

UC SANTA CRUZ

Staff Advisory Board Spring Forum

CHANCELLOR CYNTHIA LARIVE

April 23, 2020





Shared grief

- There are no words to describe the loss our community experienced last week.
- The driver was our colleague and friend, and given the current pandemic restrictions, we cannot gather to honor him.
- We must therefore carry him with us in all that we do, in how we serve others, and how we help others stay connected.
- Thank you for respecting his family's wishes and privacy at this difficult time.



Thank you, UC Santa Cruz

- Throughout the pandemic, our staff and faculty members have stepped up to serve
 - Essential employees – many of our employees are still on campus doing the work that ensures the safety of others. These groups include, but are not limited to:
 - Bus drivers
 - Custodial staff
 - Health Center staff
 - Housing and Dining staff
 - Maintenance staff
 - Police officers
 - Skilled trades members



Thank you, UC Santa Cruz

- Throughout the pandemic, our staff and faculty members have stepped up to serve
 - Remote employees – those who cannot be on campus are working hard to support our community.
 - All of the planning, financial, human resources, academic personnel, and IT services continue and are impacted by this pandemic.
 - Risk and Safety Services are leading our emergency management efforts
 - All of our academic organizations continue to be managed by staff members who are working hard to ensure continuity.



Thank you, UC Santa Cruz

- Throughout the pandemic, our staff and faculty members have stepped up to serve
 - Communications teams across the campus are keeping us connected
 - If you're missing campus, follow our social media accounts where Kayla Isenberg and videographer Nick Gonzales are keeping the campus spirit alive
 - Communicators in divisions, units, and organizations across the university are creating content that helps us tell the stories of the amazing work that continues on our campus
 - Don't forget Tuesday Newsday!



Thank you, UC Santa Cruz

- Throughout the pandemic, our staff and faculty have stepped up to serve
 - The Instructional Continuity Working Group (Center for Innovations in Teaching and Learning, Online Education, FITC, ITS), our librarians and academic advisors are keeping us keep teaching and learning
 - Our campus has more than 1,600 courses in spring and the vast majority of them are now running remotely
 - Dedicated staff members who support instruction have found creative ways to help in the delivery of our curriculum
 - Advisors guide students through the curriculum and are crucial to supporting students during this uncertain time



Thank you, UC Santa Cruz

- Throughout the pandemic, our staff and faculty members have stepped up to serve
 - Student Success and ITS help our students stay healthy and connected
 - In partnership with ITS, CITL & the Bay Tree Bookstore, Gwynn Benner has created a laptop lending program for students, and ITS is improving on campus Wi-Fi, helping connect students with modems to allow them to continue learning remotely
 - Our Resource Centers are at the heart of student life and have created remote programming to continue this work
 - SOMeCA staff is still hard at work helping our students build and lead their communities
 - STARS continues to support our transfer, re-entry and student veterans
 - The DRC is helping our students and faculty make sure remote learning is accessible



Thank you, UC Santa Cruz

- Throughout the pandemic, our staff and faculty members have stepped up to serve
 - Student Health & Wellness has guided our COVID-19 response at every step to ensure the safety of our campus as well as continuing to serve our students and manage immediate health concerns
 - Slug Support has gone above and beyond in supporting students in need during the pandemic by providing holistic case management that includes housing and food support
 - Campus research teams are hard at work developing the ability to test for COVID-19 to aid our region in sustained recovery



Our goals remain the same

- Transform lives through access to higher education
- Pursue groundbreaking research and translate that work to impact our state and the world
- Fulfill public mission through community outreach and regional development
- Connect California through multi-location, networked campus
 - In the heart of the Central Coast
 - Bridging Silicon Valley, agricultural hubs, and ocean access
- Strategy for managing through COVID-19 recovery

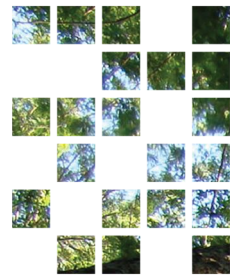


Recovery Planning Academic Group

Defining stages for a phased return to our teaching, learning, research, and public service mission as a full residential research university.

- Flexibility as conditions dictate
- Focus on instructional delivery, resumption of research, and student support services.
- Eight sub-groups: instructional delivery, undergraduate ed, graduate studies and professional programs, student support and success, research recovery, residential life, policies, and communications.
- Initial draft plans due 5/15

Task Force on Recovery and Resiliency for Campus Operations and Employees



4 areas of focus in this recovery and resilience planning effort:

- Community and morale – focus on the immediate and longer term and how to ensure employees feel connected and employee morale is being continually assessed
- Operational resilience – focus on the longer term and how we return to work and the logistics of what operations will physically look like in order to keep public health in the forefront
- Personnel resilience – focus on the longer term and the programs and support systems needed to ensure that team members feel ready to return and we can support them as they process fears
- Opportunities to leverage – focus on the longer term and the potential for leveraging more remote work opportunities, alternative schedules and other work processes that should be kept and adopted more broadly.

