



Conversations with HR

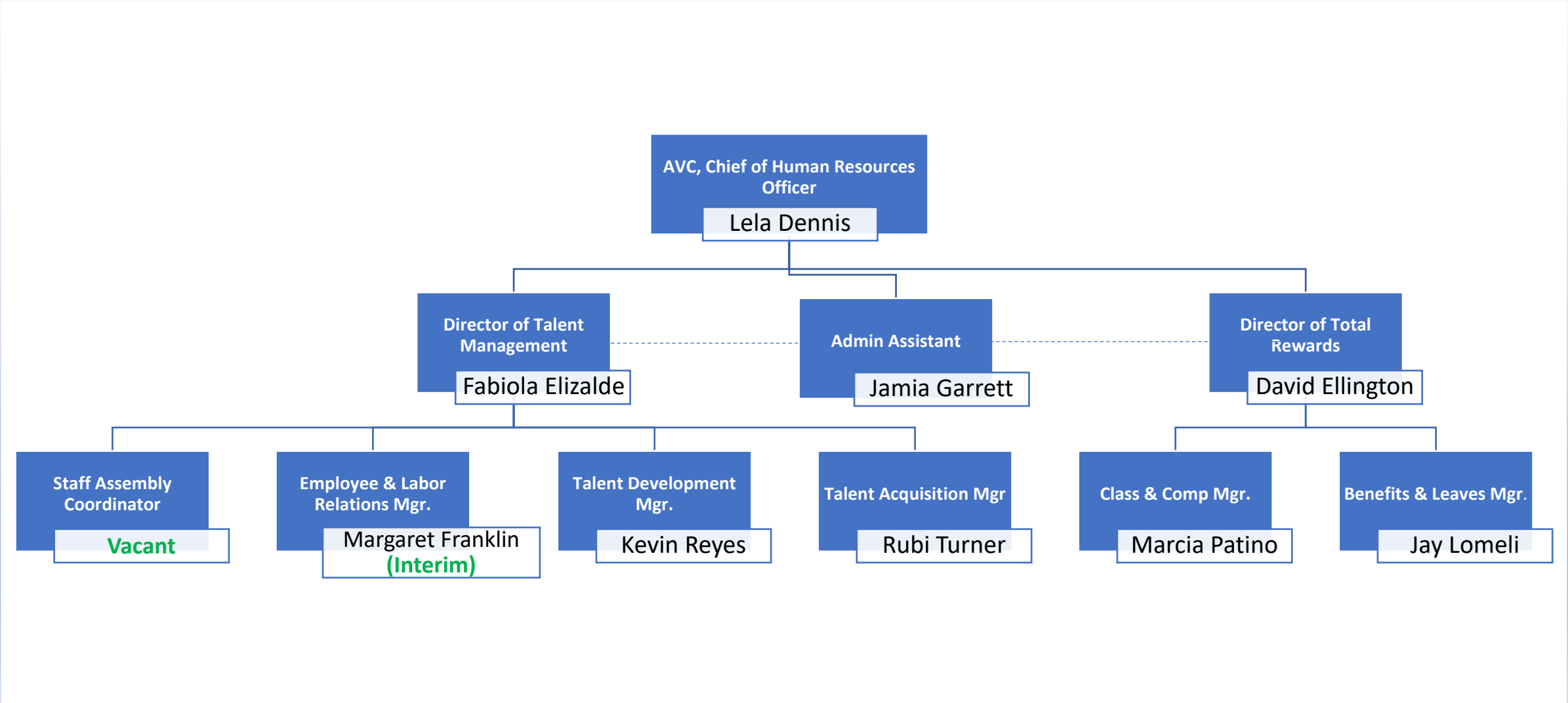
Mission Statement

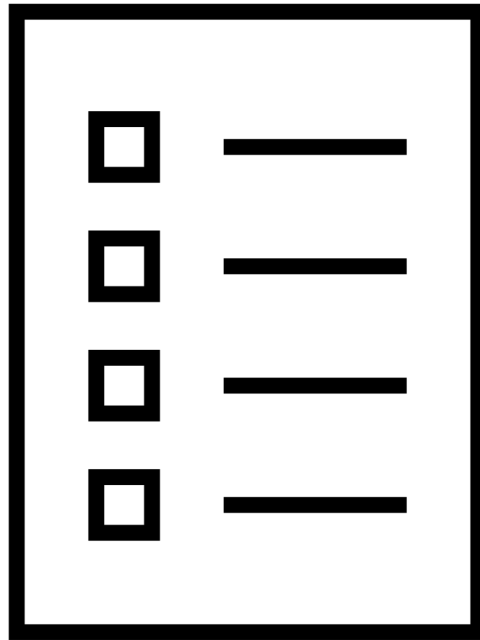
We optimize the performance of our people to deliver the University's mission. We are entrepreneurial in spirit. To achieve employee fulfillment, we partner in strategies that create innovative and transformative experiences.

