



Chancellor's Staff Advisory Council Minutes for March 10, 2016

Members Present:

Tracee Davis (co-chair), Nora Drake (co-chair), Viena Zeitler, Alejandra Greene, Brett Beisecker, Alma Villa, Mayra Magana, JudyAnn Dutcher, Monica Solorzano, Nicole McCoy, Barb Beainy, Tom Kenna, Carolyn Meisner, Carol Saucedo, Nancy Emerson

Non-Voting Members Present:

Diane O'Brien, Erica Losada, Amanda Kritzberg

Absent:

Rocio Torres, Erica Diaz (maternity leave), Jennifer Ramirez, Mia Weber, David Whitman

Meeting called to order at 10:03 a.m. in the Chancellor's Conference Room

I. Welcome and January Minutes

Motion by Nicole to accept with minimal changes, seconded by Viena, unanimous approval

II. Staff Engagement Survey Results

- a. Viena reported on the difference between defined contribution (you handling your own investments) and defined benefit (based on a formula with years of service etc). Clarifies retirement option A (considered a benefit, mostly affects 8% making 117k+) vs. option B (vesting is only a year, union is against direct contribution in any form - administrators are forcing a pension opt-out idea)
- b. Tracee asks if we want to pursue this issue, considering median staff salary is 55k, this doesn't seem like a big 'staff' issue? Viena agrees, this retirement plan doesn't seem like a bad thing for staff
- c. This is a UCOP plan. Greta Halle was on task force, and would know the ins and outs of the plan. Erica clarifies that these are solely recommendations at this stage; the plan has not been adopted. Will be discussed at the Regents meeting this month, who will make final decision.

III. Committee Reports

a. Events Committee

- i. Date change due to All Gaucho Reunion on 4/29, so furniture services had previously committed to their event. Outside service estimate was too high. Date for staff luncheon: Tuesday, April 26th. Staff Celebration week - April 24th through May 1st. Caterers set - taco bar.
- ii. Staff social will be on Friday, ice cream social on Monday, food truck fair on Thursday, Pool Party Sunday May 1st
- iii. Save the date is going out on next D-list, w/note to supervisors to support staff attendance, JudyAnn will put it on all media platforms, including Gaucho Voice Staff Edition

- iv. Nora - CSAC volunteering commitment: everyone is responsible for staffing the lunch (set up, clean up, assisting during) Sign ups will be during April Meeting. Responsible for attending 1-2 other staff events (present at beginning of event), sign up via e-mail.
- v. Nancy -Tours are still pending, waiting for date confirmations
- vi. Nancy - the RSVP system is a work in progress, Andy Satomi controls the backend of the system, and he is working to update it according to our needs. Concept of a waitlist (previously very labor intensive) pending
- vii. Judyann will work on positive wording on our media platforms.

b. Staff Issues Committee

- i. Progress report by Alejandra on diversity training: David Whitman met with HR - they are planning to add a slide to the New Employee Orientation as a start for diversity training. Also expanding learn at lunch trainings.
- ii. We want to discuss with Welcome Wagon Gaucho U cohort, so that we may ensure a real launch. Carol says it never launched because they were waiting for HR, pending a hire in HR that could focus on this, part of CACSW proposal to chancellor is to hire a professional development person who could coordinate this. If this doesn't happen, we could take a volunteer-based route. Nora - should CSAC write a letter of support for this proposal?
- iii. Monica - volunteer project update - UCOP policy of letting staff volunteer 4 hours/month during work time. Discussed with the person who implemented this through UCOP. They only allow staff to volunteer under partnership umbrella. Contact in UCOP is happy to work with us and to create a blueprint that applies to us. Ultimately supervisors have final say. Alejandra - we want to model this, do a pilot, considering IV as a community partner.
- iv. We are piloting our professional org fair, Judyann will help with graphics. Carolyn asks all CSAC members to please e-mail any group you want to be invited to table, or e-mail them directly to invite them to table

c. Marketing Committee

- i. Judyann presents new graphic (superhero element), unanimous support
- ii. Trying to market positively. Ideas: 'your lunch is covered every day,' or 'you won't go hungry this week.' Nancy - does media have to run through chancellors office? Diane answers no
- iii. Discussion of using alliteration days, ex: Taco Tuesday
- iv. Judyann - does anyone have pictures from past Staff Celebration Event? Can people please take pictures and videos at this year's events
- v. Tracee - Blue shirts at events? Are people willing to spend \$15 to buy shirts? How do we want to proceed? Barb will work with Cara O'Callaghan to figure out how they were ordered and how we need to collect money.

IV. Staff Assembly Report

- i. Engagement survey workgroup has been meeting with HR, discussed volunteer release time. Asked chancellor at CUCSA, he seemed supportive. Mandatory supervisor training, and a one year of service recognition are being discussed.
- ii. CUCSA meetings last week-lots of presentations from higher ups, loved our campus
- iii. Wellness coordinator recommendation on each campus sent to president (would reside in HR), hopeful that the president will mandate this to the chancellors
- iv. Staff citation of excellence awards update - 42 nominations, only reviewing 37. 10 are selected. Nora & Tracee are helping review the citation awards
- v. Tracee asks if the Optum Amazon wellness gift card program gone? Yes. Determined ineffective, no one used it. How is this being replaced?
 - a. Erica -recommendation included what to do with this pot of money, which was to redistribute to each campus and let them decide how to allocate it.
 - b. Barb -hopeful that a wellness coordinator will help staff find all of the wonderful resources on campus.
 - c. Tom – BHIP (Bruin Health Improvement Program) program at UCLA that is a great template for UCSB to look at for these issues

V. Other Representative Reports

- i. Tracee - campus elections for W16 is almost done. Only adjustment-Daily Nexus fee
- ii. JudyAnn - campus elections has a new voting system

VI. New Business

- i. Tracee - staff housing updates
 - a. staff have only been offered rentals, but still haven't received an option to buy affordable housing. Does CSAC want to follow up? Or are satisfied for now? People are being selected and not wanting it. All three-bedroom units are a great deal, but two-bedroom is not affordable.
 - b. Mayra – some utility bills are included in rent price, which makes it seem more affordable.
 - c. Erica- Marc Fisher understands that there is a need, didn't realize previously. After results of this housing, this has brought awareness.
 - d. Viena/Nora – long-range development plan includes staff housing.
 - e. Group decision – let's bring Marc Fisher in to discuss.

Meeting adjourned at 11:15am.

Minutes submitted by Carolyn Meisner