Leadership Council
Meeting Notes
January 16, 2014
9:00 a.m. – 10:30 a.m.

I. Welcome provided by Vice Chancellor Reese.

In the absence of our Chancellor and Provost, Vice Chancellor Reese was pleased to lead the Leadership Council Meeting through a relatively short agenda. Incoming Vice Chancellor Reese introduced himself and announced that Chancellor Leland was unable to attend as she was at an important meeting at the White House.

II. Updates / Information-Sharing

HR Restructuring
Vice Chancellor Reese

Vice Chancellor Reese implemented a reorganization of Business and Financial Services during summer 2013, a process that has now moved well into implementation. Now the process has begun in order to reorganize the Human Resources Department. An independent review team was engaged to perform extensive interviews, and they have provided their findings and recommendations. The area identified as most in need of improvement was customer service, along with confidence in the expertise of the HR staff. The new structure will allow for two HR Business Partners, who will serve UC Merced employees as the primary point of contact (approximately 80% of time). These Business Partners will also help anticipate problems and address the issues for employees to which they are assigned, and their work will be supported by Generalists. Business Partners will consult with specialists within HR, referred to as Centers of Expertise. It is expected that this model will be beneficial in the challenges we face. While a cultural shift, benefits will be outsourced to UCOP (to be called Retirement Administrative Service Center “RASC”), admittedly removing one-on-one contact. Rather than continue to postpone implementation, it has been decided to put this model into action and then to adjust as needed.

Compensation Philosophy & Strategy Initiative
Vice Chancellor Reese

To date, our compensation model has lacked either a philosophy or a strategy. Vice Chancellor Reese shared the need for intent, definition of “market,” and alignment with growth strategy and budgetary constraints. An action plan is needed to implement the philosophy and principles of budget, changing campus priorities and other variables. It is important to identify the reasons people come to UC Merced, which may not be only a
matter of salary. We need to identify the skill levels we are seeking. In addition, the matter of the impacts of salary compression must be addressed. It has been decided that a review of Career Tracks may also be needed. A Steering Committee is now in place. Dennis Larsen from UCOP will help lead this process. In addition to drafting the philosophy and strategy, there will be listening sessions, data analysis from outside professionals, validation of analysis results in house, and drafting of philosophy. This is being placed on an accelerated time line since it is long overdue. For those interested in viewing the brief PowerPoint presentation, it is posted on Leadership Council website. Also, Assistant Vice Chancellor Dunlap and Vice Chancellor Reese plan to go to departments and provide more information on a more direct level.

III. Campus-wide Issues

**World Café Follow-up**

*Ombuds Acker*

Ombuds Acker initiated a discussion designed to enhance communication and collaboration based on experiences since the World Café session at the last Leadership Council Meeting. Links on Chancellor’s webpage and notes have been provided to serve as useful links for the facilitation of trickle-down of information within departments. De offered her help and expertise with any department that wishes to do a World Café format discussion in hopes of fostering cultural norms of information sharing. Staff Assembly has indicated an interest in perhaps holding a Staff World Café. It’s been noted that staff does get frustrated with repeatedly revisiting action issues, yet they see no change. A short discussion of networking media such as Yammer and box-dot-net followed, to illustrate that we have a need to explore business processes and tools that make collaboration easier. The importance of communication from supervisors down to their staff cannot be stressed enough. Ombuds Acker encouraged the audience to be open to ideas and to remember to not shut people down. The Mentorship Program will be announced later this month. The group was encouraged to submit suggestions and announcements for future Leadership Council Meetings. It was announced that with the opening of the new Student Building, the third floor has been dedicated to graduate students, and the Office of the Ombuds is located on the second floor. Table Notes from the World Café meeting in November are available on the Leadership Council website.

IV. Brief Announcements

**Update on Executive Searches**

It was announced that there was a great breadth of interest in the post of Assistant Vice Chancellor of Finance/Real Estate Services, and on-campus interviews will be held in coming weeks. A search for Assistant Vice Chancellor for Business Services and Accounting/Controller s has been launched and will take several months.

**HR Online Recruitment Process**

Training on the new online tools for electronic reclassification processes have yielded poor levels of participation, so HR is reaching out to encourage further participation in training for this new paperless process.
Discount on Microsoft Products for Students and Employees
IT has obtained greatly discounted prices on personal/home-use of Microsoft products for students and employees. Details are available on the Information Technology website.

UC Path
It was originally planned to roll out the pilot of UC Path with UC Merced, however it has been decided to that UCOP will go first with this launch. UC Merced will now be second, followed by UC Santa Cruz, then UCLA, etc. An announcement is expected next week.

National Day of Service
Associate Director Doty announced that the Martin Luther King, Jr. Holiday is formally a national day of service and the Office of Student Life is coordinating the annual volunteer effort for those that might wish to participate.

Crescent Arch Room Art & Half Dome Student Housing Tour
Associate Vice Chancellor Nies pointed out that the art displayed in the Crescent Arch meeting room was donated by UC San Diego and consist of large paintings of Yosemite landscape valued at approximately $10,000. Some of the space in the Half Dome Building will be dedicated to foster youth projects by way of a grant. A tour of the building was offered following the meeting.

The meeting was adjourned. The next meeting is scheduled for Tuesday, February 11, 2014.
*(Meeting date subsequently changed to February 26th.)*