Author
Rufus B. Cat




Human Resources Leadership



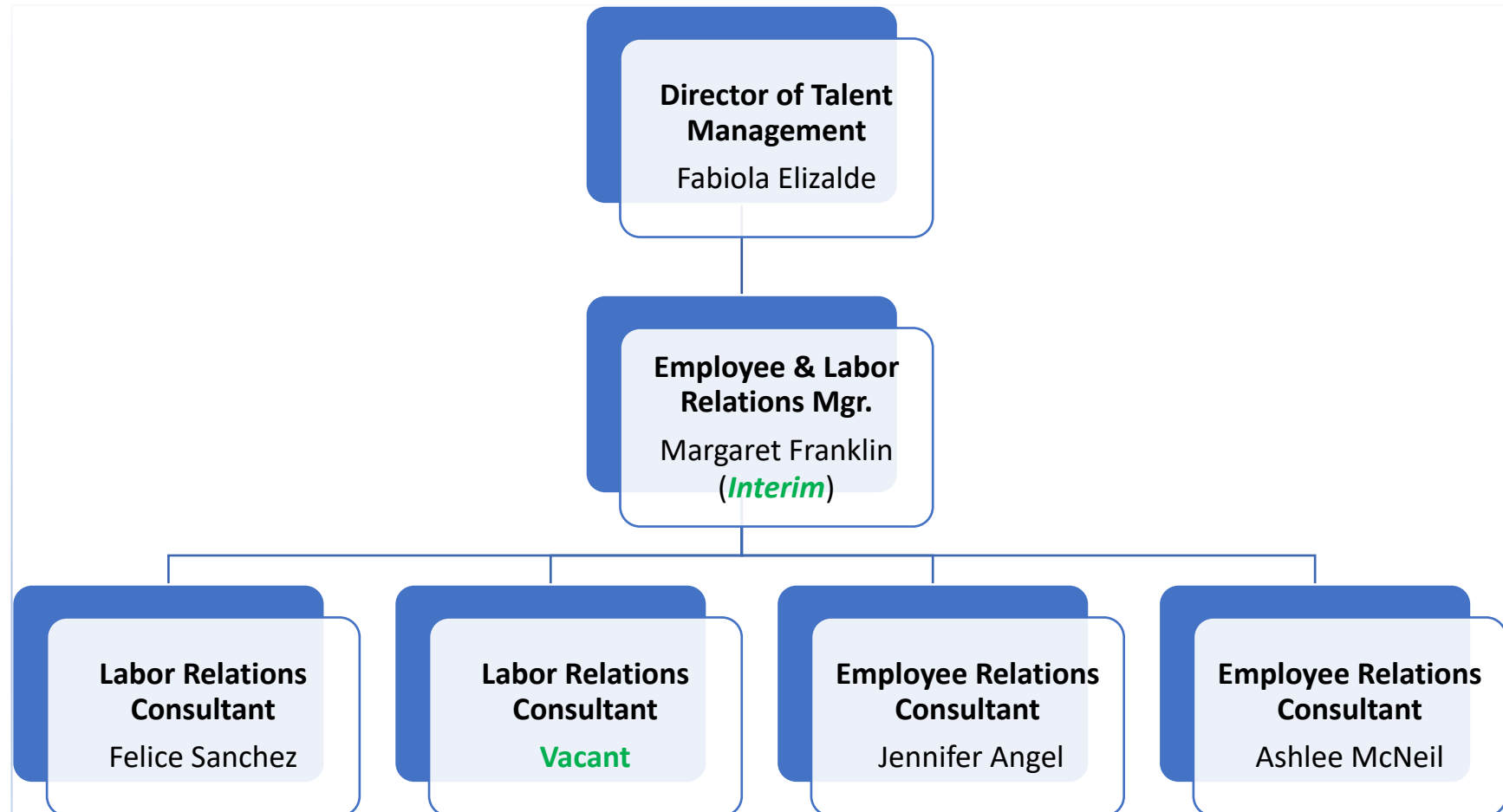


Goals & Initiatives




Work Modality Update

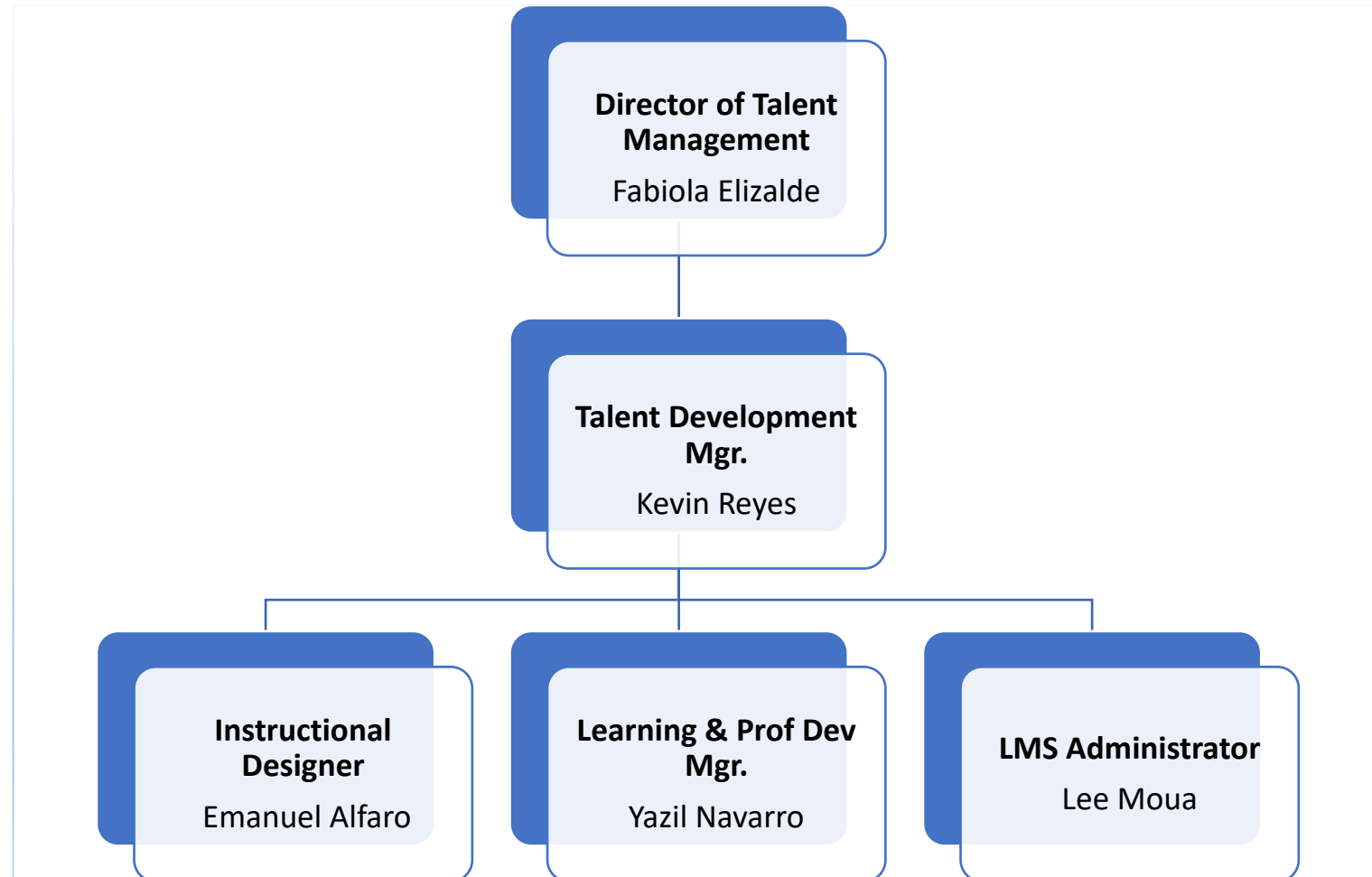
Employee & Labor Relations: Unit Overview



Employee & Labor Relations: Forward Look

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- Rebuild Unit & Team
 - 2022-2023 Performance Appraisal
 - Transition from Halogen/Saba to ePerformance Module in UCPath
 - Revise Core Competencies
 - Implementation of Abusive Conduct Policy

Talent Development: Unit Overview



Talent Development: Professional Development Highlights



UC Merced Offerings – Highlights

New Employee Orientation	263 Completions
Career Development Connection Workshops	45 Participants
Bobcat Basics (B2)	66 Participants
Career Advancement Mentorship Program (CAMP)	12 Participants 10 Mentors +21 hrs Career Coaching
UC Managing Implicit Bias Series	65 (961 course completions)
Managing Remote Employees	193 Completions
Developing Our People/Performance Management	16 Participants


