How are you managing bullying within CHES and CSL? How are you managing poor management and unfair and bias hiring practices within CHES and CSL?

In response to two separate questions about bullying and unfair hiring practices:

Bullying and unfair hiring practices are inconsistent with our Principles of Community and commitment to excellence. We strongly encourage anyone with concerns about these issues to bring them to the following organizations:

For concerns about bullying and abusive conduct - information and resources can be found on the Staff Human Resources website. Additionally, staff may reach out to their Employee & Labor Relations (ELR) analyst or the campus’ confidential Conflict Resolution Services Office for more information.

For concerns about unfair hiring practices - any staff member who has concerns about fairness or bias in hiring practices is encouraged to reach out to the Office of Equity and Equal Protection for consultation and support. Unfair hiring complaints are reviewed in a joint effort between Staff Human Resources and the Office of Equity and Equal Protection.

Finally, the University of California is in the process of developing a systemwide policy to address abusive conduct in the workplace. Once implemented, likely in the next few months, the campus will develop a formal complaint process for staff and academic employees concerned with bullying-type behavior.

While we cannot share specific details about cases related to bullying and unfair hiring practices because they are personnel issues that require confidentiality, we take these concerns very seriously.

The "100 new faculty in the next 10 years" announcement is exciting! What plans have been made to hire additional staff to support the increase in faculty and students and will they have any opportunities to take advantage of new housing facilities, as well?

The process to guide the new faculty hiring initiative will begin in Fall 2022. The strategic vision for this initiative will include evaluating staffing levels. We will be taking advantage of the 2021 Long Range Development Plan and developing a timeline for constructing new academic buildings, and student and employee housing to support the campus’s education and research mission.

Regarding the recent announcement of hiring 100 new faculty over 10 years. At 10 per year that must be about $5 million per year in new spending. Five million is about what we are spending over THREE years for 1600 STAFF in the three year equity plan. Can you
please explain how our strategy of investing in staff pay and resources is supposed to keep pace with other spending, inflation and the ever increasing burden on staff to run the campus?

The 3-year staff salary equity program is designed to move policy-covered staff who are below the 25th percentile of their ranges up to or beyond that level by year 3 of the program. This staff equity initiative is in concert with the systemwide 4.5% increase for staff effective July 1, 2022.

In addition, there are other pay and equity programs available to managers: stipends, reclassifications and normal equity adjustments.

It seems like staff welfare is an afterthought at the UC system level. How often do you meet with the regents and/or UCOP to discuss issues and concerns that primarily affect unrepresented staff?

We share every chance we have that staff are a critical resource for our campus and discuss the issues and concerns facing non-represented staff. Recently, Chancellor Larive at the March Regents meeting underscored that salaries for our non-represented staff have not kept pace with the market. Campus meetings with the Regents are held regularly per year.

Also, UCSC administrators attend regularly scheduled system level peer meetings which include Council of Chancellors (COC), Council of Vice Chancellors (COVC), Council on Human Resource Officers (CHRO) and Council on Business Officers (CBO). At these meetings, staff concerns and ways to support staff are discussed with frequency.