

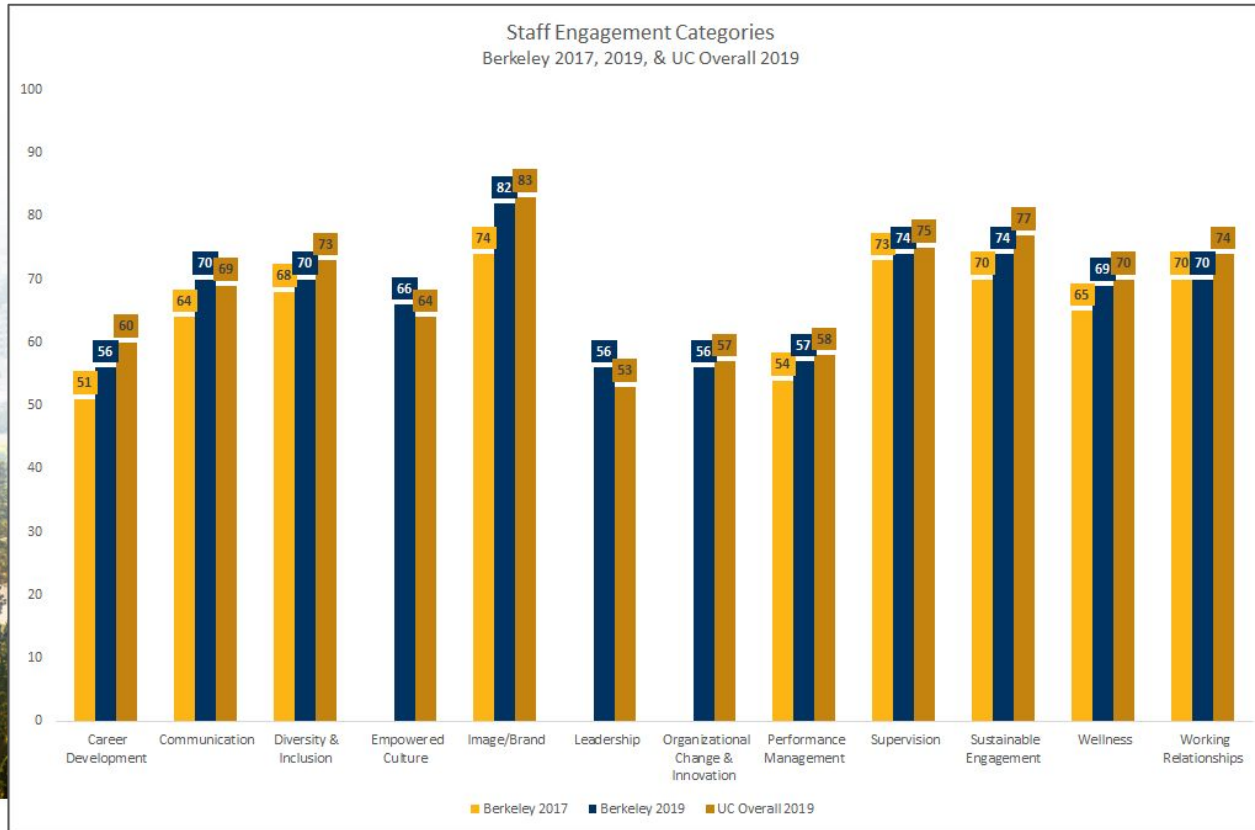
University of California 2019 Staff Engagement Survey



James Kent Dudek
Employee Engagement
Central Human Resources



Staff Engagement Categories



UC Engagement Survey Overview

- Collaboration between Council of UC Staff Assemblies (CUCSA), Willis Towers Watson and UCOP and was conducted May 2019
- “Pulse” survey usually conducted every two years - 2012, 2015, 2017, 2019
- Representative sample
- Only non-represented staff
- 923 Responses out of 2600 (36%)

Overview - Central HR Pulse Survey

- Created and deployed by Central HR at Berkeley
- Conducted every six months
- 7 questions localized and taken from a subset of the UC Engagement Survey questions
- All staff are invited to respond
- October 2019 Survey response rate was 2200+ (out of approximately 8500 staff) = 25.88%

What we have done since 2017

CAREER DEVELOPMENT

- Hired a career development lead into the People and Organization Development (POD) team.
- Launched “Your Career Journey” portfolio model.
- Revamped the POD website to highlight new career model and opportunities.
- Funded and supported LinkedIn Learning.
- Expanded and enhanced NOW conference for staff
- Delivered customized programming in individual units (e.g., Law School).
- Introduced Team Based Career Development programs for intact teams (e.g., at CSS).
- Offered technical training to help build workplace efficiency.
- Revamped Wisdom Cafe website.
- Created the Transferable Skills Library.
- My UC Career partnership with UCOP.

What we have done since 2017

ENGAGEMENT AND EMPLOYEE EXPERIENCE

- Establish the role of Employee Engagement & Experience Lead (James Dudek).
- Expanded staff appreciation events to include three periods per year: Fall, Summer and Spring.
- Enhanced and expanded the service award recognition process.
- Created an “Employee Experience” page on the website.
- Re-imagined and expanded the New Employee Reception and Orientation (NERO).
- Consulted with campus leadership and individual units in the areas of staff engagement.
- Created pulse survey to gauge campus climate and make strategic adjustments to programs.
- Built an onboarding toolkit for managers.
- Dedicated funding and support for staff orgs and communities of practice.
- Established role of Informal & Social Learning Lead (Shirley Giraldo)

What we have done since 2017

COMMUNICATION AND ORGANIZATIONAL CHANGE

- Delivered timely and authentic leadership communications.
- Led engagement survey roadshow and resulting action planning sessions.
- Increased communication and collaboration with UCOP.
- Hired change/communication leads for the UC Path/Regional Model efforts.
- Established the Business Process Management group (VCA).

PERFORMANCE MANAGEMENT

- Designed and piloted Achieve Together program.
- Simplified and improved communications re. UC compliance training requirements.
- Launched the 'Growing as a Coach' program.

What we have done since 2017

DIVERSITY AND INCLUSION AND WELLNESS

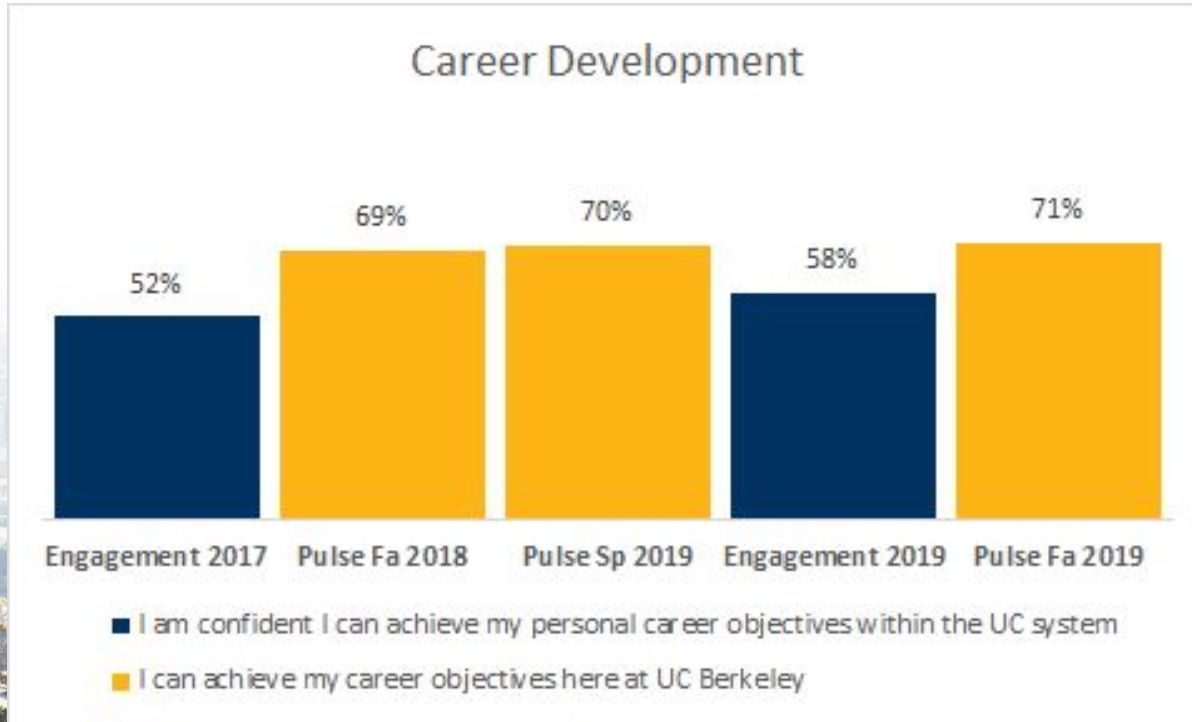
- Created programs focused on building a diverse leadership pipeline:
 - Leadership and Career Enhancement Program for Staff of Color (LCEP)
 - Faculty Leadership Academy
 - UC Berkeley Women's Initiative
- Strengthened collaboration between Central HR and E&I including co-management of staff orgs.
- Strengthened partnership between Central HR and UHS to incorporate wellness (“Eat, Talk, Walk”) into Staff Appreciation Weeks.
- Supported and participated in the Healthy Campus Network working group (led by UHS) that has created:
 - Healthy Campus Certification
 - Campus Wellness Website
 - New Food and Beverages Choices Policy
 - UCOP-mandated Stairwell Policy

What we have done since 2017

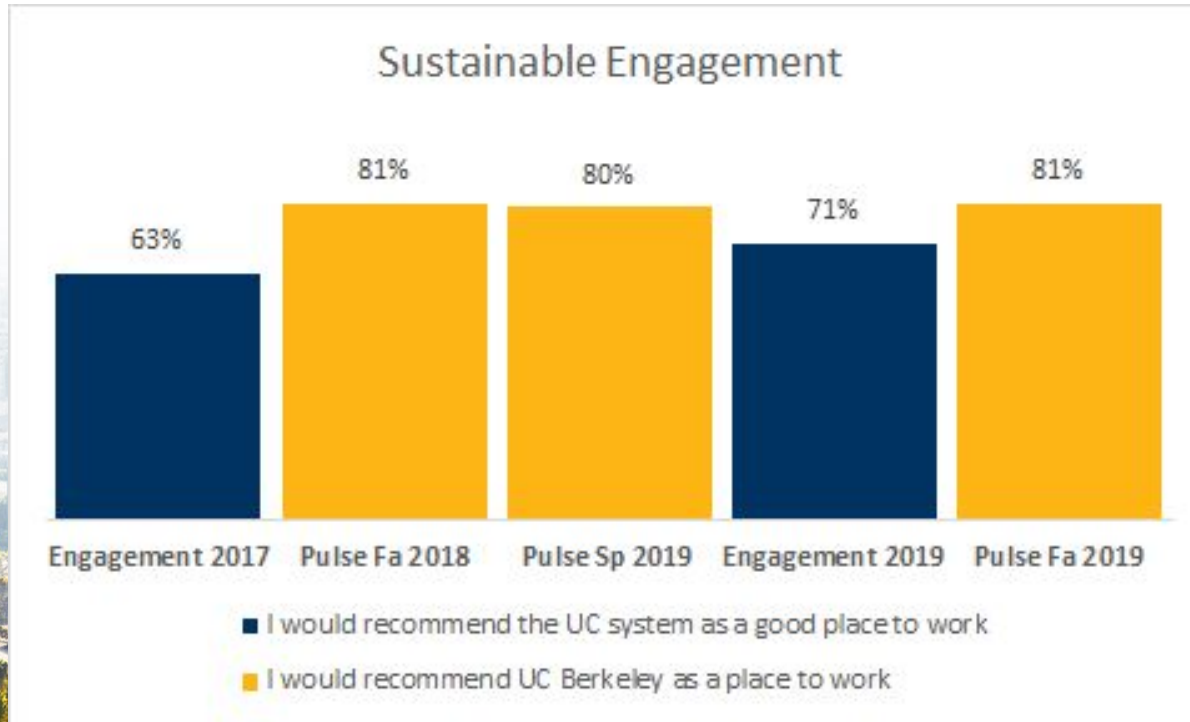
SUPERVISION

- Completely re-imagined the KEYS program as the Berkeley People Management (BPM) program.
- Re-engaged in the UC Management Skills Assessment Program, enabling participation for Berkeley employees.
- Created manager toolkits available on new CHR L&D website with JIT tools and tips for managers.
- Created Supervisor Mastermind Groups.

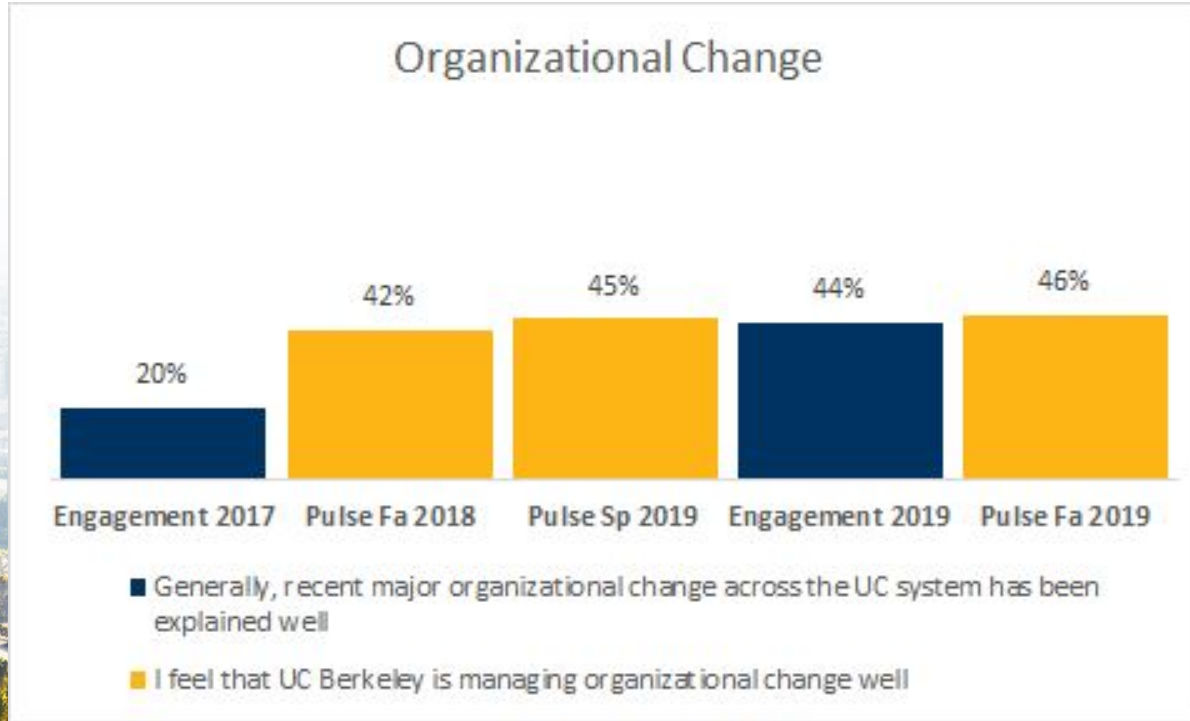
UC Engagement Survey Results for Berkeley and Berkeley Pulse Survey Results



