Conversations with HR

Mission Statement

We optimize the performance of our people to deliver the University’s mission. We are entrepreneurial in spirit. To achieve employee fulfillment, we partner in strategies that create innovative and transformative experiences.

Author
Rufus B. Cat
Goals & Initiatives
Work Modality Update
Employee & Labor Relations: Forward Look

- Rebuild Unit & Team
- 2022-2023 Performance Appraisal
- Transition from Halogen/Saba to ePerformance Module in UCPath
- Revise Core Competencies
- Implementation of Abusive Conduct Policy
<table>
<thead>
<tr>
<th>UC Merced Offerings – Highlights</th>
<th>UC Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New Employee Orientation</strong></td>
<td>UC Berkley NOW Conference</td>
</tr>
<tr>
<td>263 Completions</td>
<td>74 Participants (50 scholarships sponsored by Staff Assembly)</td>
</tr>
<tr>
<td><strong>Career Development Connection Workshops</strong></td>
<td>UC HR Institute</td>
</tr>
<tr>
<td>45 Participants</td>
<td>11 (7 external to HR)</td>
</tr>
<tr>
<td><strong>Bobcat Basics (B2)</strong></td>
<td>UC CORO</td>
</tr>
<tr>
<td>66 Participants</td>
<td>5 Participants</td>
</tr>
<tr>
<td><strong>Career Advancement Mentorship Program (CAMP)</strong></td>
<td>UC Women Institute</td>
</tr>
<tr>
<td>12 Participants</td>
<td>9 Participants</td>
</tr>
<tr>
<td>10 Mentors</td>
<td>UC Experience Conversation Pilot</td>
</tr>
<tr>
<td>+21 hrs Career Coaching</td>
<td>8 Managers; 28 direct reports; 7 Divisions</td>
</tr>
<tr>
<td><strong>UC Managing Implicit Bias Series</strong></td>
<td>UCPath Upgrades</td>
</tr>
<tr>
<td>65 (961 course completions)</td>
<td>• Chancellor’s Leadership Academy</td>
</tr>
<tr>
<td><strong>Managing Remote Employees</strong></td>
<td>• Oracle Financials</td>
</tr>
<tr>
<td>193 Completions</td>
<td>• UCPath Upgrades</td>
</tr>
<tr>
<td><strong>Developing Our People/Performance Management</strong></td>
<td>• Dining Services</td>
</tr>
<tr>
<td>16 Participants</td>
<td>• OIT Team Building</td>
</tr>
<tr>
<td></td>
<td>• Systems Training, e.g., Travel PCard</td>
</tr>
</tbody>
</table>

**Campuswide Support**

- Chancellor’s Leadership Academy
- Oracle Financials
- UCPath Upgrades
- Dining Services
- OIT Team Building
- Systems Training, e.g., Travel PCard
Talent Development: Forward Look

- ePerformance & New Competencies
  - Workshop: Delivering Happiness on May 2\textsuperscript{nd}
- Automate Process for PPSM-50 Professional Development
- Launch Manager Mode (UCPath)
- Peak Pioneers (Cohort 2)
- Chancellor’s Leadership Academy (Cohort 2)
- New Programming
  - Pathfinders
  - Leadership Now?
Talent Acquisition: Unit Overview

- Director of Talent Management: Fabiola Elizalde
- Talent Acquisition Mgr: Rubi Turner
  - Senior Recruiter: Rosana McKinney
  - Recruiter: Artemio Contreras
  - Recruiter: Jesus Lomeli Castellano
  - Recruiter: Vacant (contract)
Talent Acquisition: Highlights

2022 Highlights

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Posted Recruitments</td>
<td>424</td>
</tr>
<tr>
<td>Filled Recruitments</td>
<td>344</td>
</tr>
<tr>
<td>Internal Hires</td>
<td>86</td>
</tr>
<tr>
<td>Time to Fill</td>
<td>56 days</td>
</tr>
<tr>
<td>Employee Referral Program</td>
<td></td>
</tr>
</tbody>
</table>

- **Community Partnerships:**
  - Merced Hispanic Chamber of Commerce
  - Merced WorkNet
  - EDD Veterans Affairs

- **Valuing Black Lives (VBL): Diversity Statement Initiative**
  - Required for **all** MSP positions
  - Committee Chair to complete Implicit Bias Series
  - Committee to complete (Module 3 and 6)
Talent Acquisition: Forward Look

• Job Fairs
  • 2022: Merced College Career Fair; UC Merced Spring Career Fair; UC Merced Fall Career Fair
  • 2023: Fresno State (March 1st); Worknet Merced (March 7th); UC Merced Spring Career Fair (March 15th)

• Valuing Black Lives (VBL)
  • Internal Mobility Job Fair

• Redesign Jobs Webpage

• Social Media Campaign

• Quarterly Job Ad Placements
  • Merced Sunstar & Merced County Times
Compensation: Unit Overview

Director of Total Rewards
David Ellington

Class & Comp Mgr.
Marcia Patino

Compensation Analyst
Meshell Alcantar

Compensation Analyst
Leticia Aldama

Compensation Analyst
Nicole Deleon

Admin Assistant
Darlene Short
## Compensation: Highlights

<table>
<thead>
<tr>
<th>2022 Compensation Overview</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classification Requests Received</td>
</tr>
<tr>
<td>Classification Requests Completed</td>
</tr>
<tr>
<td>Reclassification Requests Received</td>
</tr>
<tr>
<td>Reclassification Requests Completed</td>
</tr>
<tr>
<td>Increases Processed for Represented Staff</td>
</tr>
<tr>
<td>STAR Awards</td>
</tr>
</tbody>
</table>

### 2022 Compensation Initiatives

- **Market Equity Pay** – 2022 Campus Market Equity Program:
  - 98 non-represented staff receiving base salary increases.
  - Total investment: $352,320
- **General Salary Increase (GSI)**
  - 4.5% ATB
  - Eligible PSS and MSP Staff
- **JDXpert** – Yearlong systemwide Job Builder replacement project
Compensation: Forward Look

- 2023 Annual Market Equity Analysis
  - Annual review of all non-represented Career & Contract wages
    - Will consult with VC’s and PD’s for budget planning
- Retention One Time Payment (ROTP) Program
  - Projected Spring Roll-out
- PPSM-30 Compensation
  - Local Implementing Procedures (LIP)
- 2023 General Salary Increase (GSI) Preparation
Benefits: Unit Overview

Director of Total Rewards
David Ellington

Benefits & Leaves Mgr.
Jay Lomeli

Benefits Specialist
Sana Ramzan

Benefits Specialist
Ali Kalmin

Benefits Specialist
Phikoun Khamchanh

Benefits Specialist
Vacant

Admin Assistant
Darlene Short
Benefits: Highlights

• Total Leaves of Absence
  • 725
• Local Implementing Procedures (LIP)
  • PPSM-81 Reasonable Accommodations
  • Transition Return to Work (TRTW)
  • PPSM-66 Medical Separation
• NEO/eNEO Refresh
• Open Enrollment
Benefits: Forward Look

• Backfill Unit Vacancies
• Pay for Family Care and Bonding (PFCB)
• PPSM-2.210 Emergency Paid Leave
• PPSM-51 Reduced Fee Enrollment
• Benefits & Retirement Savings Sessions
• Review of electronic systems enhancements
• Open Enrollment
People & Culture
Q & A
Scan the code to visit the HR website
Thank you!