



## Chancellor's Staff Advisory Council Minutes for 10/10/13

**Members present:** Christina Baglas, Maria Coombs, Nora Crutcher, Tracee Davis, Erica Diaz, Lucy Diaz, JudyAnn Dutcher, Kim Dwire, Alejandra Greene, Amy Jacobs, Taggart Malone, Nicole McCoy, Cara O'Callaghan, Emily Read, Carol Saucedo, Kayla Smith, Doug Truong, Rick Van Hoorn, Alma Villa, Nicole Zavala, Viena Zeitler

**Non-voting members:** Patty Makela, Gary White, Diane O'Brien, Chancellor Henry T. Yang, Donna Coyne, John Longbreak, Tricia Hiemstra, Marc Fisher, Pam Lombardo, and Stacey Janik

**Members absent:** Shayna Ingram

Meeting called to order at 1:02PM in Cheadle 5123

Welcome and Quick Introductions (1:05)

- Welcomed new members
- Introductions of guests and members

Guest Speaker—Chancellor Yang and senior administrators (1:15)

- Questions presented to Chancellor (8 total)
  1. Pay rate (Tricia)
    - a. It's difficult to understand how our positions are paid compared to competitors
    - b. Berkeley and Merced both use Career Tracks
      - i. Jobs are in families that are comparable to other companies and universities, making it easier to do a pay scale comparison
      - ii. Eventually, all campuses will have Career Tracks so we can compare system-wide
        1. But not any time soon, due to the implementation of UC PATH, which is the current priority
    - c. Administrators and senior officers have a consistent voice about staff pay across system, and are in favor of merit increases
      - i. Recognize that there will be recruitment and retention issues as the economy recovers
    - d. Chancellor believes pay should go up across system and is advocate for it
  2. Benefits Negotiations (Chancellor and Tricia)
    - a. It is negotiated at the level of OP and is therefore out of our hands
    - b. Chancellor would like to see staff make noise and have a voice
    - c. UC Santa Cruz faced something similar and used the power of staff to negotiate
      - i. He suggests we call our counterpart there and ask them how they did it
    - d. Currently, Chancellor is calling Sansum Clinic and Cottage Hospital every day to try and work out a solution for our problem (in short: with new

health plan, many UC employees lose an affordable PPO option and would have to go to UCLA for care)

3. Arts and Humanities (Marc and Chancellor)
    - a. New library is being built in large part for the Humanities
    - b. Arts and Lectures program
      - i. Subsidized by UC
      - ii. Permanent matching
    - c. Chancellor supports all fundraising for the arts
      - i. Commitment to up-to-date physical resources (buildings, performance spaces, theaters)
  4. Staff parking fees (Marc)
    - a. Our rates are lower than most campuses
    - b. Parking has relaxed rules and will allow staff and faculty to successfully appeal their first ticket
    - c. Alternative transportation program has been very successful
    - d. Roads are fixed according to long term strategic plan
  5. Staff connections (Marc, John, Chancellor)
    - a. Gaucho U
      - i. Energizing program for many staff
    - b. Learn @ lunch series
    - c. UC Walks
    - d. Management development program
    - e. Crucial Conversations is broadening
    - f. Faculty women's club looking to change and expand
    - g. Public Affairs looking to implement University-wide calendar and daily email of UCSB news
    - h. Possible opt-out on S-List subscription?
      - i. Marc Fisher is going to look into it and report back
  6. Leave practices for professional development
    - a. Personnel policy covers this (#50)
    - b. It does vary depending on staff member, but there is an official policy
  8. (covered at same time as 6) Performance/Official Review management
    - a. HR implementing new evaluation forms and program
    - b. Reviews are mandated once per year
    - c. HR never sees them—decentralized
    - d. UC PATH will change this by having a central place to keep official documentation of each employee
  7. Volunteerism
    - a. There is a policy but it has to be for a University-sponsored event (such as a town hall or helping with United Way campaign)
    - b. We might be able to volunteer around campus if it benefitted the university
- Wrap-up of Chancellor's Visit
    - Healthcare issue

- Interest in CSAC in writing letter or petition to align our voice with Academic Senate
- Issues committee will handle the specifics of this
- The issues we brought up with Chancellor should be the issues our subcommittees tackle this year (i.e. staff mentoring program)

#### New Business

- Attendance and commitment to CSAC
- Drop box access (invitation was emailed)
- Engagement survey committee needs two CSAC members
  - Details will be emailed to us
- Soccer game on October 22<sup>nd</sup> (Tuesday)
  - Email Christina with ticket needs

#### Committees

- Nominations committee sent out email for open position
- Staff assembly report
  - Winter Warmer likely scheduled for Dec. 13<sup>th</sup>
  - Staff Halloween costume and office decorating contest (can also enter as an individual)

Adjourned at 3:07 (Christina motioned, Tracee seconded)

**Next CSAC meeting: NOVEMBER 14<sup>th</sup>, 10AM-12PM**

Minutes submitted by Nora Crutcher