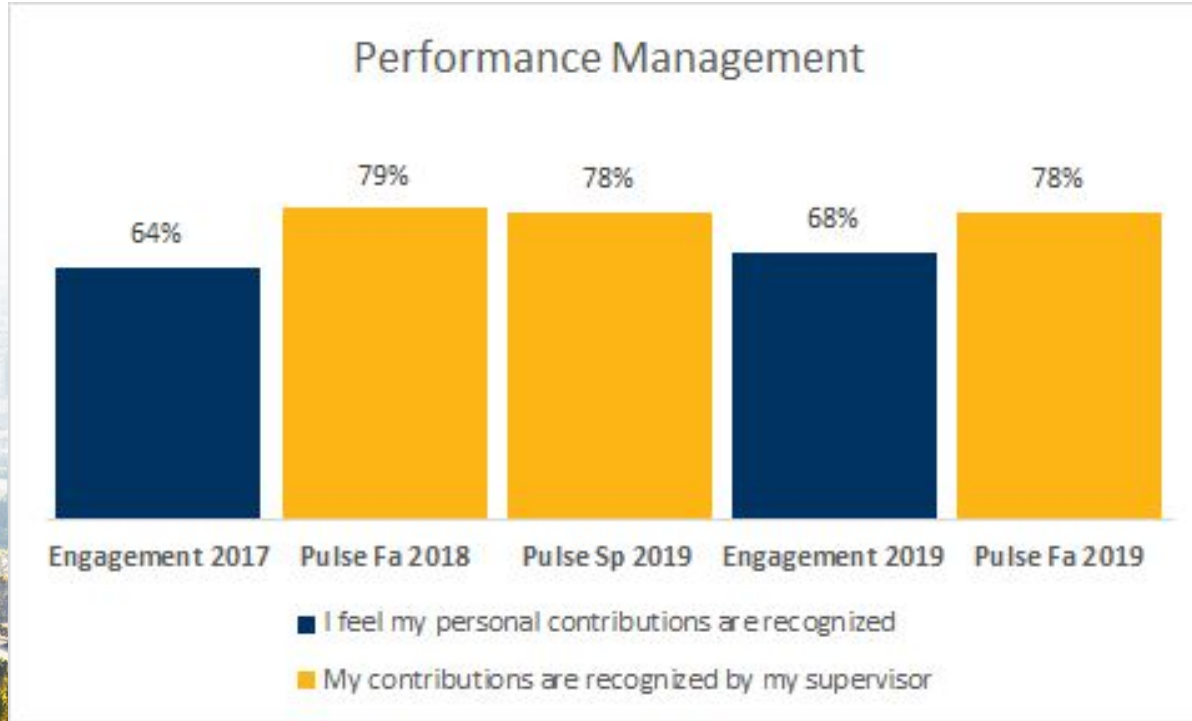
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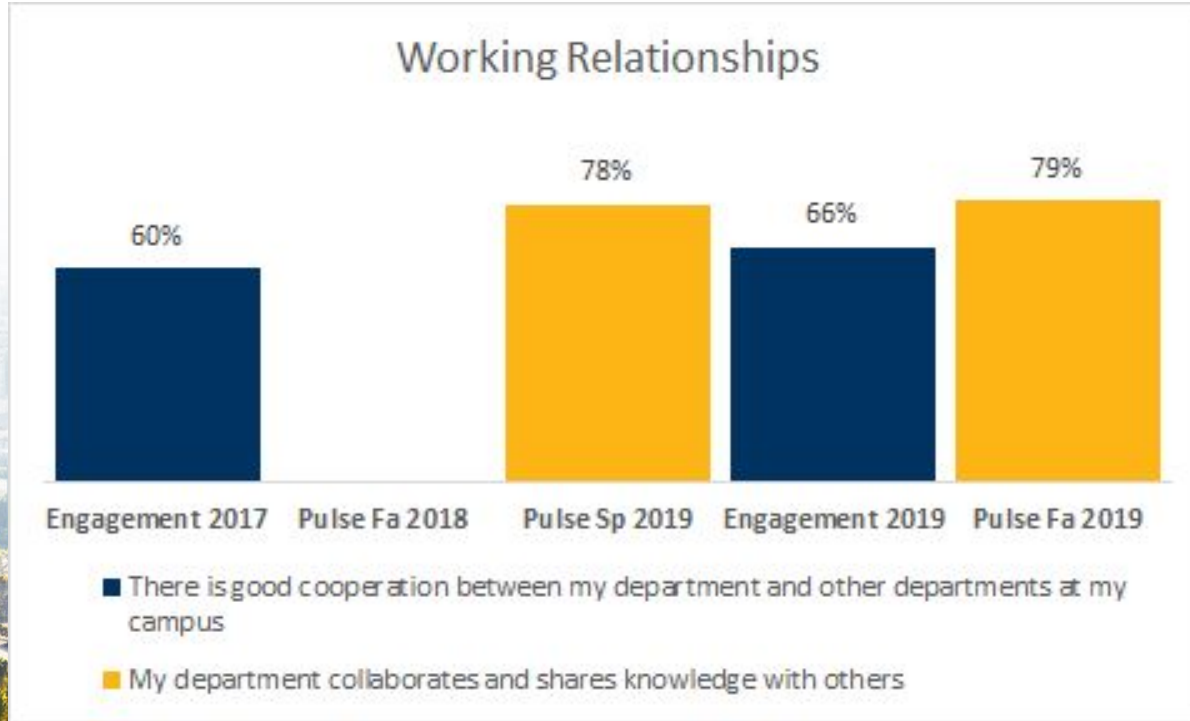
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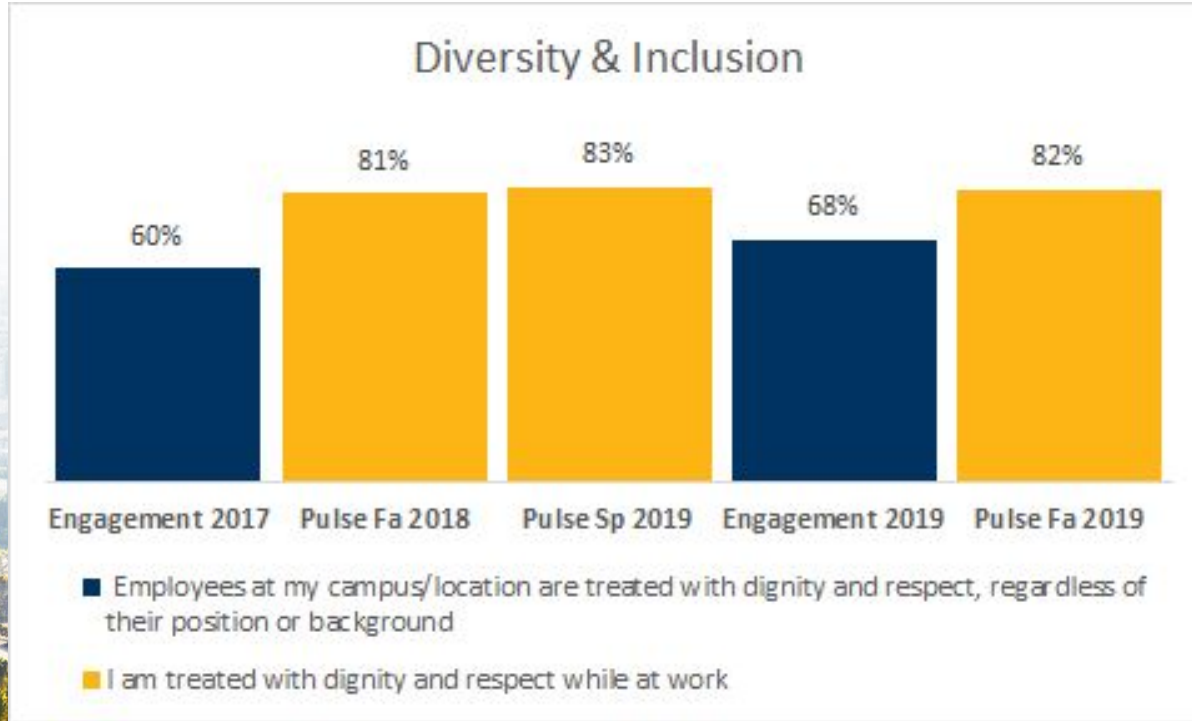
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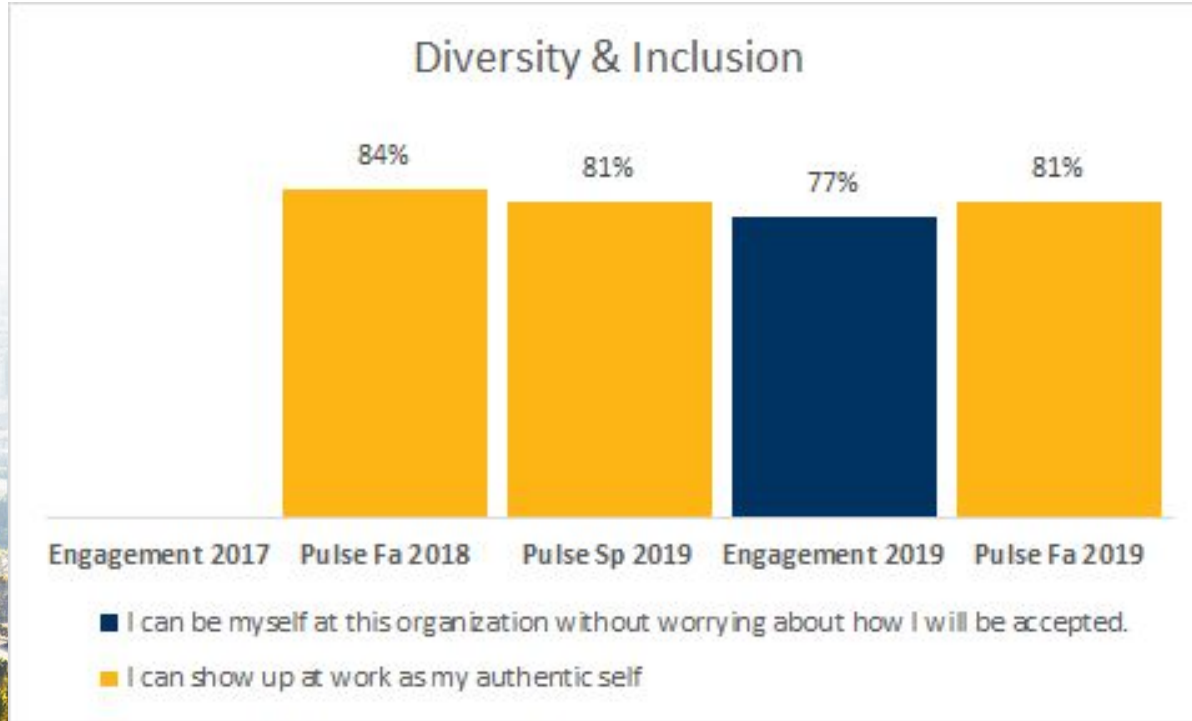
UC Engagement Survey Results for Berkeley and Berkeley Pulse Survey Results



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UC Engagement Survey Results for Berkeley and Berkeley Pulse Survey Results

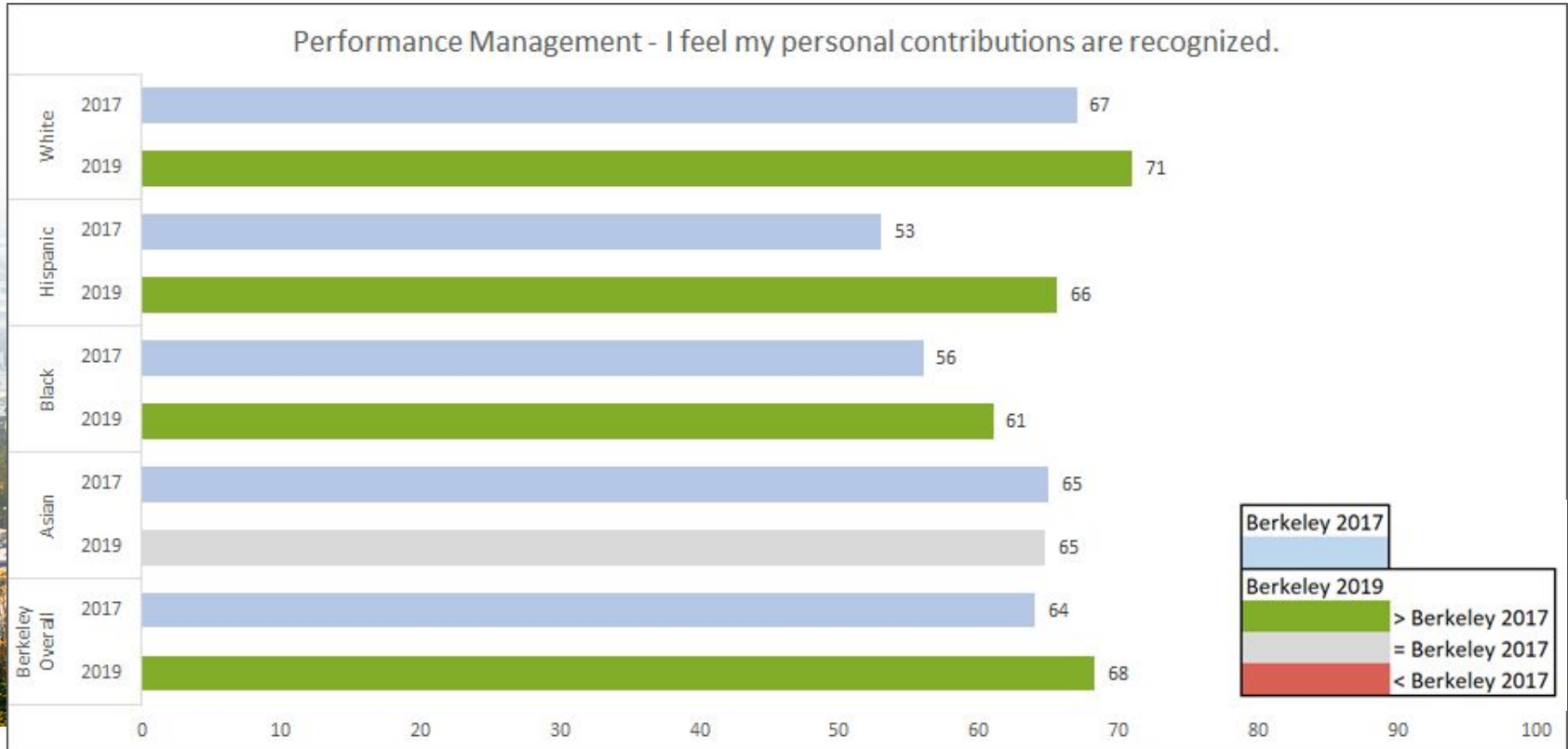


Ethnicity - Career Development

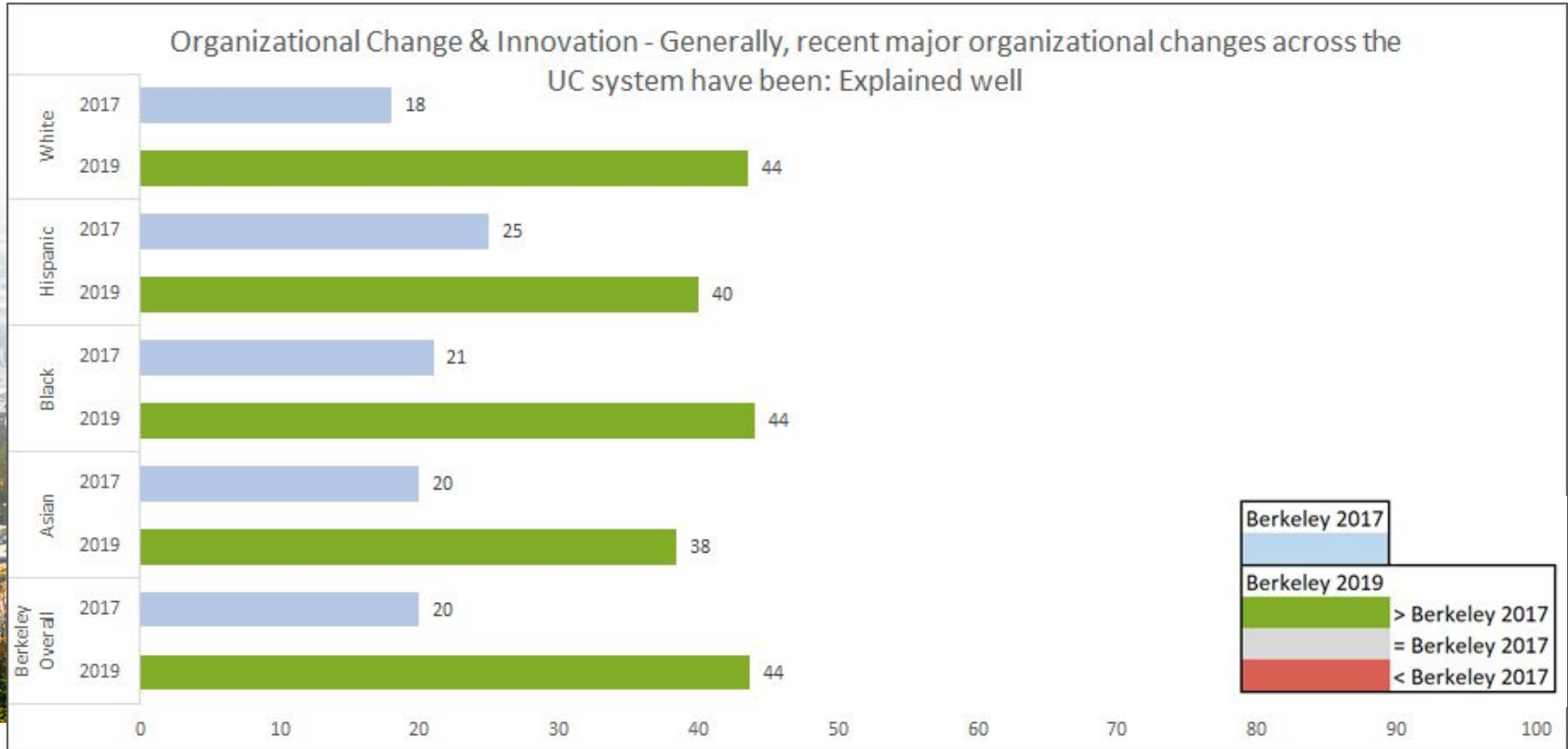


Ethnicity - Performance Management

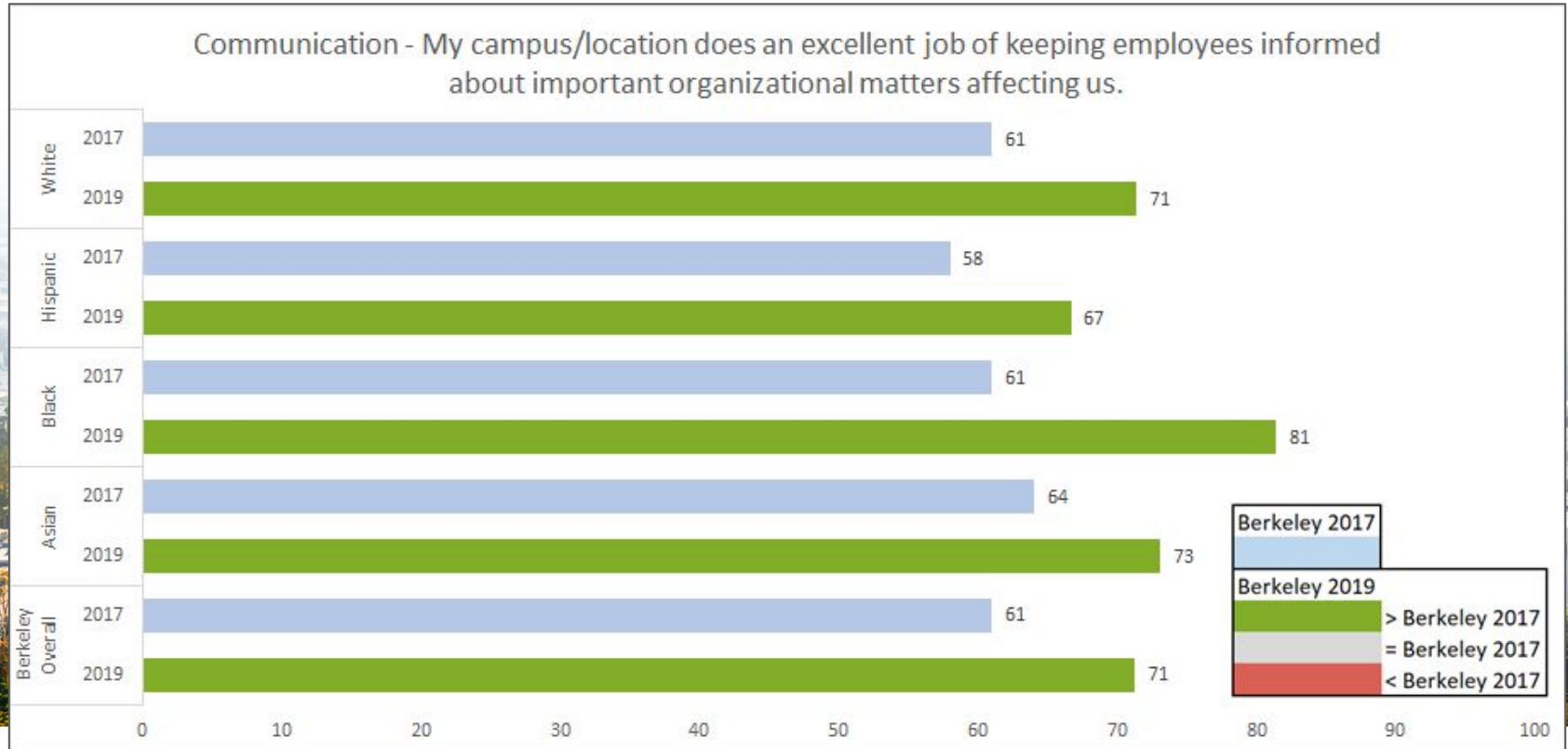
Performance Management - I feel my personal contributions are recognized.



