I. Welcome

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

II. Campus-wide Issues

State Budget Context
Chancellor Leland

Chancellor Leland discussed the state budget cycle. She shared that in the beginning the budgets are all beginning negotiating points. It’s not until April that more serious efforts are made to negotiate a budget that will pass both chambers and get signed by the Governor. She pointed out that this year would be politically sensitive. We may hear things such as the proposed constitutional amendment to remove the University of California’s autonomy or the threat to withhold funding if tuition increases. However, we should keep in mind that the UC has put forth a budget proposal that would keep tuition flat if the Governor’s comes through with a four percent increase plus additional funding.

Professional Development
Vice Chancellor Reese

Vice Chancellor Reese broadly spoke about professional development and reported that the campus is becoming a much more complex organization. During his first Cabinet Retreat, some of the issues discussed were better training for supervisors and the possibility of making that training mandatory. Currently, they are focusing on compensation strategies, performance management as well as better training for supervisors. In the weeks ahead, they will concentrate on developing practical training modules and making that training mandatory. They also need to consider how to deliver the training (i.e. online or in-person), what the modules will look like and how to make them the most useful.

This is Vice Chancellor Reese’s last week serving as the head of HR since the new AVC of Human Resources Brian Powell starts next Tuesday. He will be unveiling a new performance management system, which will include policy/procedures, the forms, and an online performance management tool. The plan is to use the same Halogen product that the Office
of the President is currently operating. They will announce this by the end of January or early February. VC Reese is hoping to have the new system in place in time to start distributing the anticipated three percent increase.

III. Updates / Information-Sharing

**Space Advisory Committee Update**

*Vice Chancellor Feitelberg, Assistant Vice Chancellor Rider & Executive Director Boyd*

Vice Chancellor Feitelberg reviewed where we’ve been and where we are heading regarding space. The reconstituted Space Advisory Committee started work a year and a half ago with incredible space constraints, facing issues of how to hire one person and where that one person would be stationed. Over the past six months, we’ve leased two additional spaces at Promenade. Offices in the Parcade building (which will serve as the business incubator program) have also been leased from the City of Merced. Additionally land was purchased across from City Hall downtown, which will be the site of our downtown administration building. The hope is to have this building online at the start of the 2017-18 year.

Executive Director Boyd revealed the challenges and goals needed to alleviate the Kolligian Library 3rd-floor space demands. He presented three solutions: immediate, interim, and long-term. The immediate solution was shown as the new lease with Promenade Suites C and K; 2000 square feet with occupancy hopes of February 2015. The interim solution displayed the lease with the Parcade building; 3500 square feet on M and 18th Street to be utilized as the Administration and Business Incubator Program with the occupancy date of May 2015. Finally, the long-term solution was captured as the Downtown Center (Parcade-18th and N Street) three to four stories with approximately 75,000 to 100,000 square feet with a targeted occupancy date of August 2017. Additionally, Boyd shared an analysis of the recommendations that would be submitted to the Space Advisory Board immediately. Some of the recommendations included moving University Communications and Government Relations off the 3rd floor Library to the newly leased Suites C and K located at 755 Promenade, although some of these moves would be phased.

Assistant Vice Chancellor Rider talked about the data-driven approach that they are trying to take to space planning. One of the most valuable assets that the campus has is space information. This information is used for all kinds of purposes such as operations functions, construction and planning functions, and analysis and budgeting functions. Historically, many departments on campus entered their space inventory into spreadsheets. These spreadsheets are continuously being updated, which has allowed for a good database. Currently, Real Estate Services is trying to update space inventory data into the Facilities Link Database. The data from Facilities Link will enable the analytical process to develop
options that meet campus goals. Large groups of people have been working on getting our data into the system in real time. Facilities Link is now 90 percent current, and they are working on classifying the space. What that means is they are going through and asking what was the space built for and how it is currently being used. Additionally, they have been looking for points in the day-to-day functions of the campus that would alert them if changes will be made. Finally, AVC Rider displayed a pre-job posting space assignment process plan, a process for internal or adjacency request, and a process for unit moves. She asked that Space Planning is informed on any possible moves or changes so that they can update the database with the most current information.

Social Media Update
Campus Counsel Gunther

After the last Leadership Council meeting, Campus Counsel Gunther learned from the Office of General Counsel that the social media law relating to supervisors and staff (Assembly Bill 1844) does not apply to the Regents or the University of California. The good news is we are off the hook for now. The concern for the past two years regarding staff and social media (e.g., Facebook friends request) is not an issue. However, last year a legislator tried to extend the law to apply it to the University of California. While it did not pass, she expects it to come back. Nonetheless, as we get further in our privacy initiatives and expanding the scope of our guidelines for best practices, this type of issue with respect to social media will be part of that. While this law does not apply to UC at this time, it is good practice to be thinking about the appropriateness of our interactions with our subordinates with regard to social media.

Organizational Structure of OC3 – Office of Campus Culture and Compliance
Associate Chancellor Putney

Associate Chancellor Putney shared the new organizational structure of the Office of Campus Culture and Compliance (OC3) including functional areas and what she considers the informal and formal sides of the office. Putney explained that the culture (informal) side consists of the Office of Ombuds, Victim Advocacy, Employee Assistance Program (EAP), CCCI, Training and Awareness, Behavioral Threat Assessment, and the Protest Oversight Group. The compliance (formal) side includes the Complaint Oversight/Management Group, Ethics and Compliance Program, Investigations and Fact Finding (LDO, Title IX, EEO), Internal Audit, Policy & Delegation of Authority, Affirmative Action, Public Records and Conflict of Interest.
IV.  Brief Announcements

**Update on Executive Searches**

Provost Peterson shared that they are in the final stages of the University Librarian search. They’ve just begun the searches for the Dean of the School of Engineering and the Dean of SSHA.

V.  NEXT MEETING:  Wednesday, February 25th from 9:00 am to 10:30 am