new name change to CARE. CARE stands for campus advocacy, resources and education for sexual violence, dating/domestic violence & stalking prevention. The CARE Office offers prevention education and confidential resources. The CARE Office consists of 3 staff members: Kari Mansager (Program Director), Alysia Avila (Program Coordinator) and Tamara Isaac-Cooksey (Campus Advocate).

Kari also reported the CARE Office’s 2014 statistics. There were 42 survivors. Of the 42 survivors, 17 were from sexual assault, 16 were from dating/domestic violence, and 9 were from stalking. 45% of these issues were reported to law enforcement, 15% identified as male, and about 20% were non-students.

The CARE Office offers Trainings for potential first contacts: Campus Law Enforcement, Campus Conduct and Student Staff, Professional Staff, and Faculty. There is also Mandatory “VIP Programs” for all incoming students which address: recognizing red flags, responding safely, referring to appropriate resources and rape culture.
April is Sexual Assault Awareness Month and you can show your support by wearing jeans on Denim Day, April 29th. There is also the March for change and the New CARE Logo Unveiling on April 30th.
http://prevent-violence.ucmerced.edu/

III. Updates / Information-Sharing

2020 Project Update--Post Regents
Vice Chancellor Daniel Feitelberg

Dan Feitelberg mentioned how an industry review period will start soon to review proposals for the 2020 Project. This is ongoing work that will continue thru next January and the Chancellor voiced her confidence that everything will go as planned.

Dan is available to come and brief staff on the entire 2020 Project process, upon request. Be on the lookout for editorials coming out spreading the word about the 2020 project.

February World Cafe Debrief on Retention
Campus Ombudsperson De Acker

De Acker discussed what emerging professionals said they want in their employment, with fair processes, open recruitment and mentorship being the main recurring themes. The opportunity for growth is what emerging professionals feels is the best that UC Merced has to offer and this is why they stay. Not having a clear salary structure, no recognition for their work product and no support for progression were the recurring themes of why these emerging professionals eventually leave UC Merced. To retain these emerging professionals De spoke of everyone making a point to take action themselves to make this a more productive work environment. Supervisors and managers can show they care about their employees and this will go a long way in their morale. Supervisors and managers can also empower their employees by delegating authority sometimes. Also, have more programs to connect UCM with the community can help to retain some of these emerging professionals.

IV. Brief Announcements

OC3 Website Launch
Associate Chancellor Luanna Putney

Luanna Putney introduced the new OC3 website. OC3 stands for the Office of Campus Culture and Compliance. This Office is committed to enhancing campus climate, encouraging inclusion, fostering respect and promoting community. The OC3 website lists many of the campus resources and policies together in one place for viewers to find. The website is http://oc3.ucmerced.edu/.

Updated Principles of Community Swag
Associate Chancellor Luanna Putney

Luanna Putney stated that the Office of the Chancellor has a retractable banner that displays the Principles of Community (POC). Other departments are welcome to borrow this banner for events. Table tents and bookmarks with the Principles of Community are also available to those interested in sharing with their departments. Please contact Michelle Runnells if you’re interested in borrowing the banner or would like to pick up POC Swag.

V. NEXT MEETING: Wednesday, April 22nd from 9:00 am to 10:30 am