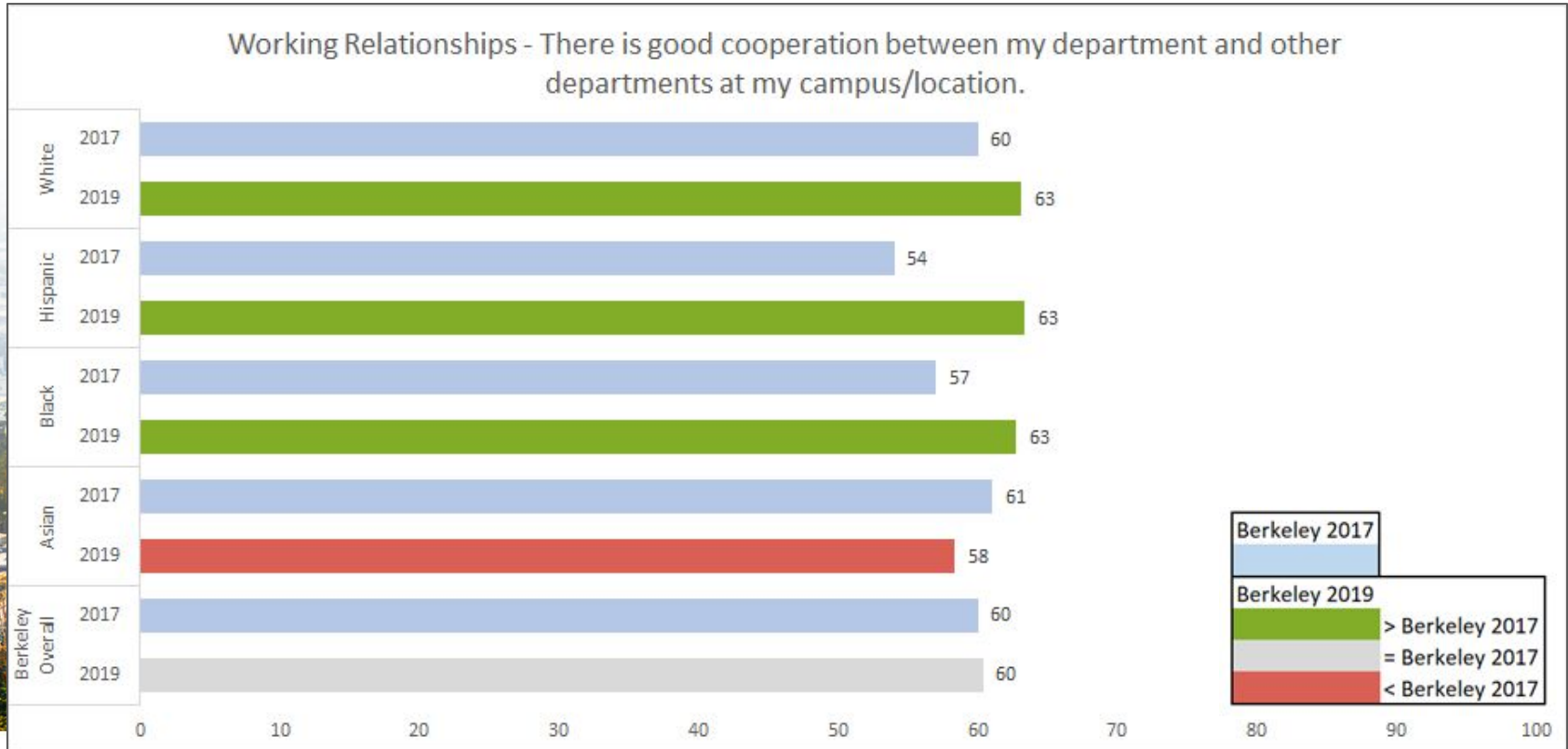
Ethnicity - Organizational Change & Innovation



Ethnicity - Communication

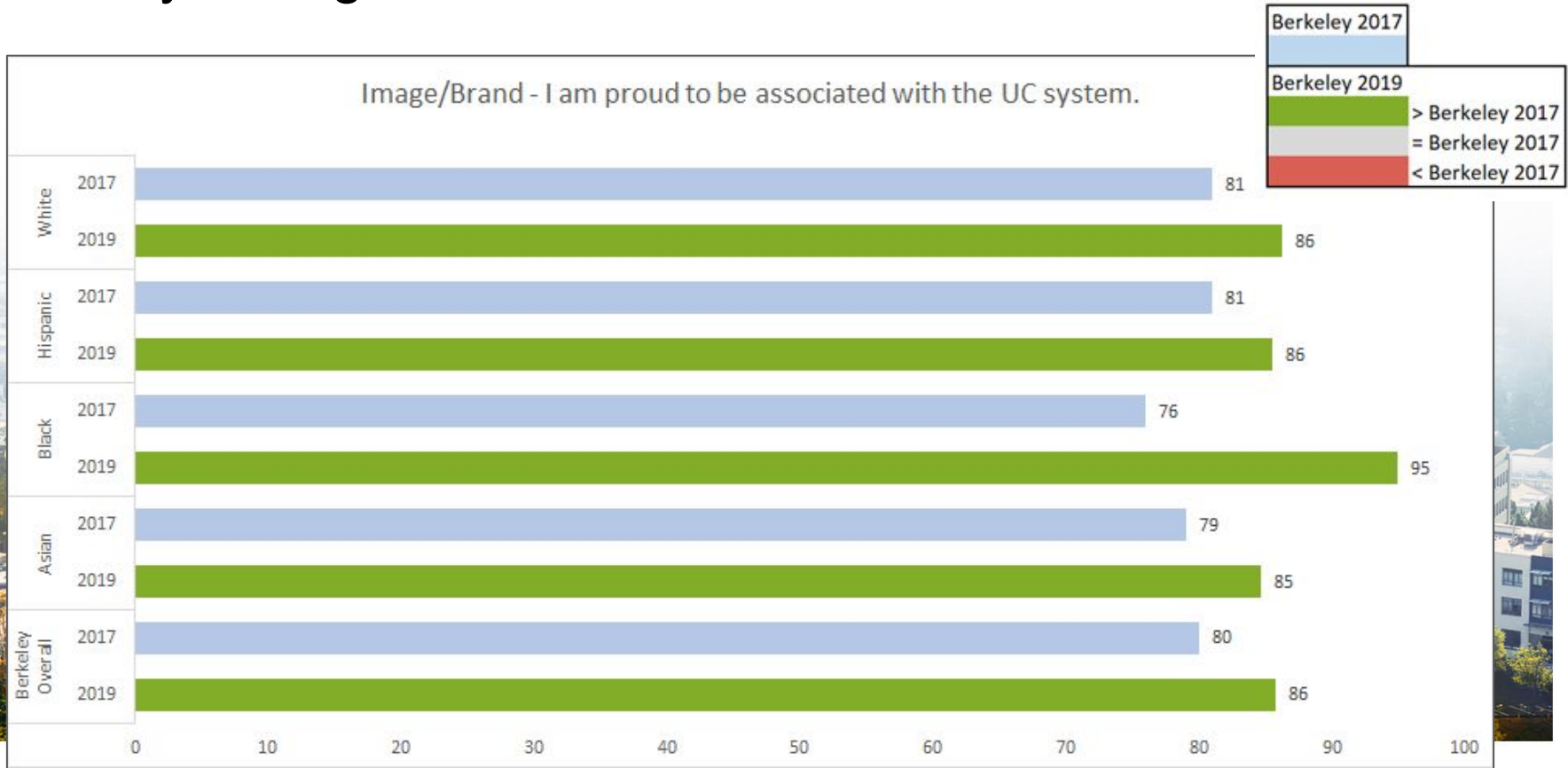


Ethnicity - Working Relationships



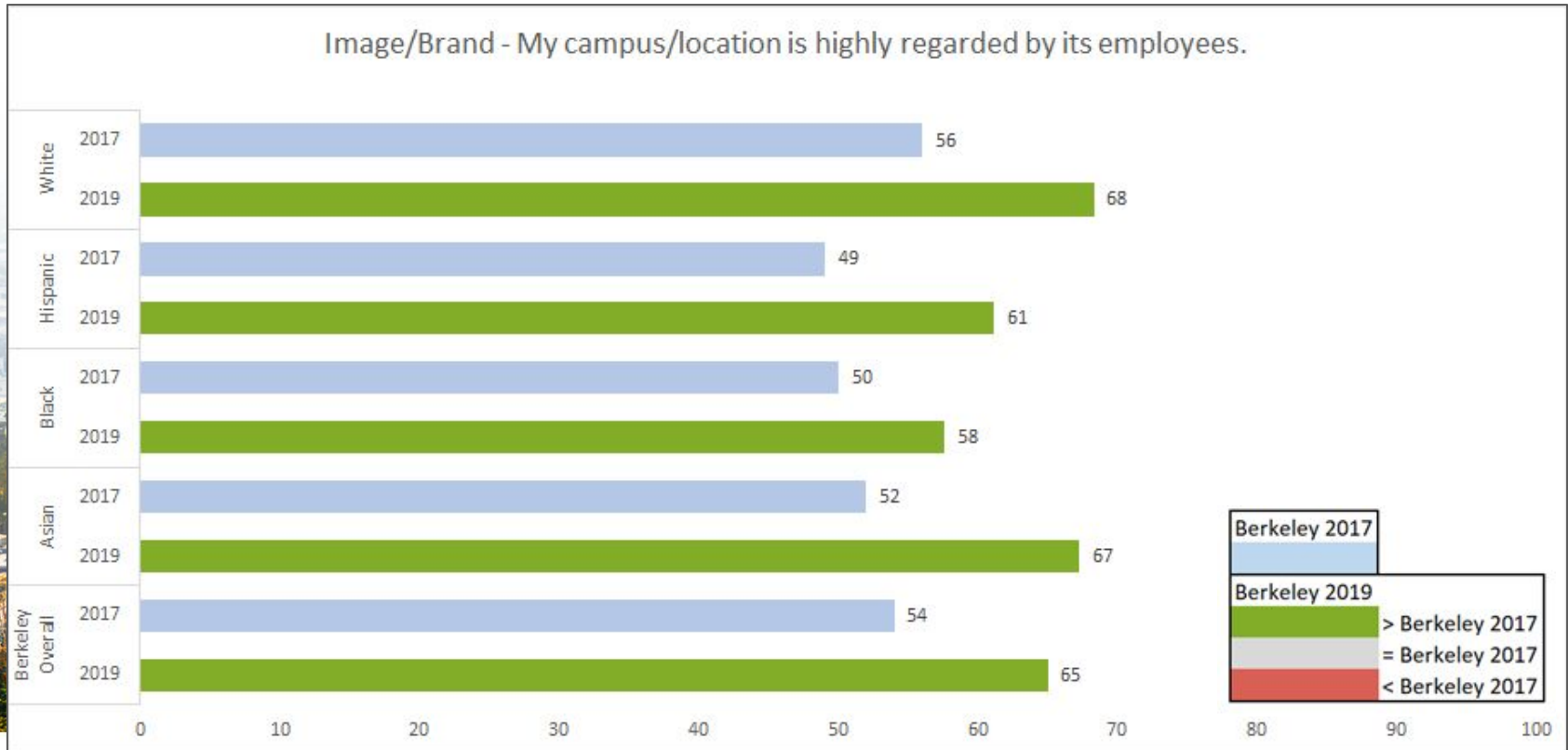
Ethnicity - Image/Brand

Image/Brand - I am proud to be associated with the UC system.



Ethnicity - Image/Brand

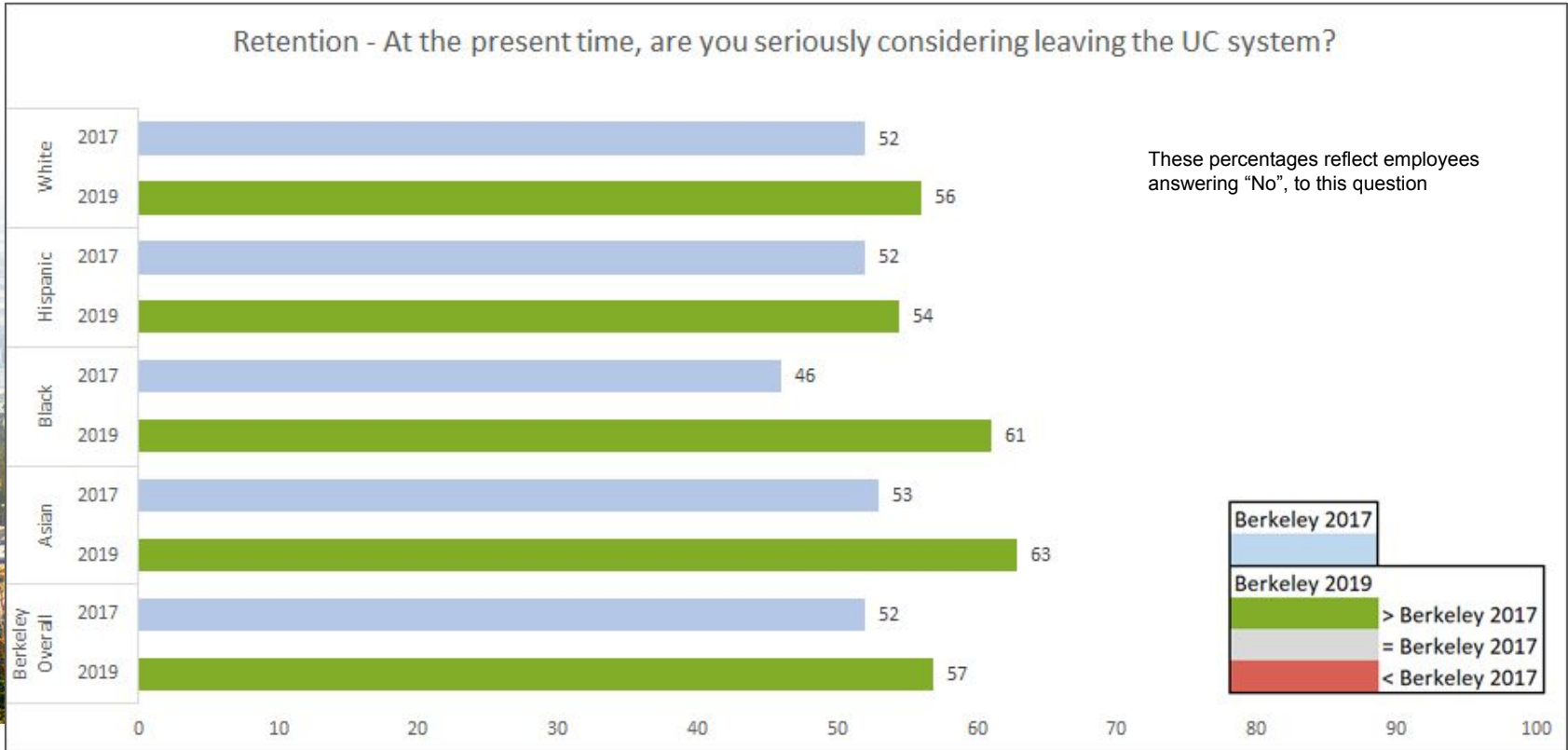
Image/Brand - My campus/location is highly regarded by its employees.



Ethnicity - Retention

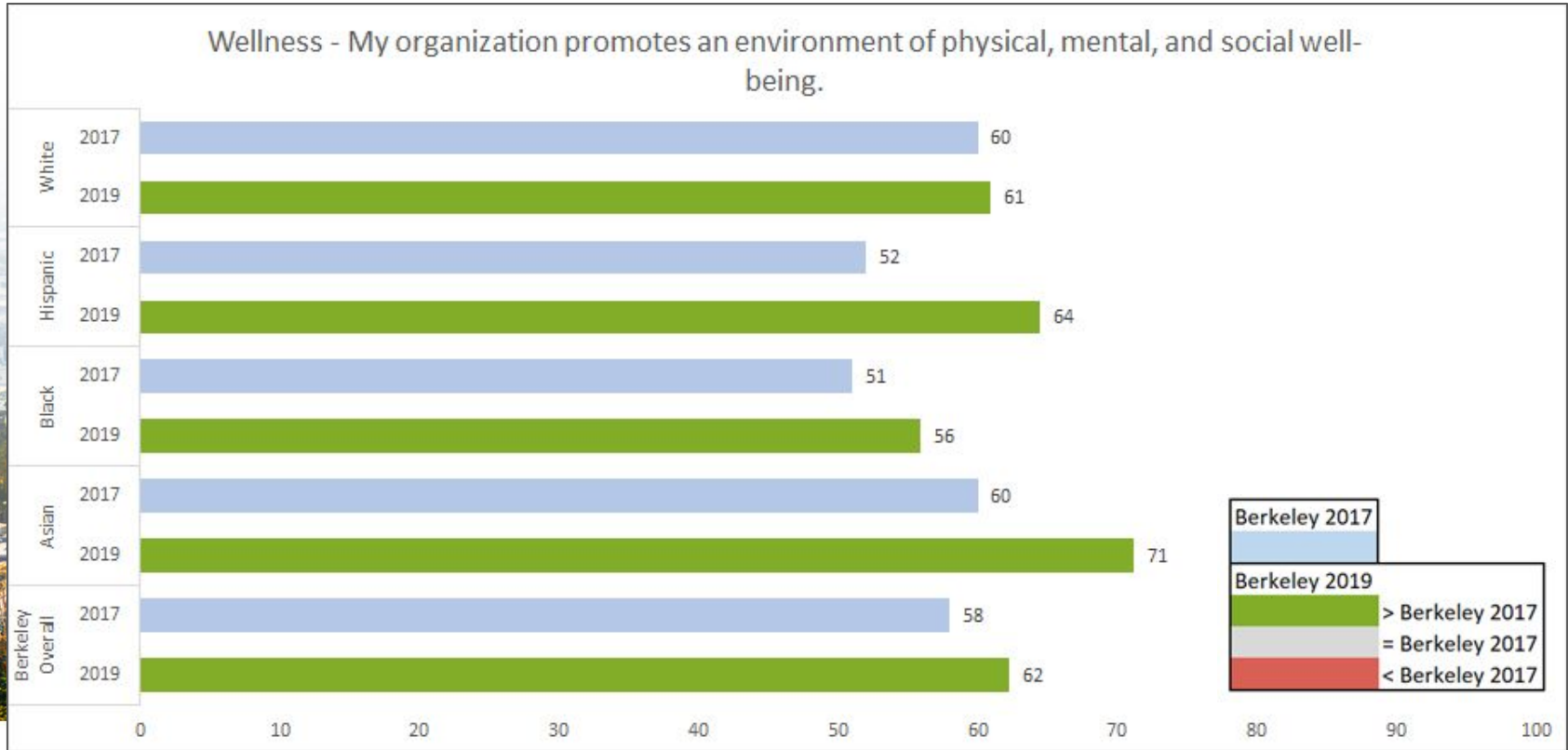
Retention - At the present time, are you seriously considering leaving the UC system?