UC Partnerships

UC Berkley NOW Conference	74 Participants (<i>50 scholarships sponsored by Staff Assembly</i>)
UC HR Institute	11 (7 external to HR)
UC CORO	5 Participants
UC Women Institute	9 Participants
UC Experience Conversation Pilot	8 Managers; 28 direct reports; 7 Divisions

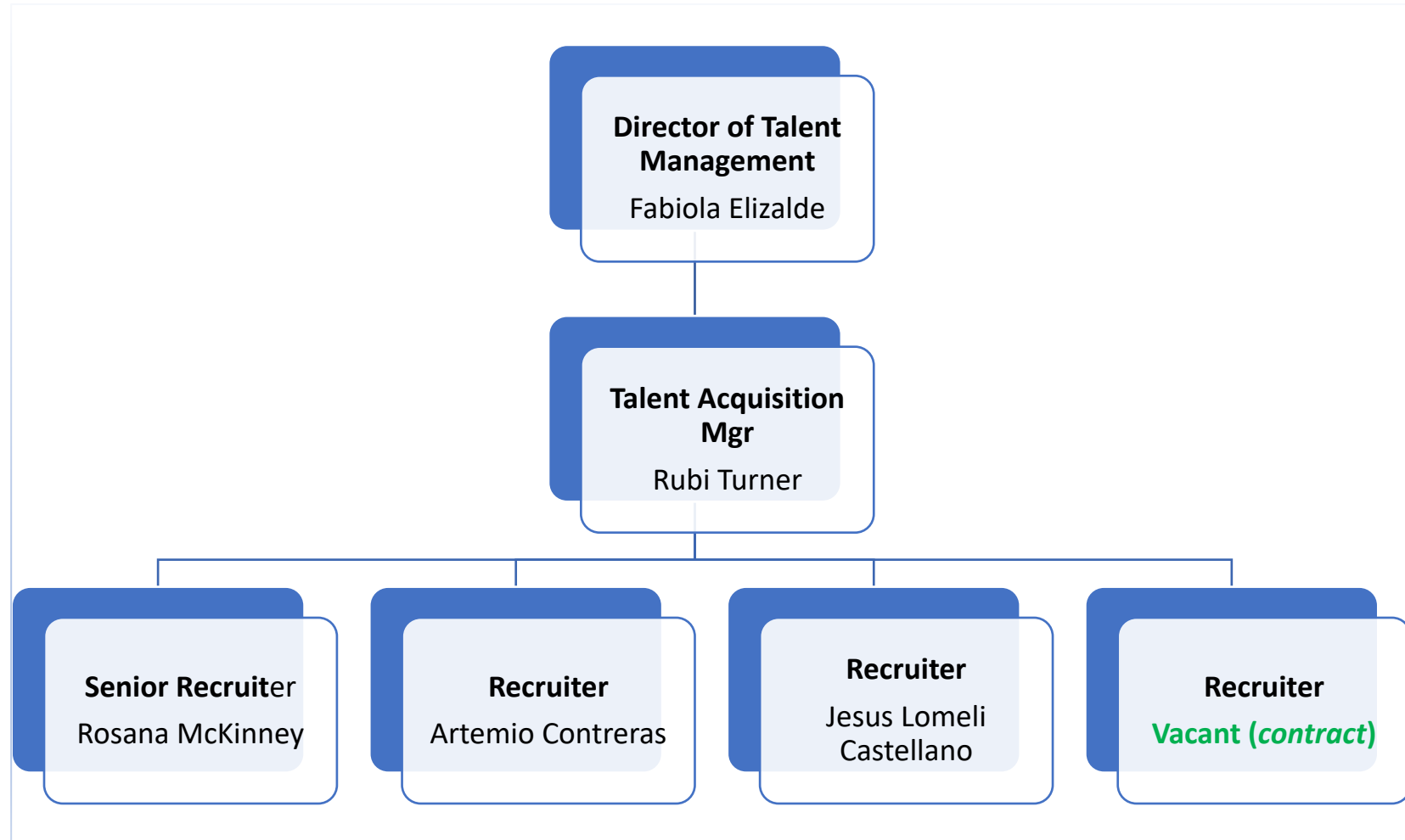
Campuswide Support

- Chancellor's Leadership Academy
- Oracle Financials
- UCPATH Upgrades
- Dining Services
- OIT Team Building
- Systems Training, e.g., Travel PCard

