UCOP Staff Assembly

OVERVIEW: 2015 STAFF ENGAGEMENT SURVEY

The Office of the President Staff Assembly (OPSA) hosted two hour-long focus groups on October 6, 2015 centered on how to drive staff engagement. 2015 Staff Engagement Survey results were reviewed with participating staff and an interactive polling feature was used to gather feedback. OPSA is hoping to use these results, in consultation with UCOP leadership, to prioritize the staff engagement focus areas for the upcoming year.

SESSION PARTICIPANTS AND RESULTS:

Approximately sixty staff members attending the two sessions and provided quantitative and qualitative feedback on engagement results. The interactive polling session displayed the top areas of concern for UCOP and asked staff to rank in order of preference which items were of importance to them and should be addressed in the upcoming year.

Questions	Round 1	Round 2	Round 3	Totals
I am confident I can achieve my personal career objectives within the UC System.	22	18	15	56
My location is doing a good job of planning for management succession.	19	9	5	33
I feel my personal contributions are recognized	17	10	5	32
I think my performance on the job is evaluated fairly.	16	4	3	23
There is good cooperation between my department and other departments at my location.	17	6	3	27
There is good cooperation between staff in my department.	10	3	1	13
I feel my location does a good job matching pay to performance.	20	10	5	35

PRIORITIES:
The following three areas rose to the top:

- I am confident I can achieve my personal career objectives within the UC System.
- My location is doing a good job of planning for management succession.
- I feel my location does a good job matching pay to performance.
- I feel my personal contributions are recognized

UCOP Staff Assembly

IDEAS:

OPSA meets each month to discuss various staff related initiatives. The survey sessions and results were the focus of the October 14 meeting and several ideas were discussed as potential activities to address the top four areas.

- I am confident I can achieve my personal career objectives within the UC System.
  - Hold classes on Career Tracks to help people better understand what is needed to advance to the next levels
  - Management level classes – to share information on promotion activities
  - Create a triggering mechanism for career tracks reviews that is not initiated by supervisor
    - Many staff members were placed into a career track by supervisors who are no longer here.
    - Create a petitioning process so staff feel they have some recourse for impartial review

- My location is doing a good job of planning for management succession.
  - Management / supervisory training that asserts it is a job requirement for leadership to succession plan
  - Run data analysis on positions that have been replaced by internal or external candidates
  - Management / supervisors should have a formal back-up plan with designated person(s)
    - These back-ups are empowered to lead while they are out of the office so they receive on the job experience. This relates to both leadership and individual contributors.
  - Create Wisdom Café's that highlight stories of thought leaders, leadership here at OP.
    - "Own Your Career" focus
    - Highlight staff members who have moved up in Career Tracks and how they did it. (Movin' on Up series)
    - Debunking myths – like salary percentage caps

- I feel my personal contributions are recognized.
  - Help encourage managers to positively reinforce great behavior since this varies by supervisor
  - Bring back STAR awards ceremony – should not be a secret
    - Fund out of central budget not department budgets
  - Create a site where staff and leadership can give public praise to anyone for anything they wish to appreciate.
    - Shout-outs will be posted and each quarter – random selection of five submissions to give $75 gift card.

- I feel my location does a good job matching pay to performance.
  - How compensation regularly is reviewed? Share process with Staff.
  - How does someone initiate an independent review?
  - Performance management – merit based increases. (on the way)