These percentages reflect employees answering "No", to this question



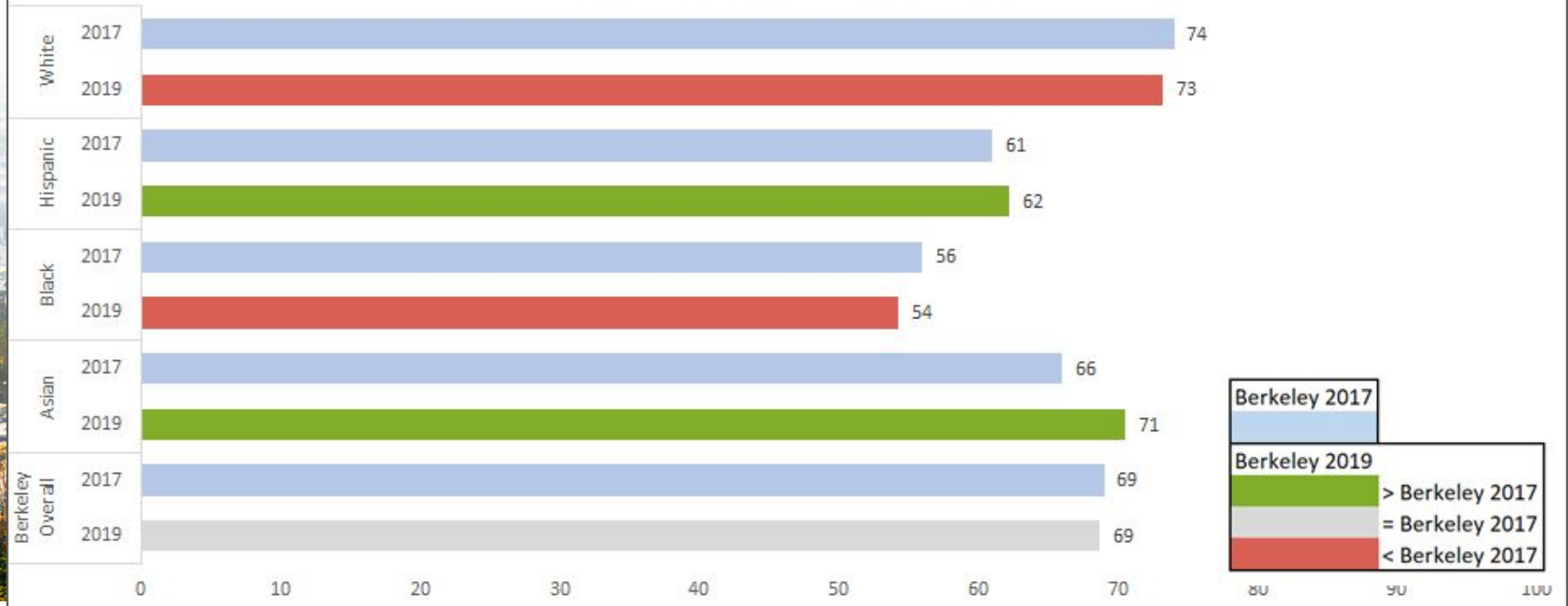
Berkeley 2017	
Berkeley 2019	> Berkeley 2017
	= Berkeley 2017
	< Berkeley 2017

Ethnicity - Wellness



Ethnicity - Diversity & Inclusion

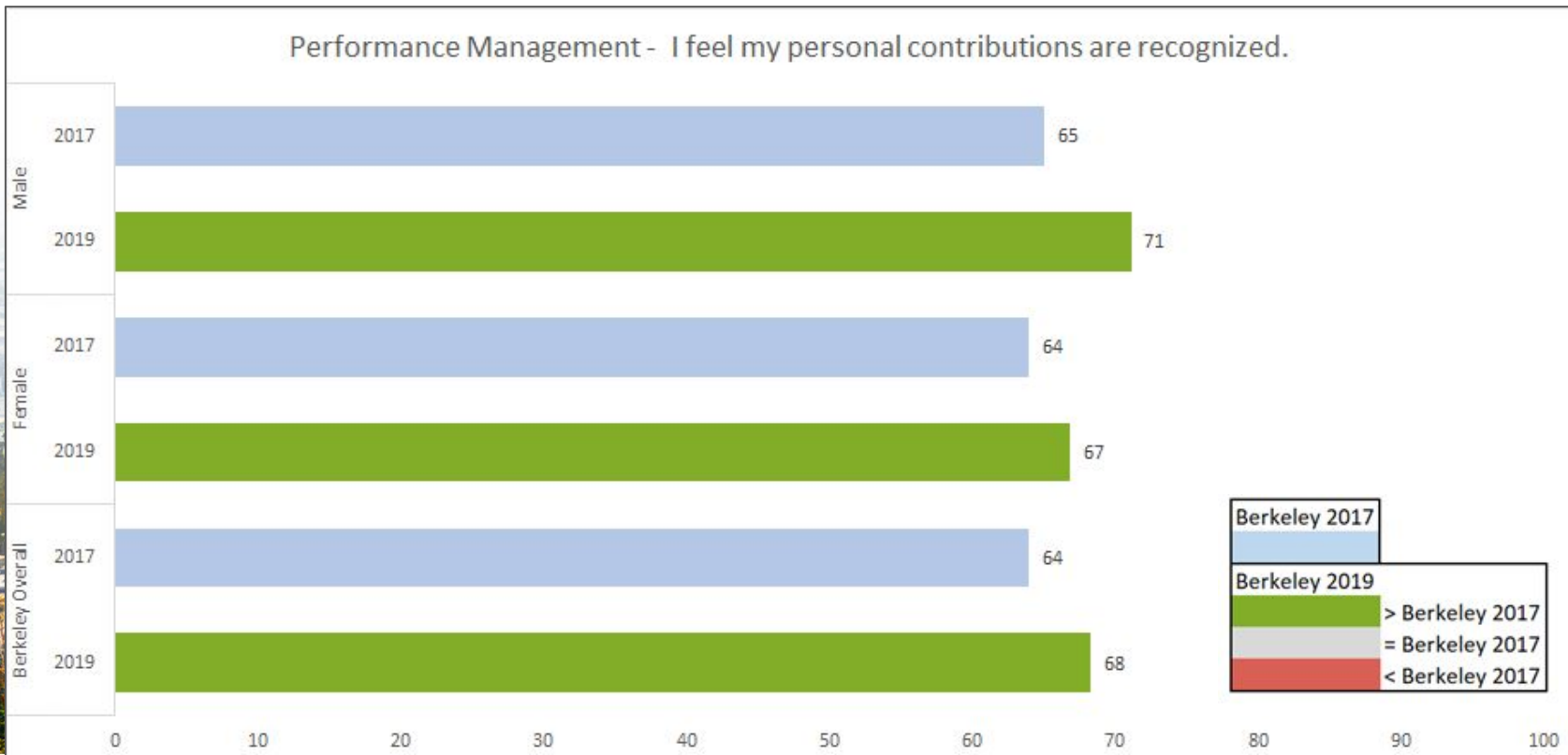
Diversity & Inclusion - I feel that management at my campus/location supports equal opportunity for all employees, of all differences, including, but not limited to, age, gender identity, ethnicity and disability status.



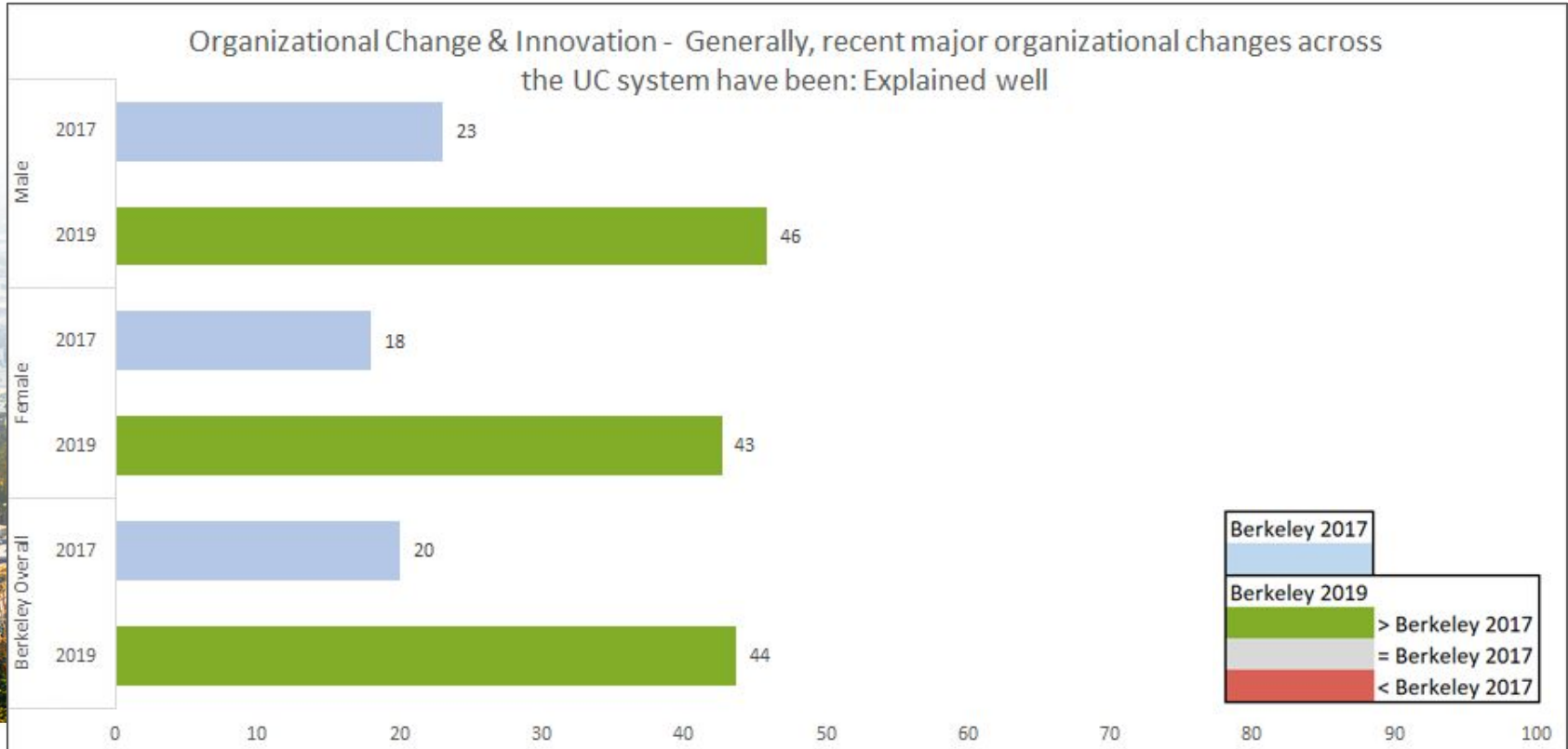
Gender - Career Development



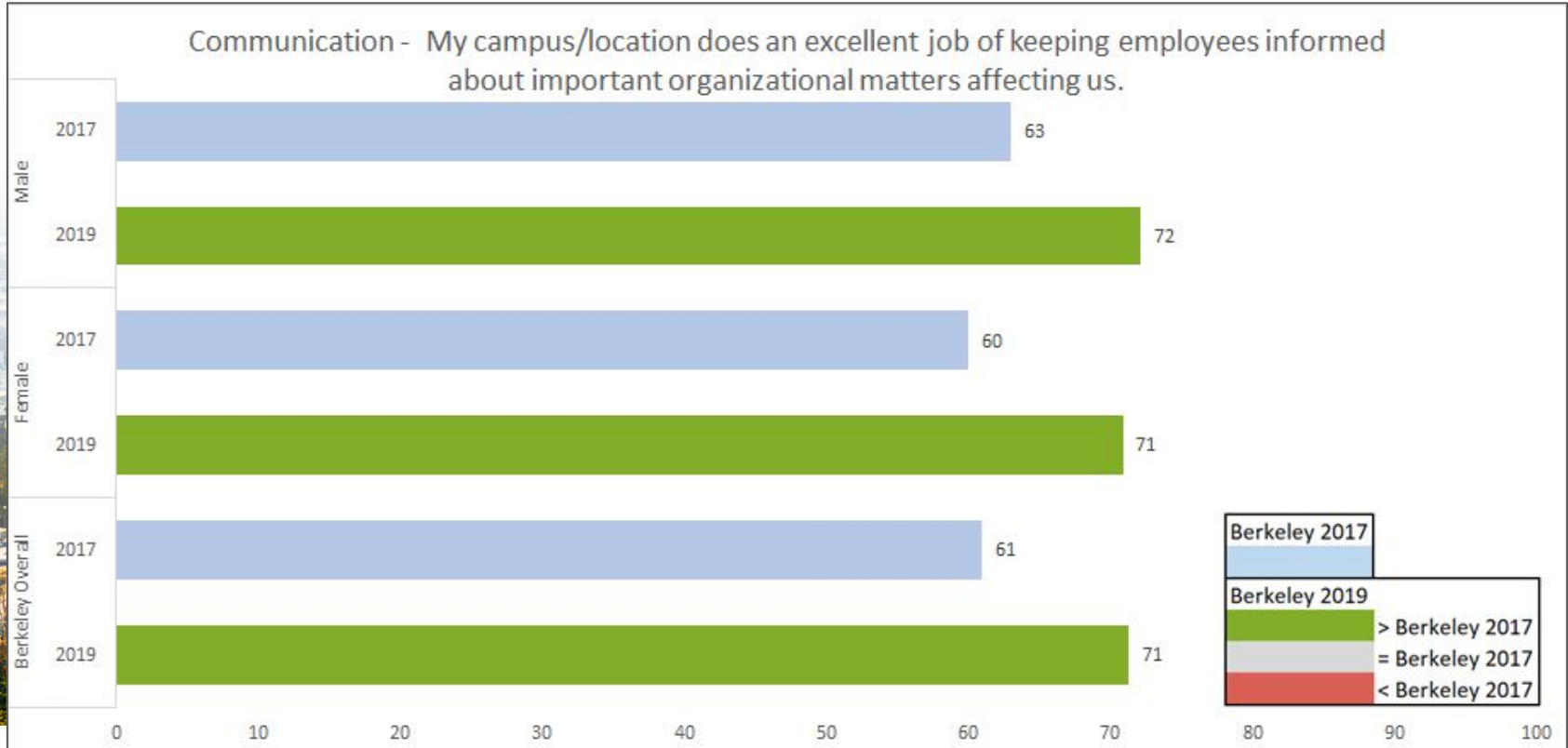
Gender - Performance Management



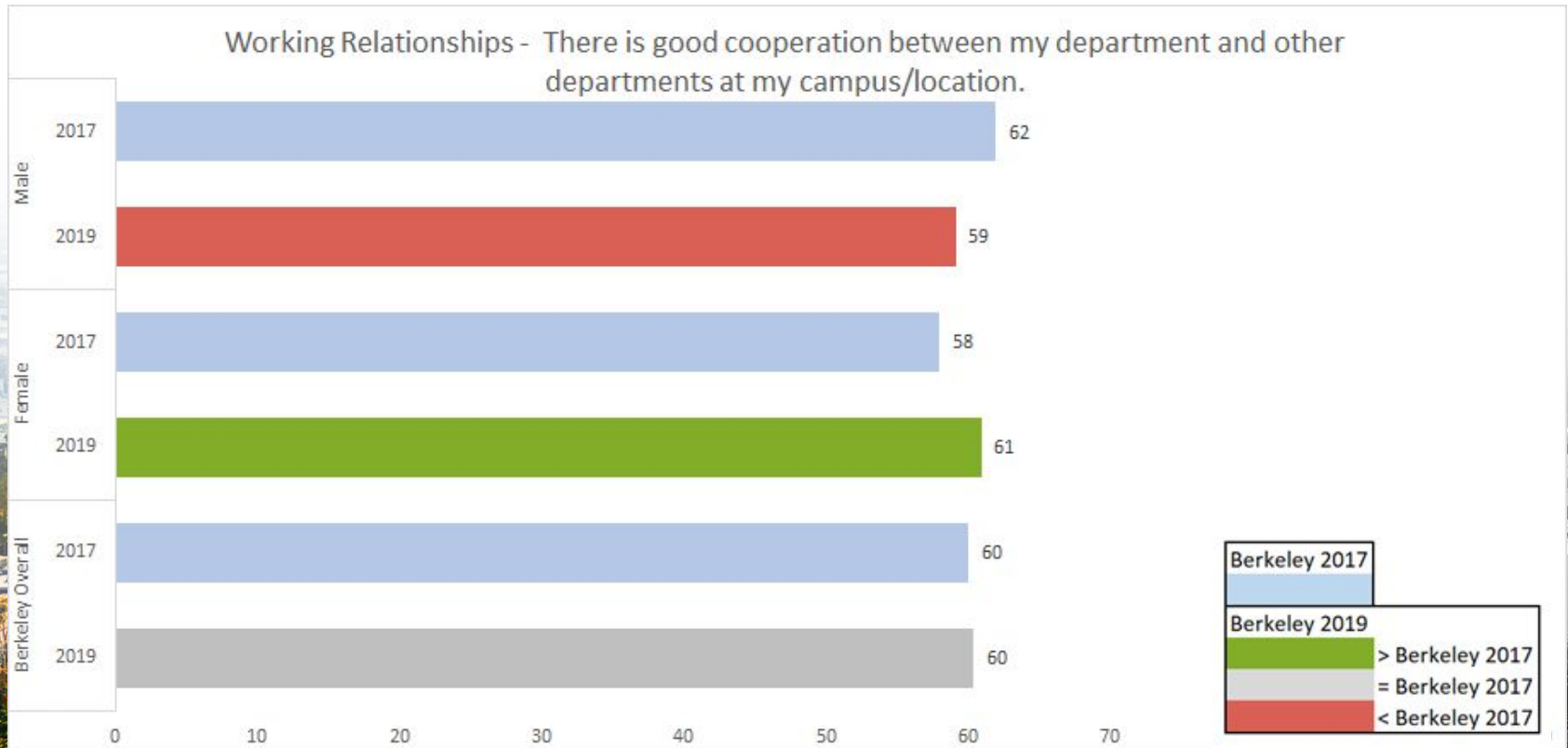
Gender - Organizational Change & Innovation