Talent Development: Forward Look

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- ePerformance & New Competencies
 - Workshop: Delivering Happiness on May 2nd
 - 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



Talent Acquisition: Highlights

2022 Highlights	
Posted Recruitments	424
Filled Recruitments	344
Internal Hires	86
Time to Fill	56 days
Employee Referral Program	

- 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

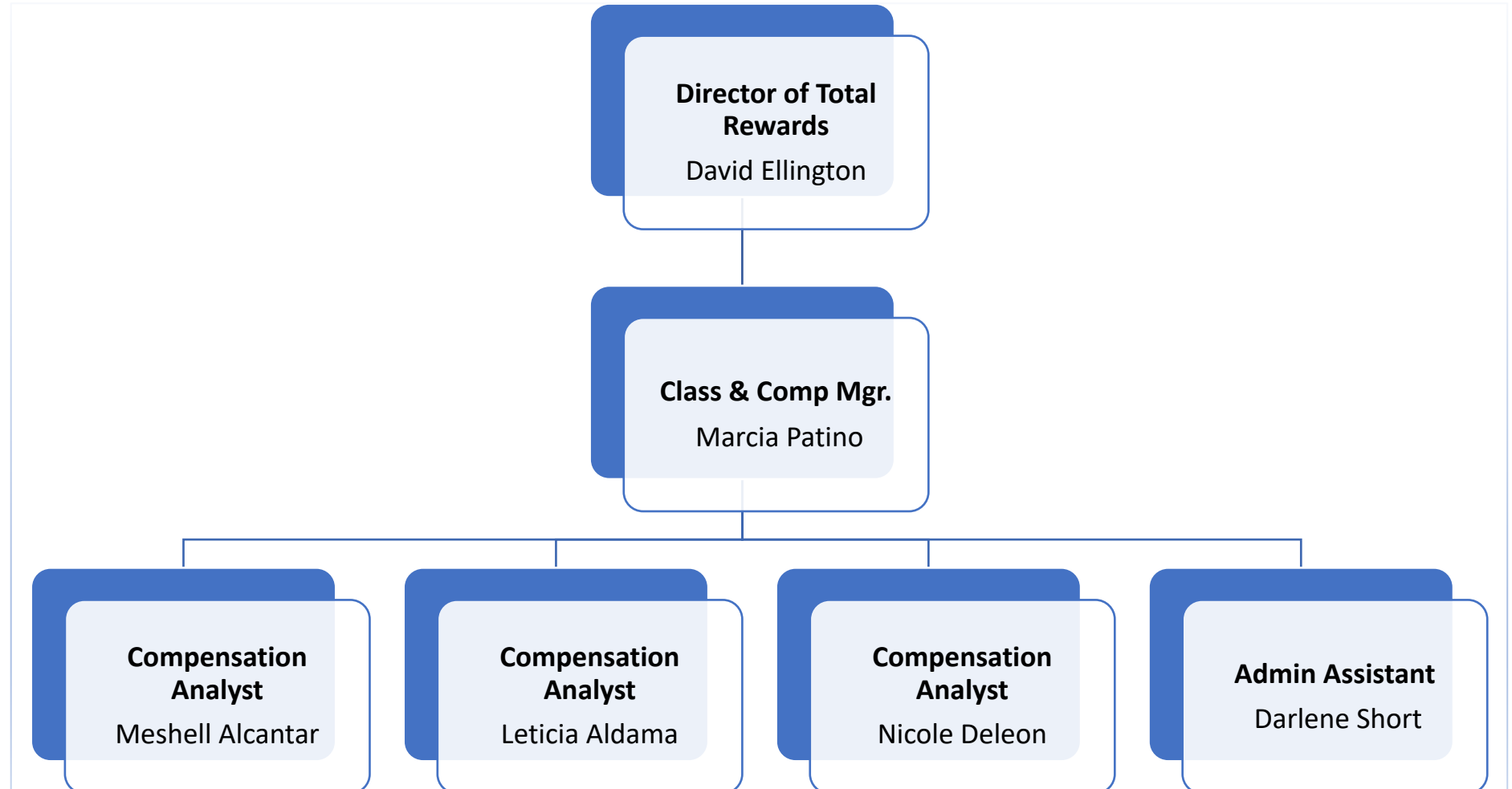
- Social Media Campaign

- Quarterly Job Ad Placements

- Merced Sunstar & Merced County Times



Compensation: Unit Overview



Compensation: Highlights

2022 Compensation Overview

Classification Requests Received	514
Classification Requests Completed	427
Reclassification Requests Received	138
Reclassification Requests Completed	89
Increases Processed for Represented Staff	20
STAR Awards	246