Tritonlytics survey launching 4/24 and will seek feedback from all faculty and staff about their COVID19 experiences



Planning for the future

- In-person activities will return in a phased way – must be nimble as public health needs change
- As you've no doubt seen in the news, all UC campuses are incurring major costs and losing important revenue
- UC system postponed merit evaluations and increases for non-represented staff, other possible actions currently in discussion
- Financial uncertainty – enrollments still in flux and the state's FY21 budget likely delayed until September
- Campus instituted position management on 3/27 to be strategic about limited hiring to maximize future flexibility
- Unit heads are engaged in scenario planning to plan for possible logistical and budget impacts



“The purpose of staff human resources (SHR) is to build a strong and healthy university.”

The COVID-19 crisis has not altered our SHR purpose; but the environment has changed

How we do it:

- Propel the university mission
- Engage and develop people
- Empower our campus partners
- Build trust & teamwork
- Provide great HR services



Employee Well Being

- [Employee Assistance Program \(EAP\) with Optum](#)
This is an employer-paid benefit provided to faculty and staff members. Coverage includes up to 3 free sessions per issue, per calendar year. To access remote doctors:
 - Go to liveandworkwell.com
 - Enter code “UCSC”
 - Read COVID-19 specific [FAQ here](#)
- [CDC](#) website for information and guidance relating to COVID-19.
 - [COVID-19: Stress and Coping](#)
- Risk and Safety Services has compiled a list of articles, training opportunities, helpful apps, all to aid with [Mental Health Support](#) during this crisis.
- [Greater Good Science Center](#), an organization based at UC Berkeley, turns scientific research into tools, tips, and strategies to improve happiness.
- [WHO](#) (World Health Organization) website contains information and advice on living during the current pandemic
- Self-care tools, tips, and activities open to everyone ([view on Kaiser Website](#))

Remote Medical & Work-Balance Services

- [Anthem Remote Doctors](#)
- [Health Net Blue & Gold Remote Doctors](#)
- [Kaiser Remote Doctors](#)
 - [My Doctor Online App](#)
- [Helping Remote Workers Avoid Loneliness and Burnout](#)
- [Avoid Burnout in a Remote Team](#)
- Standing Lunchtime Zoom Hangouts can be a great way to socialize and connect. Folks can drop in and out of these informal, physically distant--but socially close--gatherings.
- Create an after work virtual happy hour, and have some fun with group participation using an online game such as [pictionary](#) or [online crossword puzzle](#)

Additional Health Resources

- [UCSC benefit hub](#) is updated periodically with discount offers to employees at popular retailers
- Many Wellness/Meditation/Mindfulness Apps offer free trials before subscription
[Headspace](#) is a popular mindfulness/meditation app, for instance; in addition to its usual free trial, it's offering a selection of meditations for free during this crisis.
- [Planet Fitness](#) has free “work in” live streamed classes daily at 4pm PST.
- 24 Hour Fitness members have access to online workouts through its [“24GO” app](#).
- [UC Santa Cruz Healthy Campus page](#) -- Risk & Safety Services
- Browse YouTube for body weight workouts or yoga instructional videos

Learning & Development/Professional Growth

- All Learning & Development classes are being offered remotely via zoom:
 - ABCs of Supervising Others
 - Google Suite training
 - Hosted training and collaboration with campus experts: Zoom, Budget, Docusign
- Unit Specific Assessment and Training
 - Maintaining Team in Time of Social Distance highlighted Keynote article
 - Power of Positivity
 - Goal Setting and Performance Calibration

For more information: visit learn.ucsc.edu

[Contact us](#) to request assessment, facilitation & training information.

Learning & Development/Professional Growth

- E-Learning
 - Moving instructor led training online
 - Asynchronistic: Expanding online learning opportunities: Stress Management, Meeting Management, Facilitation Skills, and Emotional Intelligence
 - Synchronistic: [Academic Impressions Live Trainings](#)
- **New!** Community Conversations L&D Zoom office hours focused on “Principles of Community” Fridays 3:00 to 4:00 pm
 - April 24th **Caring** ~ Resilience
 - May 1st **Just** ~ Value driven teams
 - May 8th **Open** ~ Multigenerational inclusivity

SHR partners with you on.....

- Talent Acquisition
- Employee & Labor Relations
- Learning & Development
- Compensation & CruzPay Operations
- Benefits: Healthcare and Retirement
- HR Business Information Services
- Business Admin, Policy, Projects & Resources



THANK YOU!

Q & A