Gender - Communication

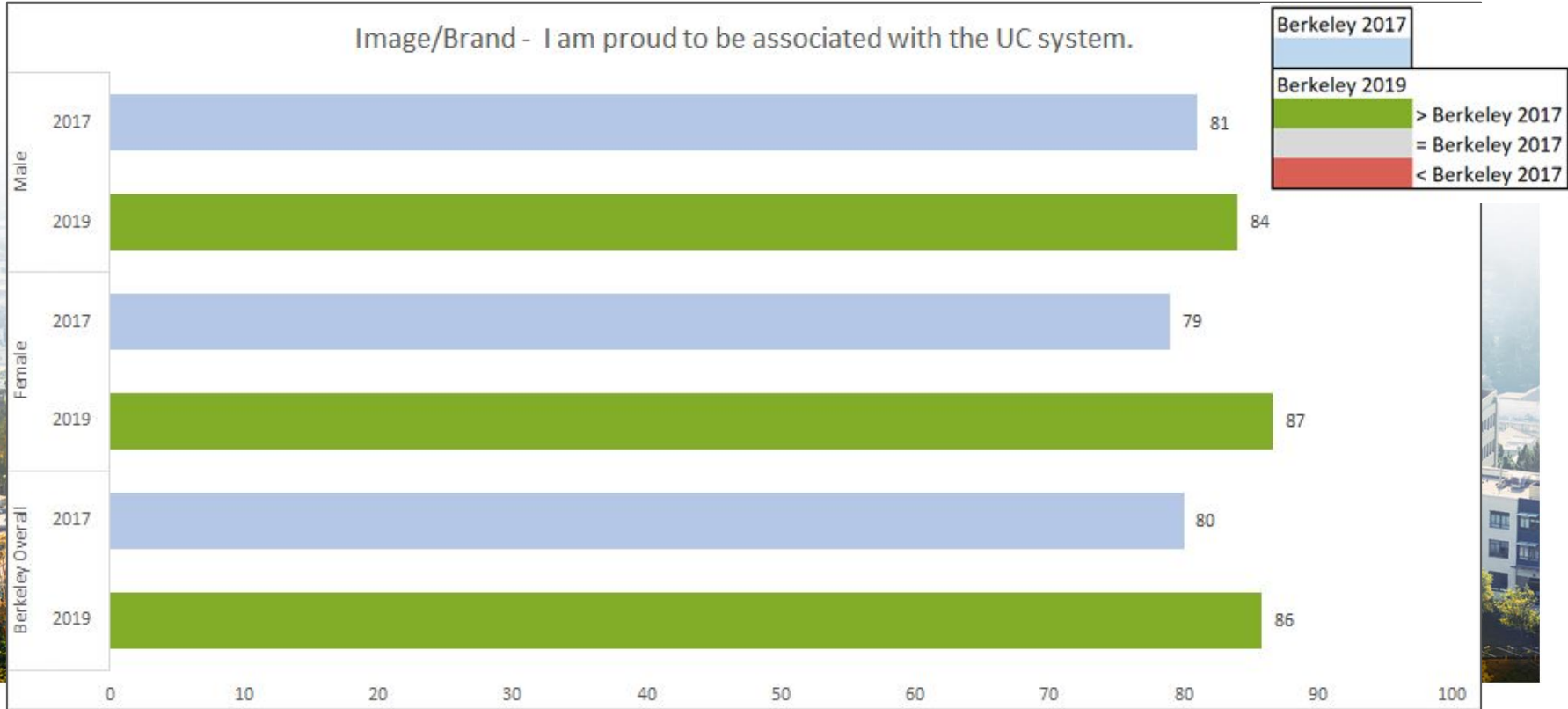


Gender - Working Relationships



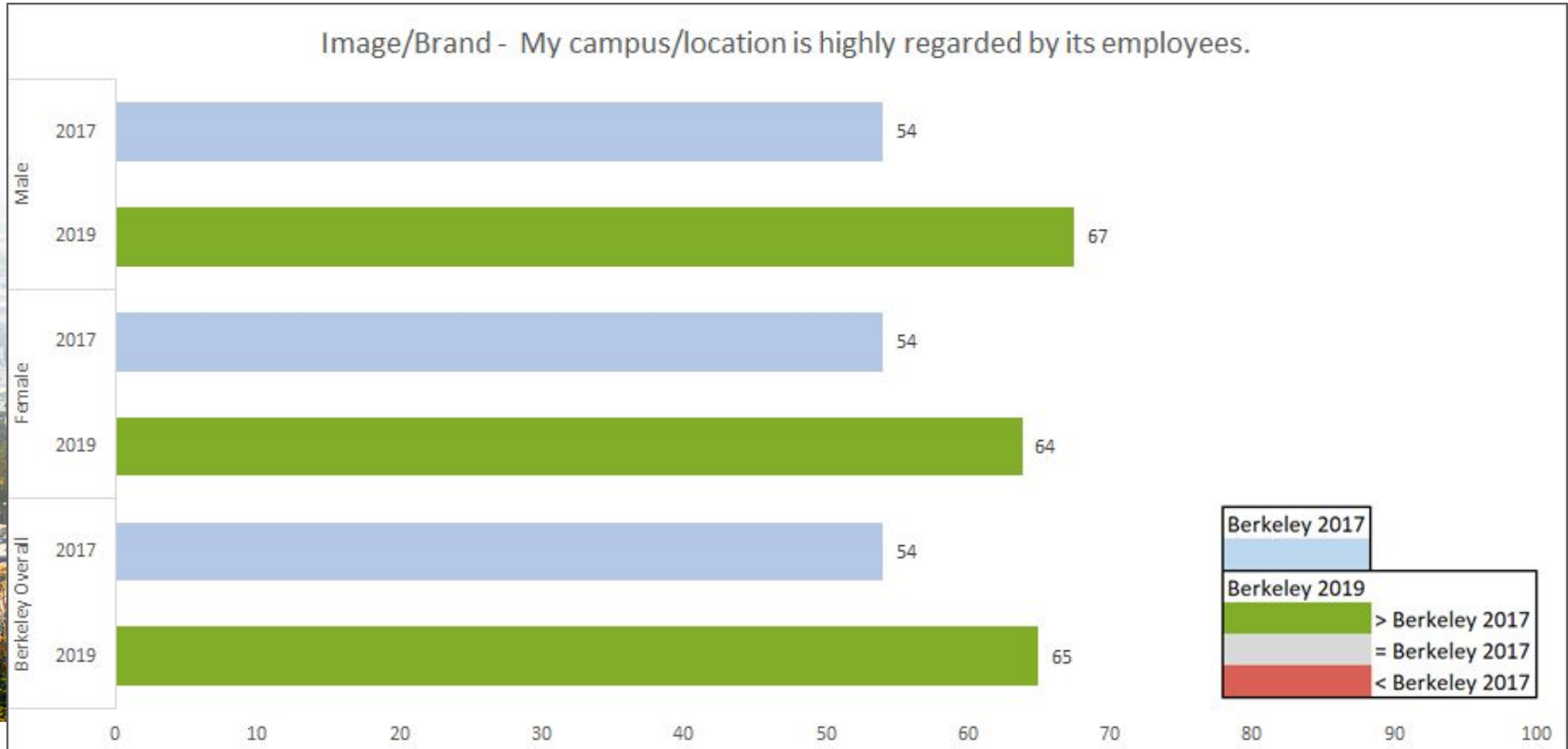
Gender - Image/Brand

Image/Brand - I am proud to be associated with the UC system.

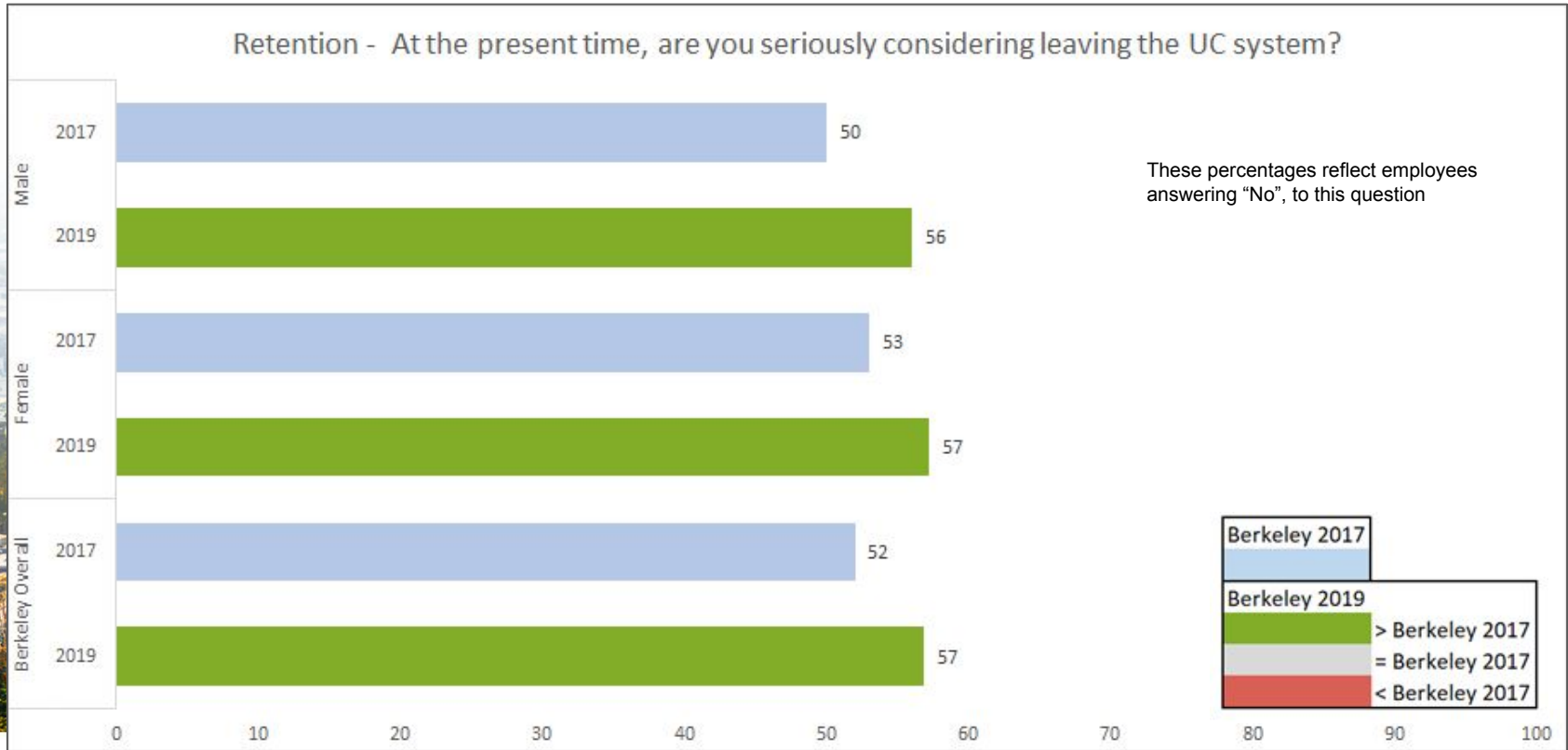


Gender - Image/Brand

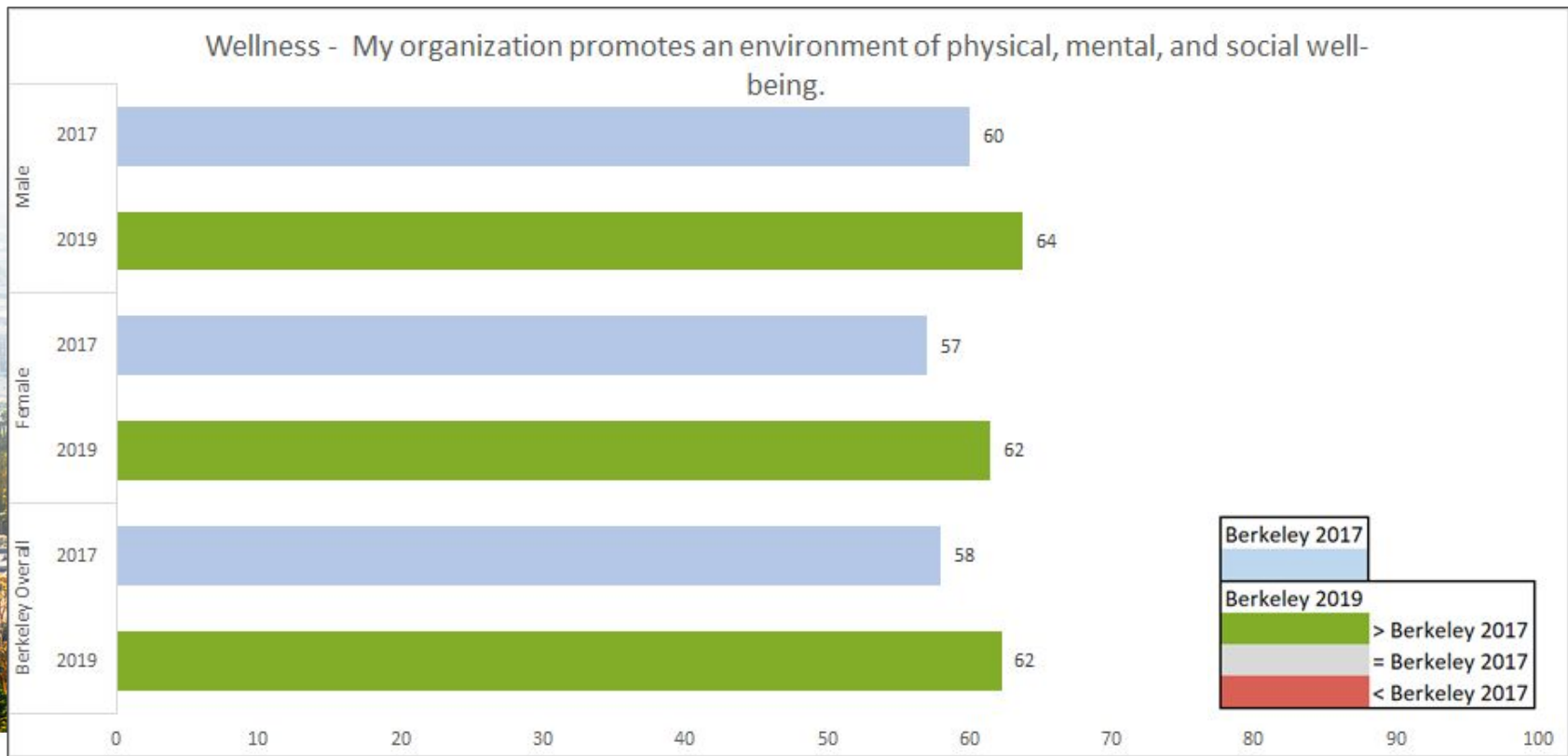
Image/Brand - My campus/location is highly regarded by its employees.



Gender - Retention

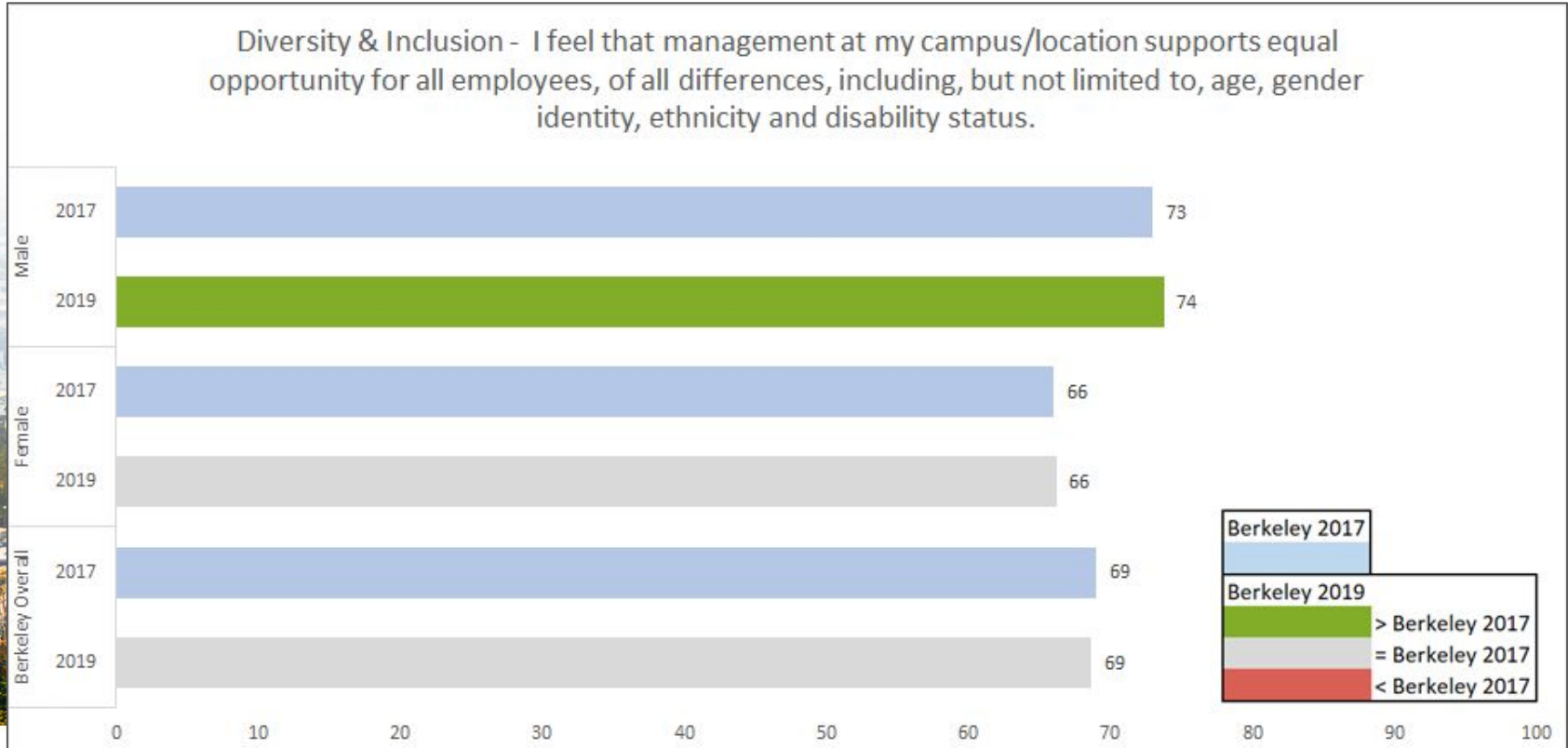


Gender - Wellness



Gender - Diversity & inclusion

Diversity & Inclusion - I feel that management at my campus/location supports equal opportunity for all employees, of all differences, including, but not limited to, age, gender identity, ethnicity and disability status.

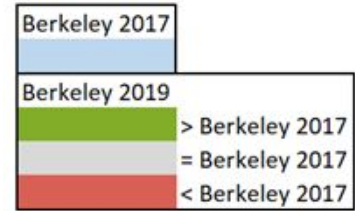
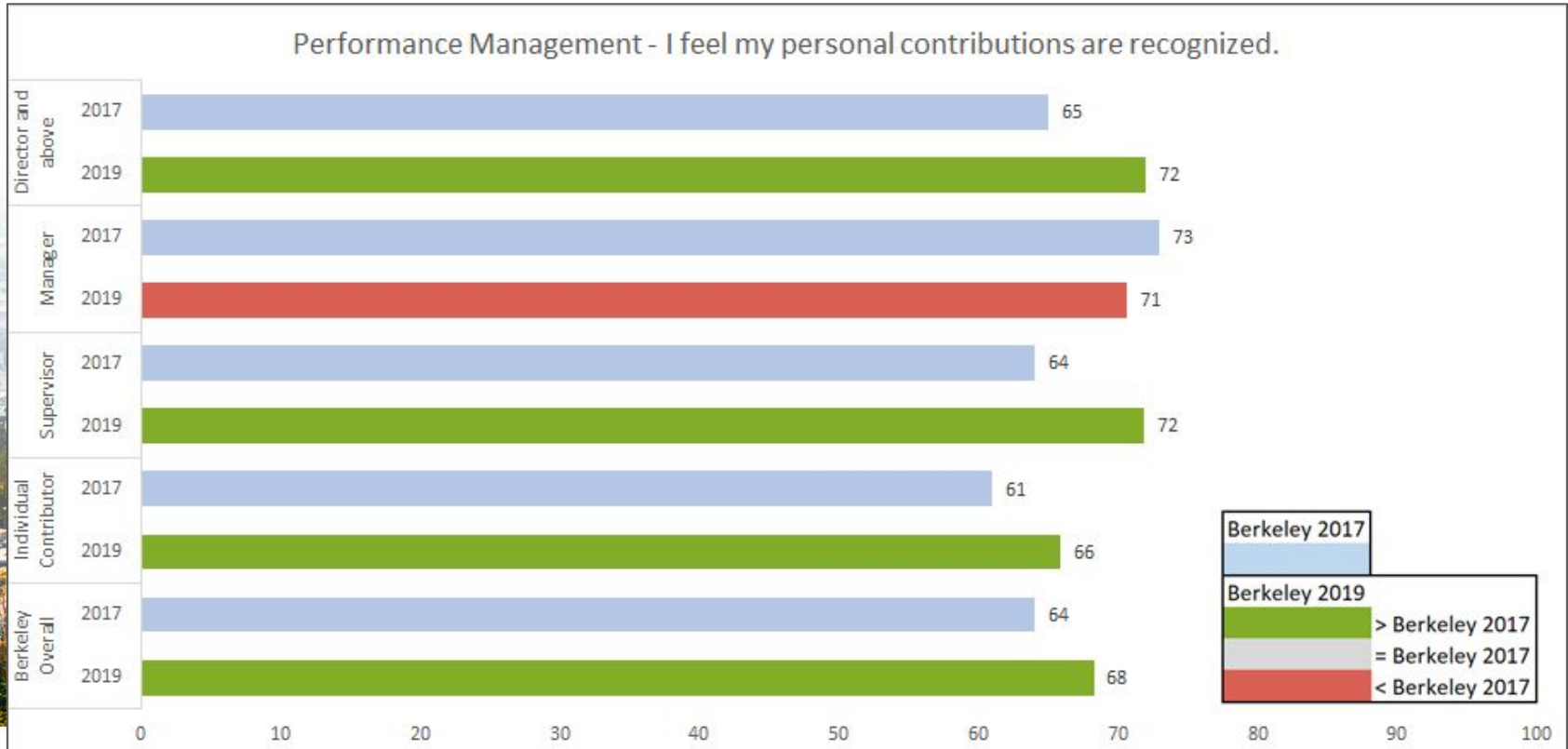