2022 Compensation Initiatives

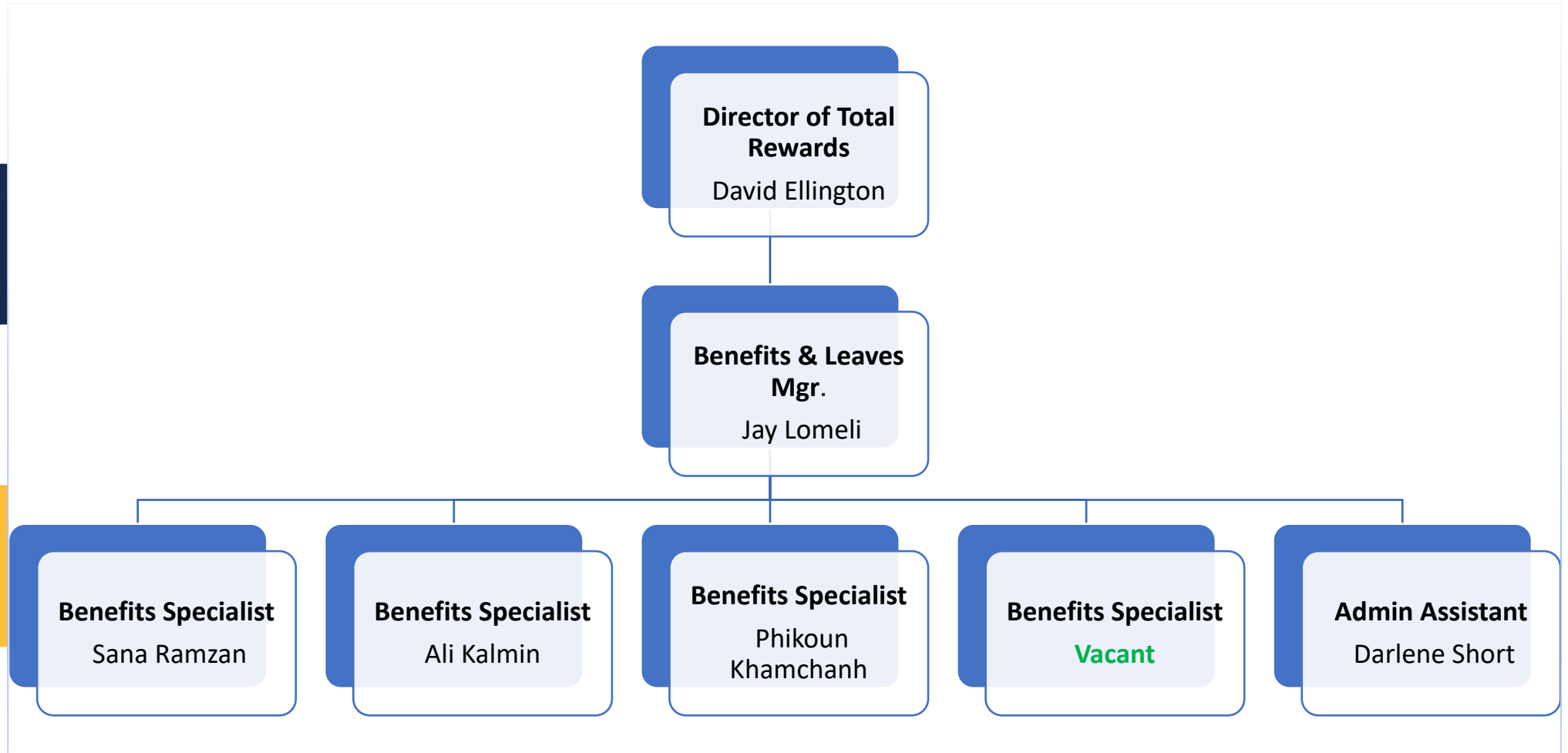
- Market Equity Pay – 2022 Campus Market Equity Program:
 - 98 non-represented staff receiving base salary increases.
 - Total investment: \$352,320
- General Salary Increase (GSI)
 - 4.5% ATB
 - Eligible PSS and MSP Staff
- JDXpert – Yearlong systemwide Job Builder replacement project

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




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

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- 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





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Thank you!