

DFA Open House

March 17, 2022



DFA Open House

- Zoom Breakout
- Campus Updates
Human Resources Updates & Build Your Network
- DFA Updates
- Mark your Calendars & Stay Connected
- Q&As

Next DFA Open House – Wednesday, May 11, 11am

To participate in Zoom Breakout Rooms, make sure that you are using the latest Zoom software. Download the latest update from this link: <https://zoom.us/support/download>

*This will allow you to see the “Breakout Rooms” icon/option. **If your Zoom software is not updated to the latest version, you will not be able to join Breakout Rooms.***

What is your favorite Girl Scout Cookie?



Tagalongs
(Peanut Butter Patties)



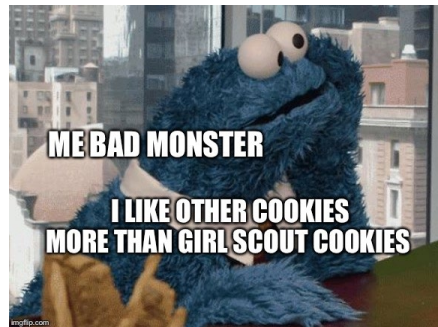
Shortbread



Samoas
(Caramel deLites)



Thin Mints



Not Worth the Calories

Campus Updates



Campus Leadership Updates

Dan Okoli, Vice Chancellor and Chief Operations Officer
Delia Saenz, Vice Chancellor and Chief Diversity Officer
Hector Escalante, Director of the Office of the Ombuds
Chief Human Resources Officer Finalist Open Forums (3/18, 3/22)



Recap of Financial Transparency Town Hall

<https://dfa.ucmerced.edu/financial-responsibility>



Campus Budget Call

<https://finance.ucmerced.edu/budget-call>

FY23 Budget Call Timeline

November 2021: Formal budget call announcement to schools and divisions.

February 1, 2022 – April 15, 2022: Executive Vice Chancellor and Provost (EVC/Provost) Gregg Camfield and Interim Vice Chancellor and Chief Financial Officer (IVC/CFO) Kurt Schnier meet with the Senate to discuss campus priorities for the upcoming fiscal year (FY23).

April 15, 2022: Divisions submit their FY23 budget requests for both one-time and permanent funding.

April 15 – April 29, 2022: EVC/Provost and IVC/CFO meet with division leads (Vice and Associate Chancellors) and Strategic Planning Teams to review budget requests, with divisions presenting the required budget call information described below.

May 2 – May 13, 2022: EVC/Provost and IVC/CFO develop a proposed budget allocation for FY23, both one-time and permanent funding, and present at the SAC for feedback. Feedback is reviewed and recommendation is provided to the Chancellor.

May 20, 2022: Chancellor makes budget allocation decisions, one-time and permanent funding, for FY23.

Budget Call Process

<https://finance.ucmerced.edu/budget-call>

Human Resources Updates

2021-2022 Performance Appraisals: [Website](#)

PERFORMANCE APPRAISAL TIMELINE 2021-2022	
Summary of Accomplishments Opens	March 7th
Appraisal Process Opens	March 7th
Employee Submits Summary of Accomplishments	April 4th no extensions
Manager Completes Employee Appraisal & Submit to HR for Review (HR review required for overall rating of 'Met Some Expectations' and 'Met Few Expectations')	April 18th
HR Provides Feedback on Appraisals (if any)	April 19th – May 1st
Calibration Review (HR to issue Division and School Ratings Report)	May 2nd – May 15th
Appraisals Released to Managers	May 16, 2021
Manager Meets With Employee & Adds Final Comments	May 16th – May 27th
Employee Writes Final Comments & Signs Appraisal	May 28th – June 6th
Manager Reviews Employee Comments & Signs Appraisal	June 6th – June 8th
System Closes	June 8th at 9:00 PM PST

Opening Day for Employee Appraisals

It is that time again. No, not Girl Scout cookies. March Madness? Not yet. Spring training? Sorry, not this year.