Role - Career Development

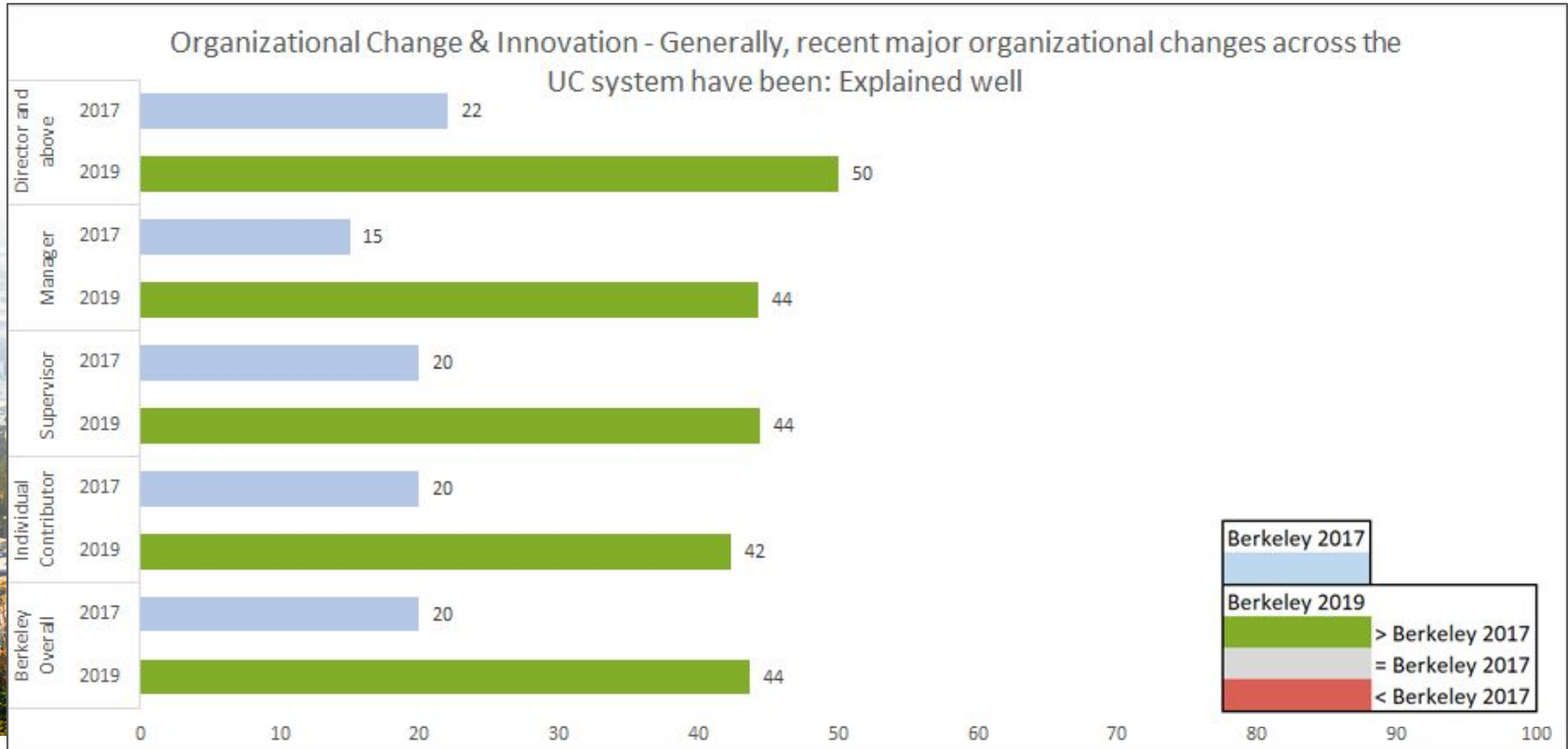


Role - Performance Management

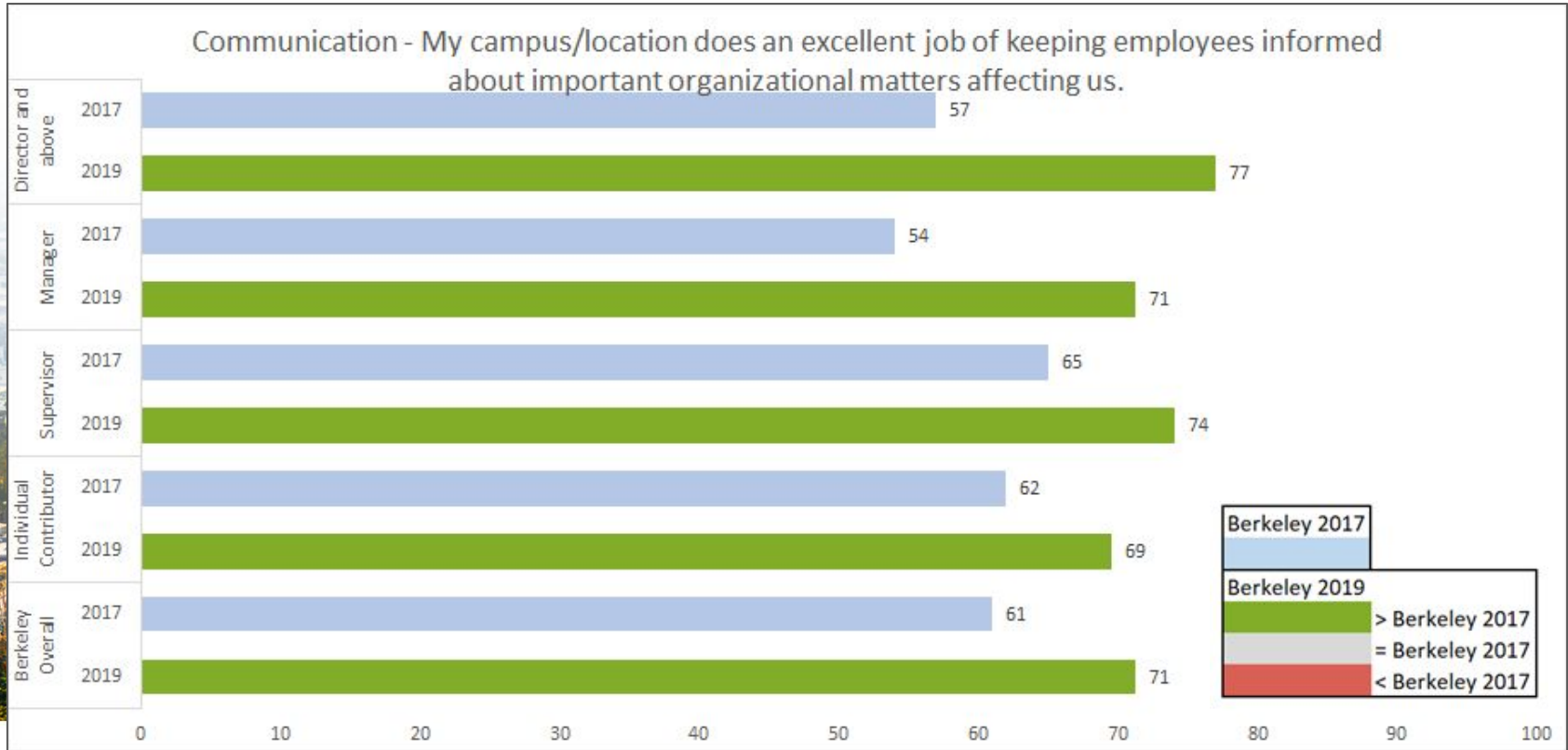
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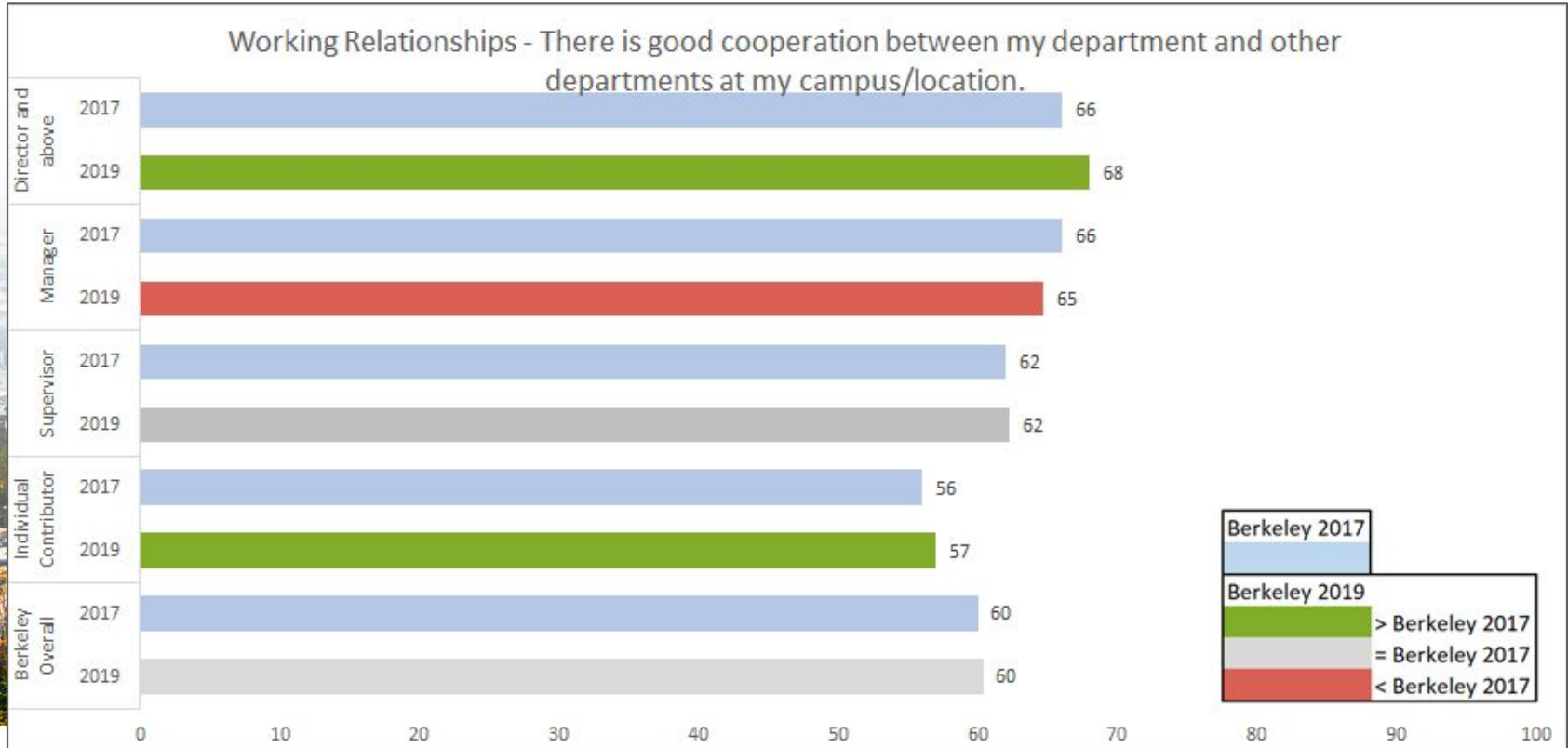
Role - Organizational Change & Innovation



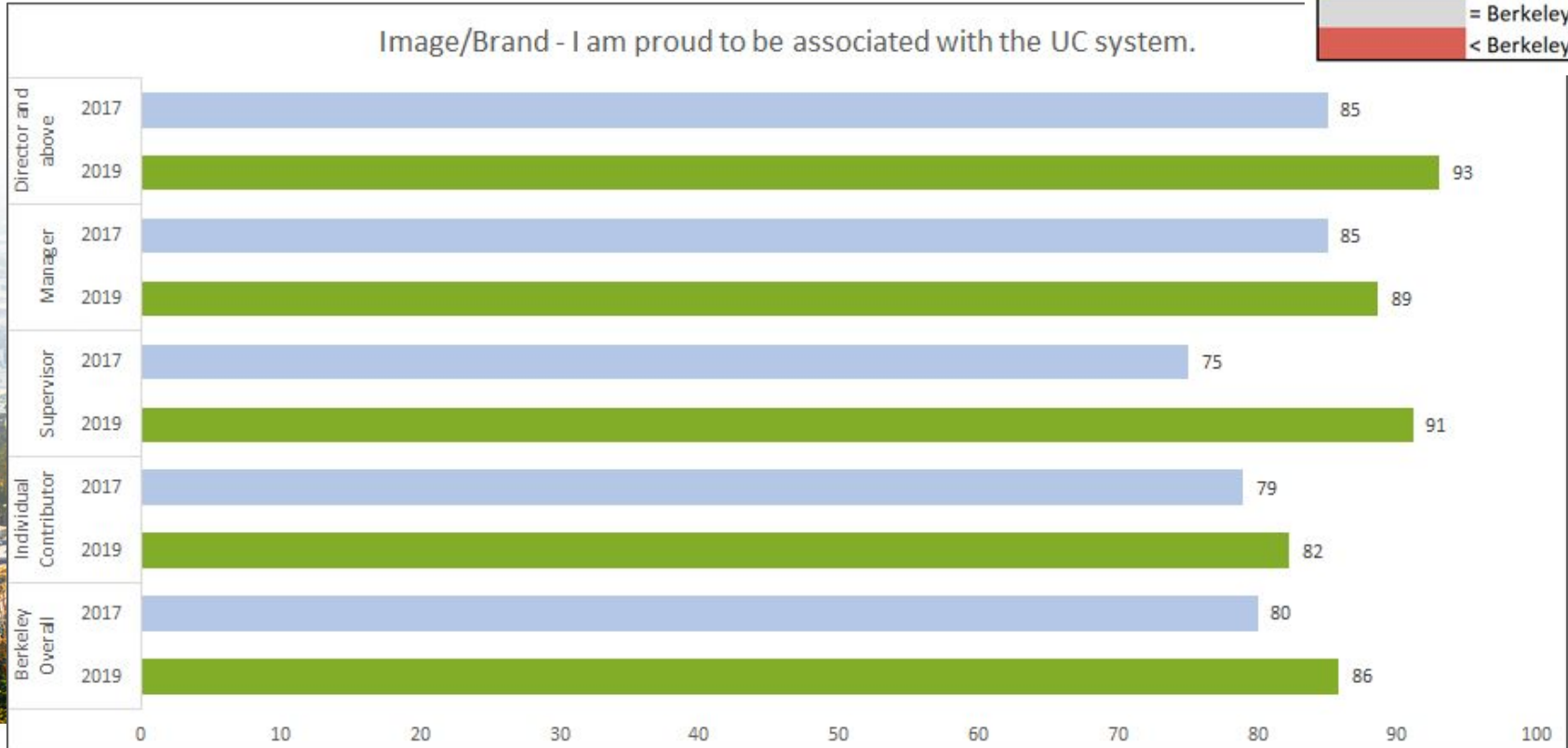
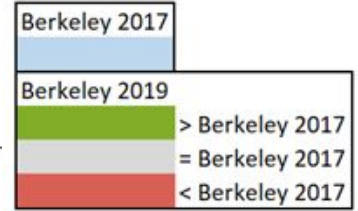
Role - Communication



