

August 4, 2015

CHANCELLOR GEORGE BLUMENTHAL
CAMPUS PROVOST/ EXECUTIVE VICE CHANCELLOR ALISON GALLOWAY
SENATE CHAIR DON BRENNEIS

Re: ABOG Annual Priorities List For 2015-16

Dear Campus Leaders,

Every year the UCSC Academic Business Officers Group (ABOG) prepares an annual priorities list and submits it for your consideration and support. Our intent is to identify areas that would benefit from campus attention to increase functionality and efficiency of campus operations and systems. For 2015-16, we have limited our priorities list to a single item—curriculum management. We feel that a viable curriculum management system is so critical that it merits special attention.

This cover memo begins with a recognition of ABOG successes and sincere thanks to the many campus leaders who have listened, responded, consulted, and worked with us over recent years. Following the acknowledgments are additional topics that we would like to keep at the forefront in order to continue, or begin, discussions with appropriate campus leaders during this academic year.

Achievements and Acknowledgments

ABOG applauds President Napolitano and the recent news of a systemwide salary increase program for non-represented staff and plans for a merit-based pay for performance model. For many years, we have communicated the negative impacts of UC not having predictable pay practices for non-represented staff. ABOG sincerely appreciates the support and advocacy Chancellor Blumenthal, CP/EVC Galloway and other UCSC campus leaders have given to this cause at UCOP and UC Regents Meetings as well as their efforts to increase staff engagement and morale here at UCSC. We would also like to recognize and thank the UCSC staff members Susan Willats, Andrea Hesse, and Lori Castro for their compelling presentations at the 2014-15 UC Regents Meetings, along with past and present Staff Advisors to the Regents and countless other non-represented staff who have made strong and articulate arguments linking predictable pay practices for non-represented staff to long-term cost savings and the success of UC. We are all aware of the funding challenges but the implementation of an actual program implies that more time and effort will be focused on finding the resources that will allow the university to remain competitive in attracting and retaining the best talent to support and advance its mission and goals.

Two recent major campus projects successfully launched are UC Recruit and online DivData Review. Collaborating with Academic Personnel Office staff and with EVC Galloway's support, ABOG was a key contributor to these campus projects. These systems have greatly improved efficiencies in all aspects of senate and non-senate recruitment and academic personnel actions. In addition, these systems have significantly reduced paper usage, which supports the Campus Sustainability Plan.

This past year, VC Latham and BAS leaders included ABOG representatives on a variety of Business and Administrative Services (BAS) solutions teams charged with finding ways to simplify travel, entertainment, procurement, and staff recruitment processes. The teams convened in fall quarter and used VC Latham's "Stewardship as our Guidepost and Simplification as a Value" as the framework to guide their work. The campus now has solid proposals that recommend less onerous workflow processes in many areas that were long overdue for analysis and improvement. We hope the current feedback on these proposals will result in improvements that can be implemented in the coming months.

Another success we would like to recognize is ABOG's improved communication and stronger relationship with Staff Human Resources. It has been a pleasure to work with Interim AVC Castro to effectively relay information between SHR and ABOG and explore ways we can work together for the benefit of the campus. We appreciate the work of SHR leaders to strengthen their organization with an ambitious and successful recruitment effort and a well-researched reorganization of Employee and Labor Relations.

We are also grateful for the return of conveniently scheduled wellness classes, offered free to UCSC employees with OPERS memberships!

Current Topics

ABOG has successfully worked over the years to improve communication and provide consultation to a variety of campus leaders and organizations. Department managers and academic analysts can bring a broad perspective and provide valuable consultation in the decision-making process. As mentioned above, our participation on committees and projects has benefited many campus initiatives and guided change management. We would like to recognize VC Latham's "Stewardship as our Guidepost and Simplification as a Value" as an excellent committee model. The process identifies and includes key stakeholders, clearly defines goals and objectives, and maps out the steps for a team. Because this process has proven to be effective in producing well-informed results and supports change management, ABOG would like to see more campus committees, teams, and working groups use it, or a modified version, when a significant change is being considered.

We wish to underscore our concern about the possible move of SHR to Scotts Valley. The points raised in ABOG's 2014-15 memo addressing concerns about the existing physical separation between SHR and most campus units still apply, as do the problems of professional development and technical training being scheduled off-campus at SHR. Staffing resources continue to be spread thin. The added time associated with travelling to an off-site location is prohibitive, including the challenge to staff that have to find parking on campus upon their return from training. Furthermore, many employees choose alternate transportation and should not be expected to have access to a car in order to attend off-campus trainings or meetings. We are aware of the lack of space on campus and support cost-saving initiatives but ask that we work together on a plan to mitigate the negative effects of physical distance.

A topic that has been surfacing in ABOG with regularity over the past two years is how interdepartmental programs and faculty appointments impact the staff members who are charged with managing the complexities inherent to these kinds of shared relationships. ABOG plans to pursue this topic more fully during 2015-16 in order to better communicate current impacts and

identify points in the process of developing an interdepartmental program, faculty position, or other “inter-” initiative that could be improved by establishing clearer policies and procedures.

Thank you for considering our concerns and requests. We look forward to discussing them with you more fully in coming months.

Sincerely,

ABOG Executive Board

Jenny Brown, Chair

Roxanne Monnet, Vice Chair

Jill Esterás, Ex-officio

Fred Deakin, Social Sciences Representative

Pamela Edwards, Humanities Representative

Dana Rohlf, ABOG Systemwide Representative

Adria Roode, Members at Large Representative

Hannah Pederson, Arts Representative

Patti Schell, Physical & Biological Sciences Representative

Raychel Sky, School of Engineering Representative

Lin Weyers, ABOG Systemwide Representative

cc:

Associate Chancellor Ashish Sahni

Chief of Staff Linda Rhoads, Chancellor's Office/EVC

Vice Chancellor Peggy Delaney, Planning & Budget

Vice Provost and Dean Tyrus Miller, Graduate Studies

Associate Dean Sue Carter, Graduate Studies

Vice Provost Herbie Lee, Academic Affairs

Vice Provost and Dean Richard Hughey, Undergraduate Education

Assistant Vice Provost Stacey Sketo-Rosener, Undergraduate Advising

Faculty Assistant to the CP/EVC Jaye Padgett, Student Success

Vice Chancellor Mary Doyle, Information Technology

Associate Vice Chancellor/Dean of Students Alma Sifuentes, Campus Life

Assistant Vice Chancellor Pamela Peterson, Academic Personnel

Vice Chancellor Sarah Latham, Business and Administrative Services

Interim Assistant Vice Chancellor Lori Castro, Staff Human Resources

Associate Vice Chancellor Jean Marie Scott, Risk & Safety Services

University Registrar Tchad Sanger

Director of Summer Session Monica Parikh

Academic Senate Director Mary-Beth Harhen

Divisional Deans

Divisional Assistant Deans

Attachments:

ABOG Annual List of Priority Projects for 2015-16

ABOG Priority List 2014-15 Topic - Curriculum Management

Curriculum Management Team's Executive Summary