Role - Working Relationships

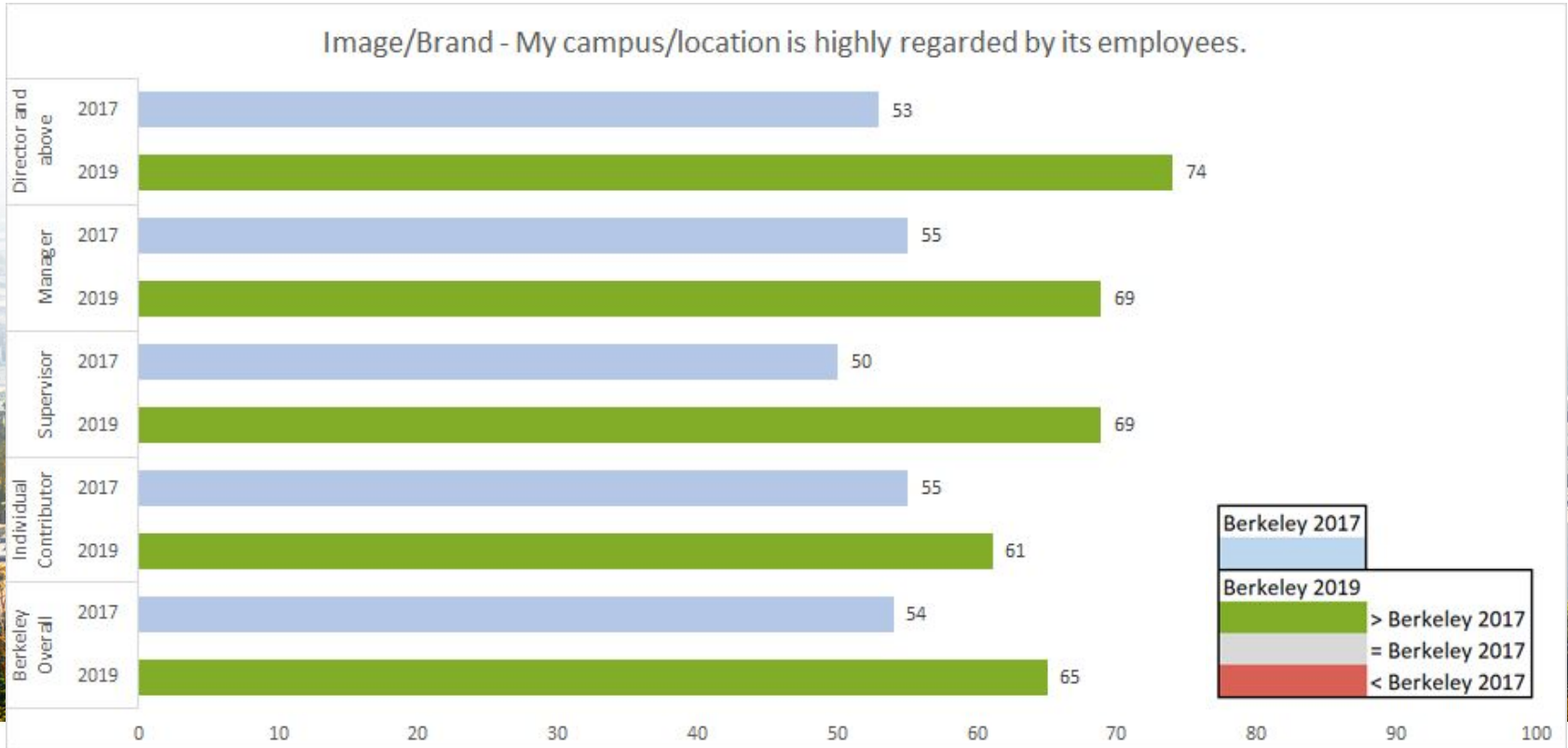


Role - Image/Brand



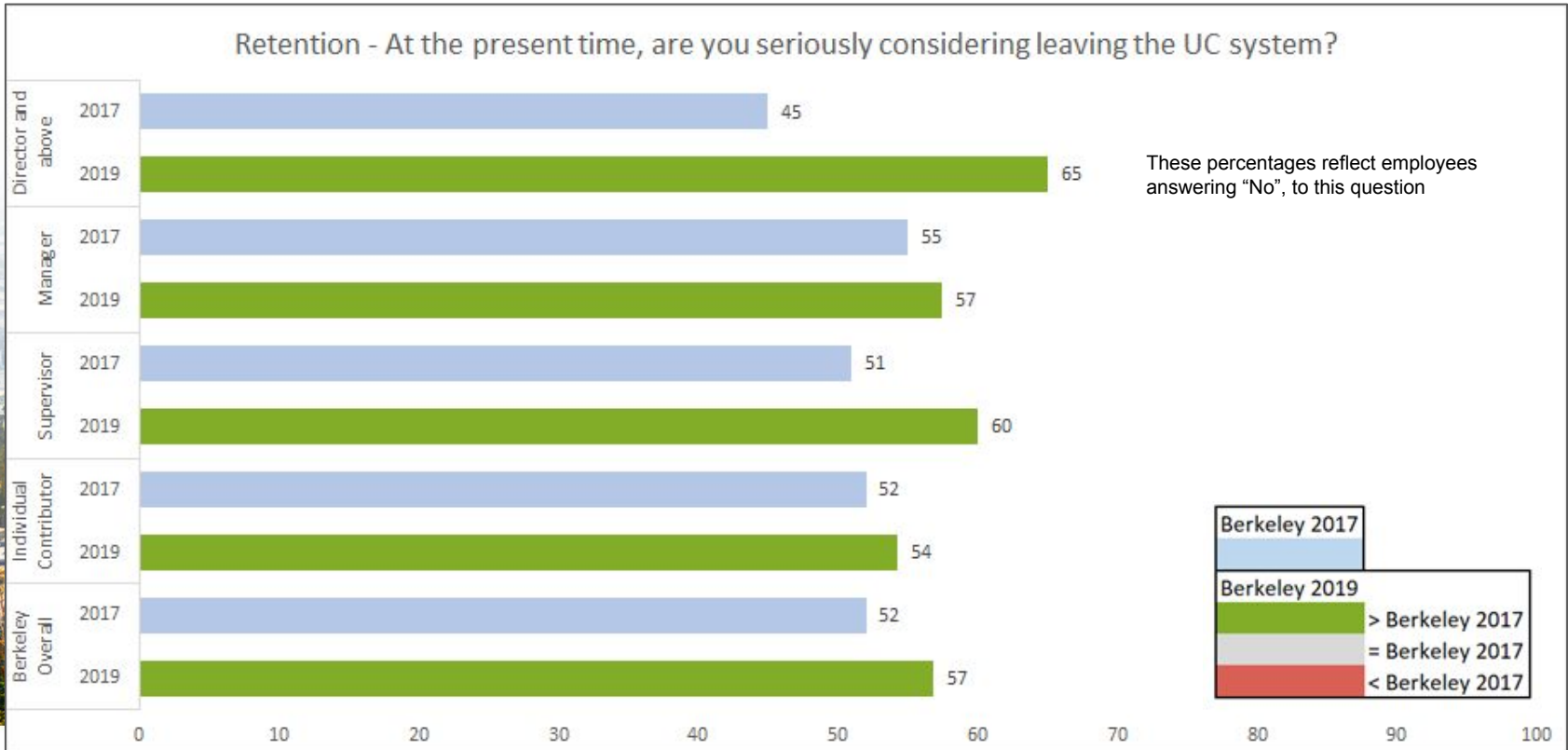
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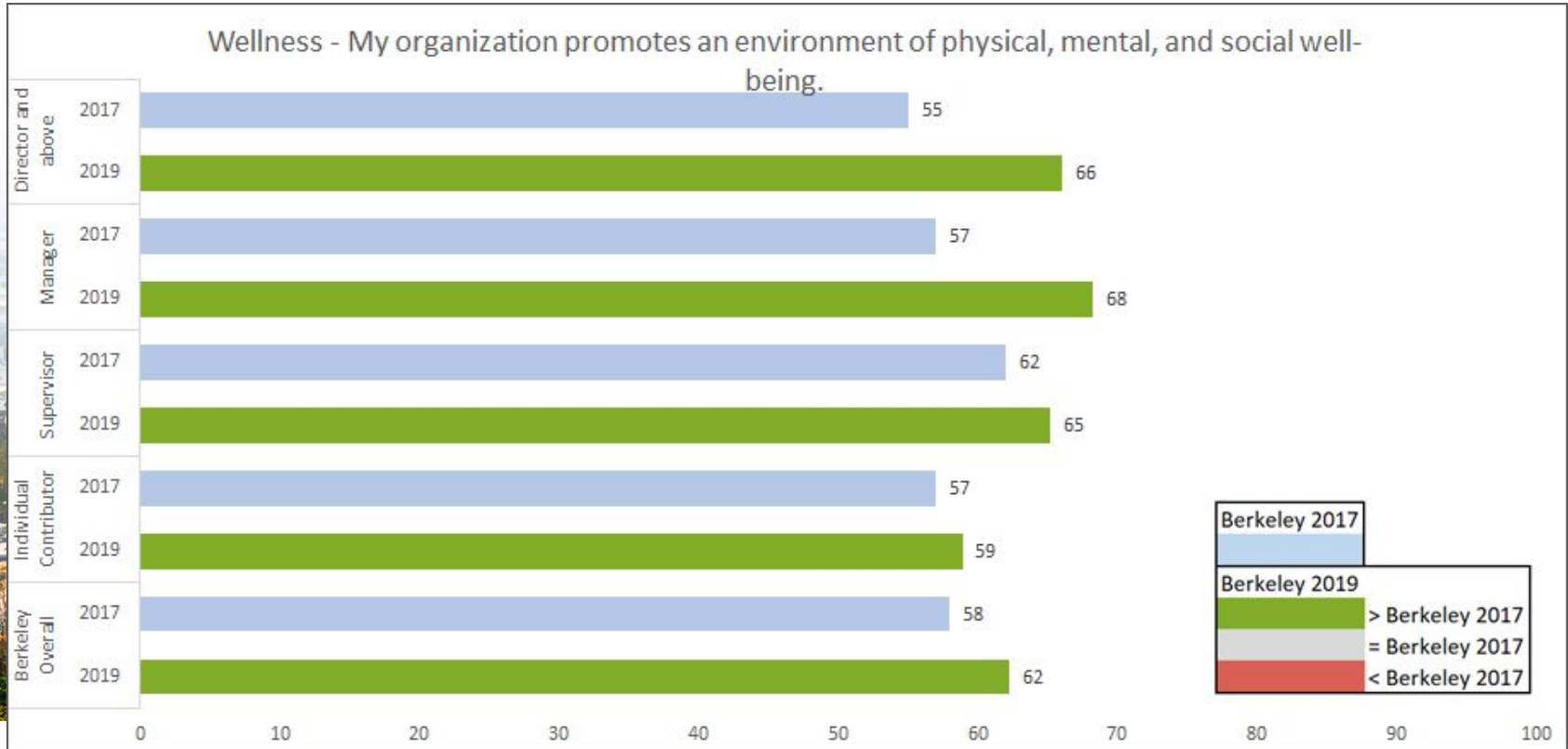


Role - Retention

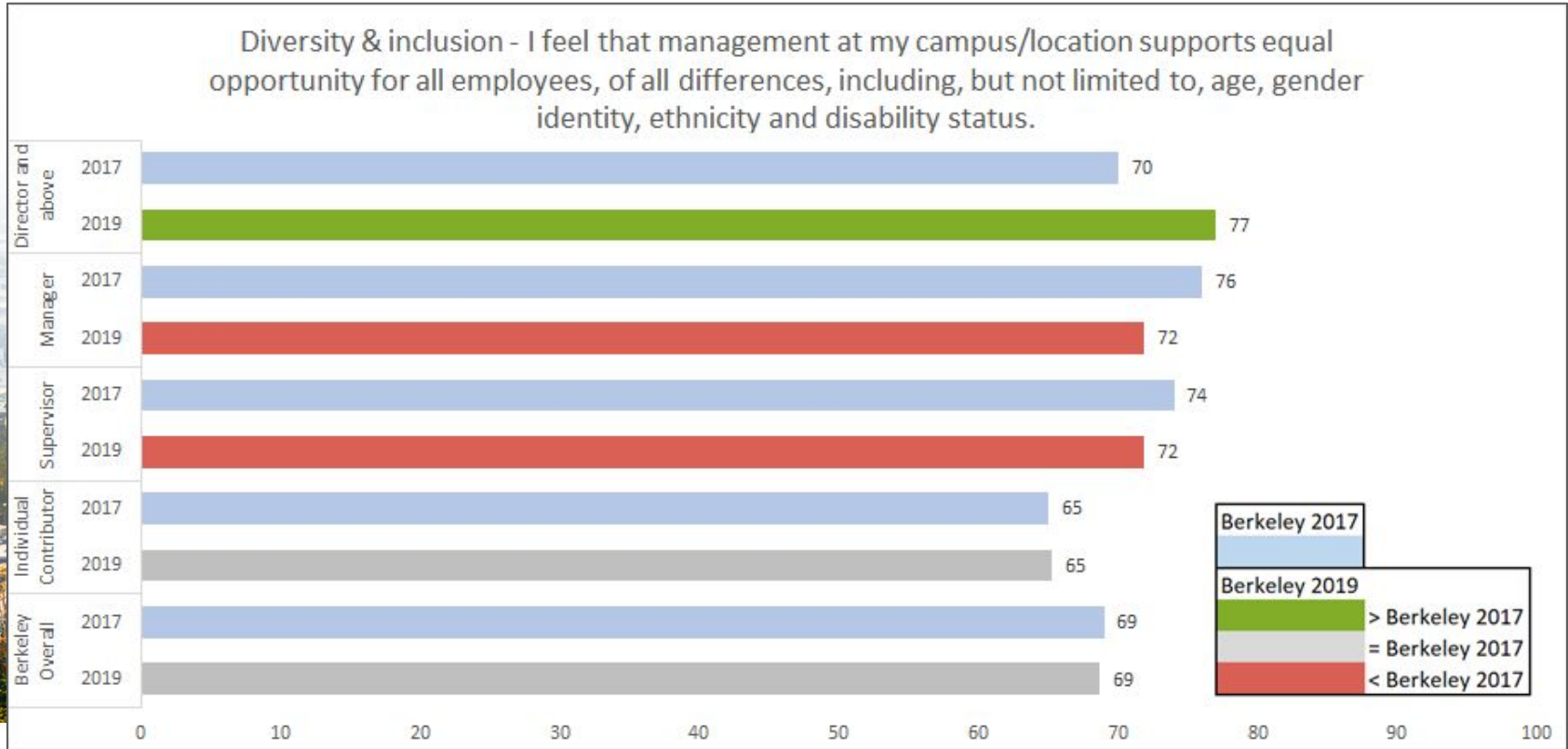
Retention - At the present time, are you seriously considering leaving the UC system?



Role - Wellness



Role - Diversity & Inclusion

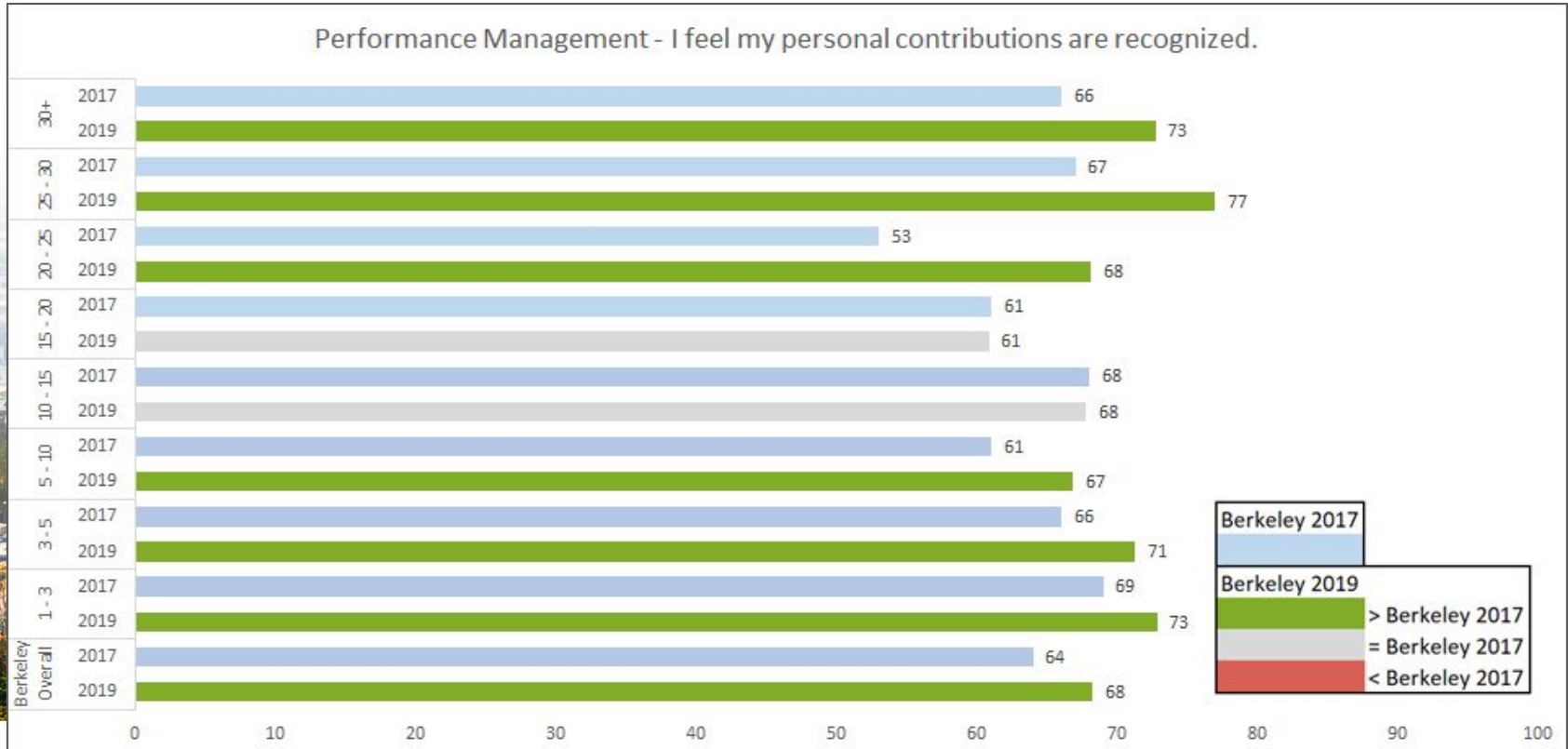


Tenure - Career Development

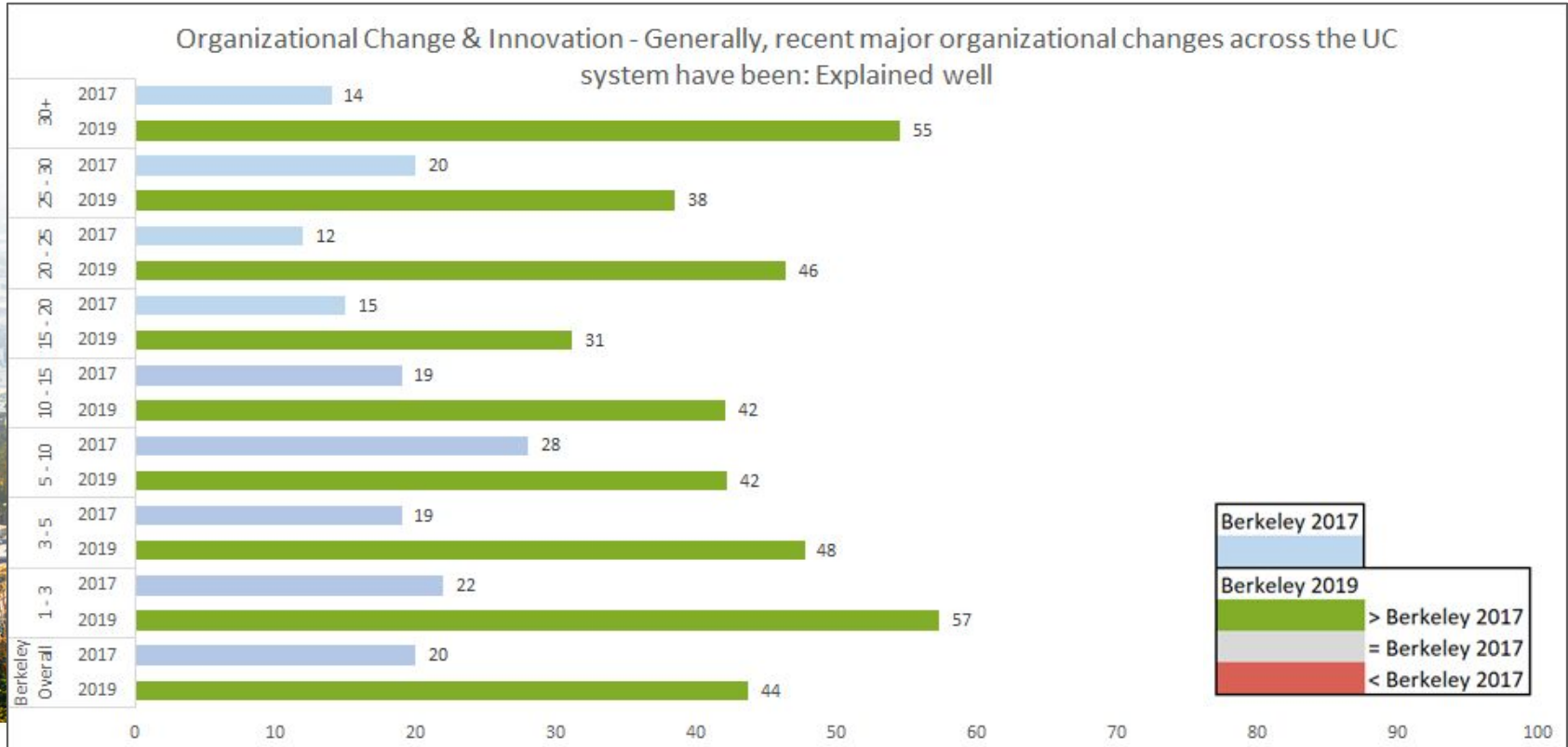


Tenure - Performance Management

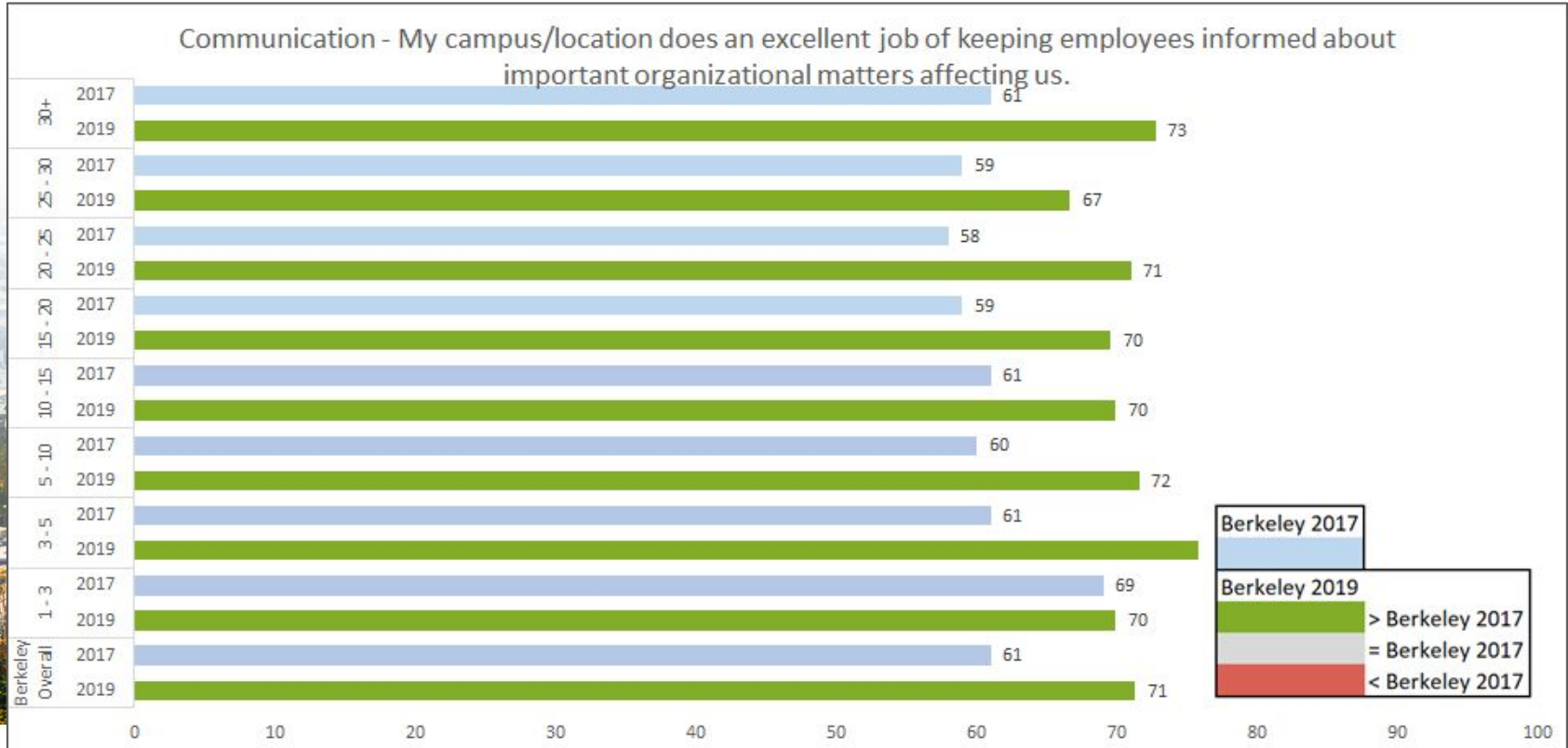
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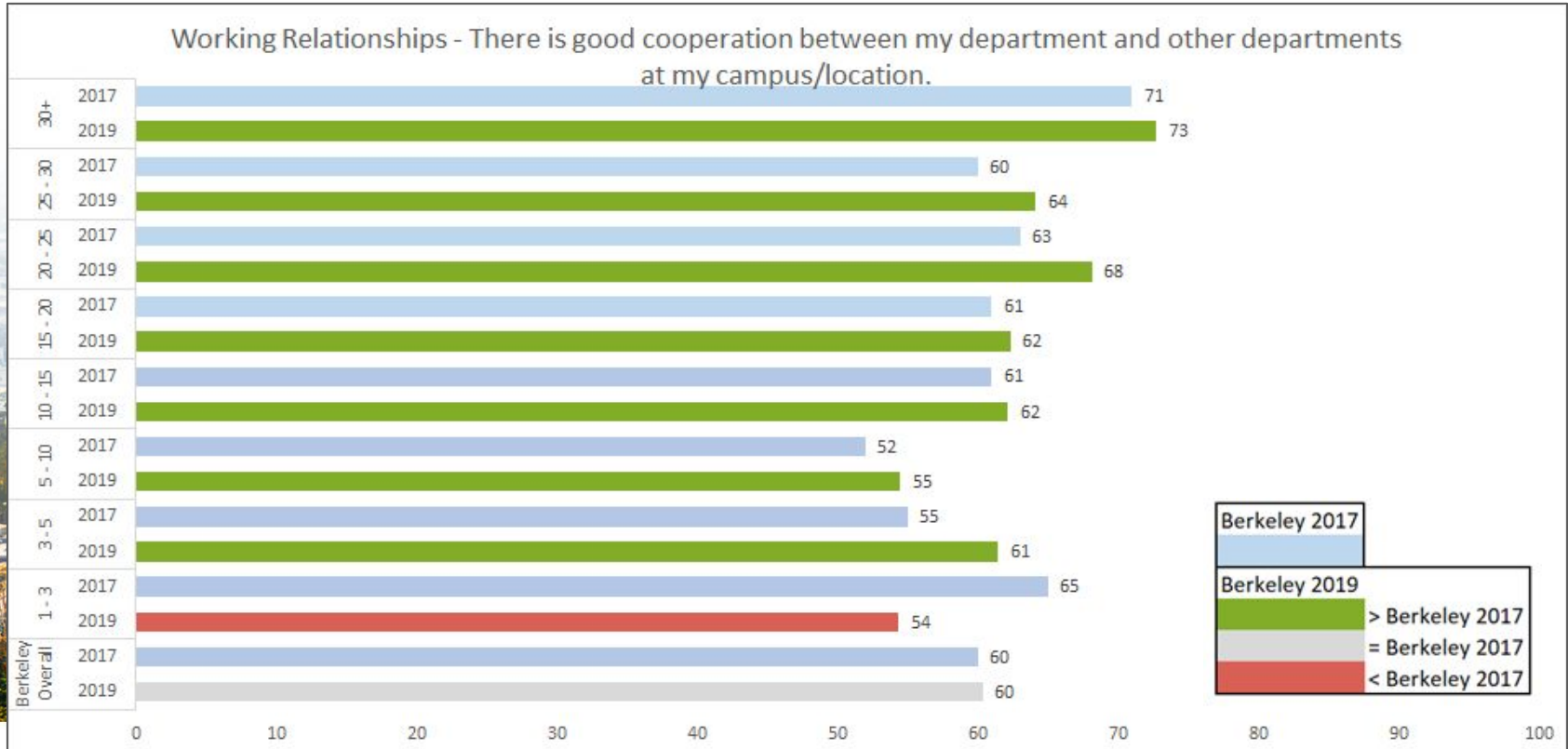
Tenure - Organizational Change & Innovation



Tenure - Communication

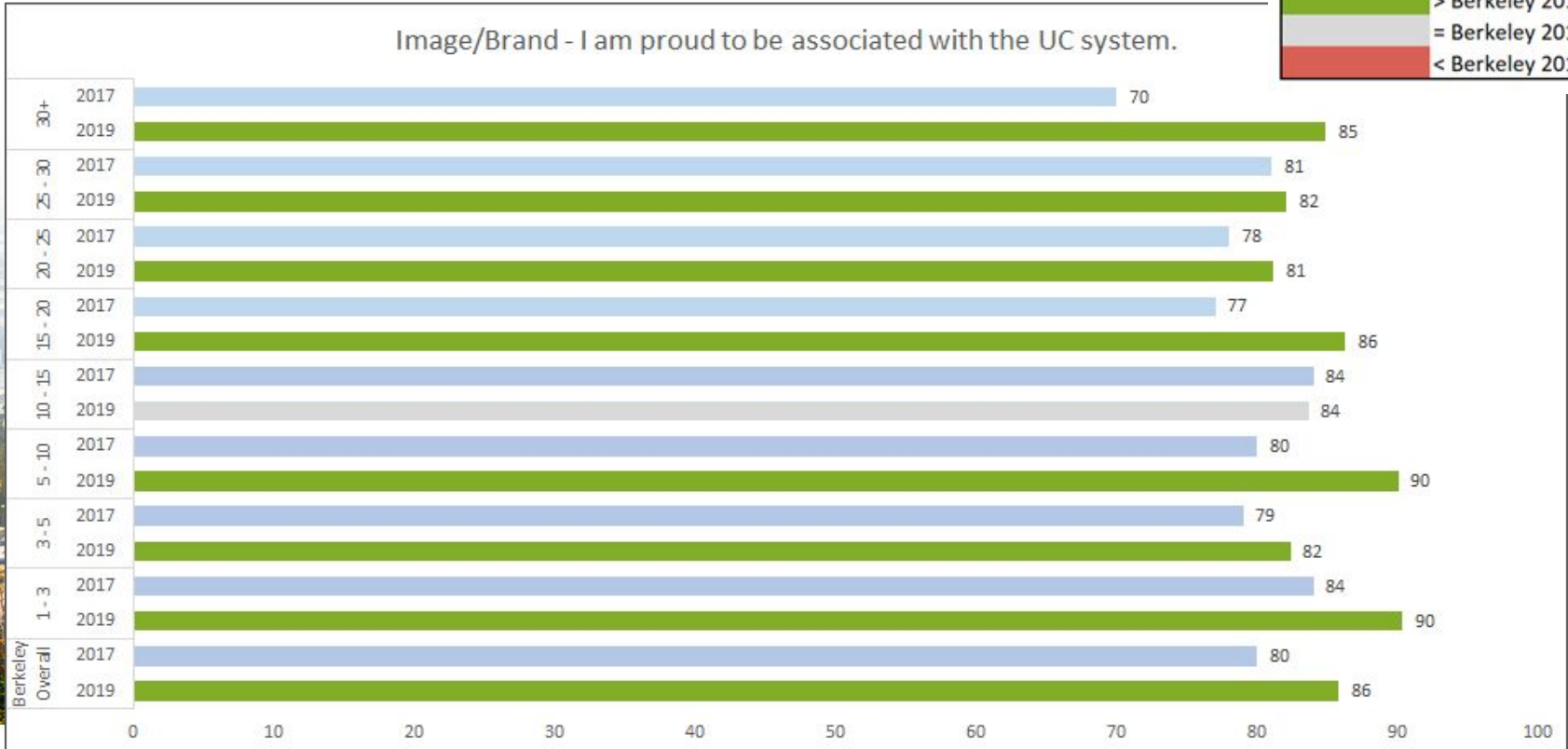
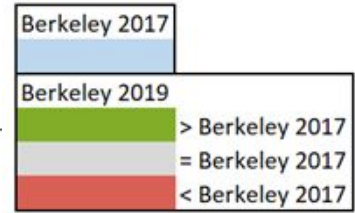


Tenure - Working Relationships



Tenure - Image/Brand

Image/Brand - I am proud to be associated with the UC system.

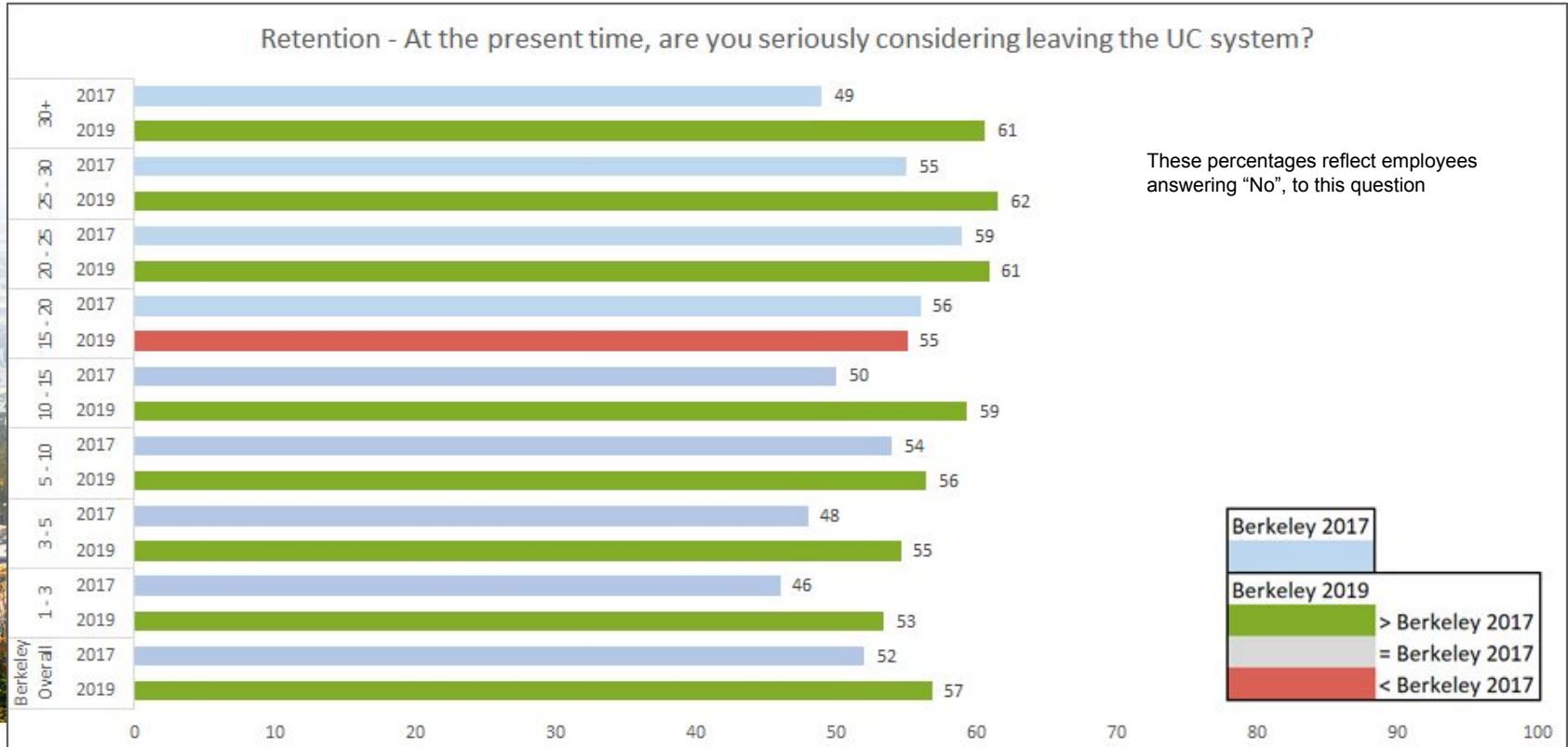


Tenure - Image/Brand

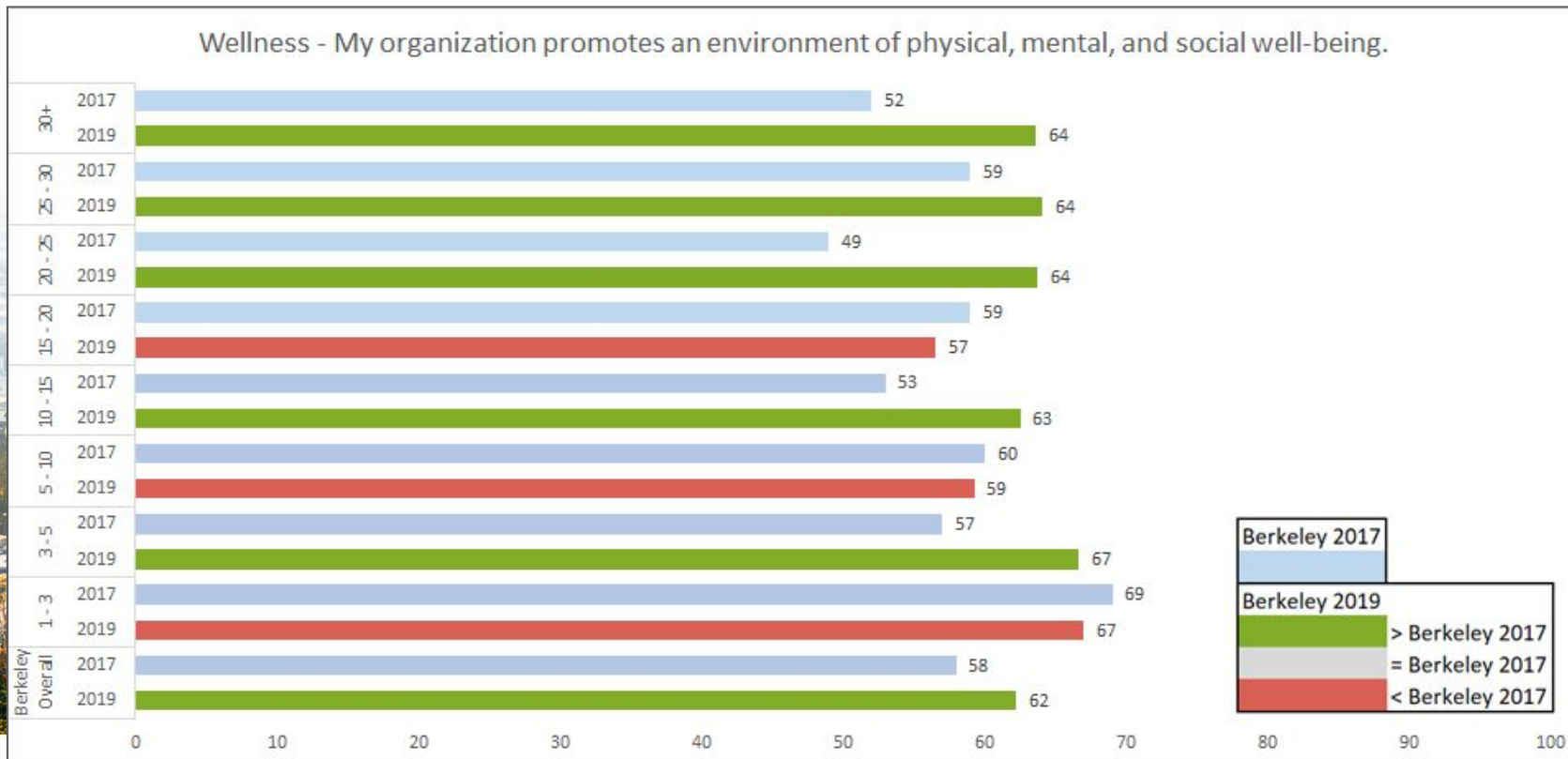
Image/Brand - My campus/location is highly regarded by its employees.



Tenure - Retention




Tenure - Wellness



Tenure - Diversity & Inclusion



An aerial photograph of a university campus, likely UC Berkeley, showing various buildings, green spaces, and trees. The image is slightly hazy, giving it a soft, inviting feel. In the center, there is a prominent orange rounded rectangle containing contact information.

Want to learn more? Schedule a session today!

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