It's opening day for [employee appraisals](#)! This cycle covers the period from April 1, 2021, through March 31, 2022. Today marks the start of the first step – a one-month period for staff to complete and file a summary of accomplishments.

University leadership is keenly interested to hear what we've achieved to support and sustain campus operations given the challenges and uncertainty that impacted our work during the pandemic. Tap the buttons below to access resources and answer questions about the appraisal process.

It's important to note that employee appraisals and performance management aren't the same thing. [Here are the differences.](#)

The infographic compares Performance Management and Employee Appraisals. Performance Management is described as 'Consistent Ongoing Regular' with a calendar icon, and includes goals like 'Clear communication', 'Develop and enhance', 'Identify hurdles', and 'Improve retention'. Employee Appraisals are 'Annual Periodic' with a calendar icon, and include goals like 'Identify future goals', 'Identify strengths and areas for development', and 'Set performance norms'.

FAQ

CONTACT A CONSULTANT

JOIN A WORKSHOP

SELF-HELP TOOLS

Human Resources Updates

- **Bobcat Basics Program**

Talent Development's new series of casual conversations about living and working at UC Merced – continues with Maximize Your Performance. The one-hour online session will provide essential information about performance management, starting with a holistic definition of the term. We will discuss the role of appraisals, the importance of coaching, and the need to empower employees.

Maximize Your Performance is scheduled for 11 a.m. to noon TODAY Thursday, March 17.

Bobcat Basics offers new and existing personnel an opportunity to embrace UC Merced's culture and strategic goals, and to find opportunities for growth and development.

- **Additional Emergency Paid Sick Leave for 2022**

Effective Feb. 19 through Sept. 30, the university is providing up to 80 hours of 2022 Emergency Paid Sick Leave (2022 EPSL) for all employees and the two-week equivalent for part-time employees. The university will permit employees to use 2022 EPSL retroactively to Jan. 1, 2022. In addition, 2022 EPSL allows eligible employees until Sept. 30 to use any remaining hours from their 2021 EPSL entitlement. More information can be found on this [UCnet article](#) or by contacting Benefits@ucmerced.edu.

Human Resources Updates

- **Catastrophic Leave Donation Bank**

Not planning on taking a vacation anytime soon? Did you know you can donate your unused vacation time to a colleague in need?

The [Catastrophic Leave Donation Bank](#) is an addition to the Catastrophic Leave Program, in which you can specify the employee for whom you wish to donate time. If you don't know of specific employees in need, you can simply donate to the program and the hours will be distributed on a first-come, first-served basis. So far, 162 hours have been donated and used. [Click here](#) to learn more.

- **Employee Referral Program**

Human Resources launched UC Merced's Employee Referral Program (ERP), effective March 1. ERP provides cash awards to support organizational needs in the recruitment of top talent. To qualify for an award, the applicant must identify you as the referrer in their application. The program is for staff only. Please [click here](#) to read more about eligibility and how to qualify for the \$1,000 cash award.

Build Your Network

UC Women's Initiative for Professional Development Program (UC WI)

To help woman-identified professionals advance in their UC Careers and retain those who have demonstrated potential for advancement. UC WI is committed to enabling the full participation, success and advancement of woman-identified professionals at the University.

Application Deadline: March 25, 2022

For more information and to apply visit: <https://cacs.w.ucmerced.edu/get-involved/2022-2023-womens-initiative-professional-development>

Inclusive Excellence Institute

The Inclusive Excellence Institute will be a year-long, cohort-driven professional development experience centered around the tenets of equity, justice, and inclusive excellence. The institute seeks to develop equity-minded practitioners amongst our staff and faculty who can then disseminate the knowledge they gain to their respective units and ensure that we provide an inclusive environment for our entire campus community to thrive. The Institute will launch in Fall 2022.

Application Deadline: March 25, 2022

For more information and to apply visit: <https://diversity.ucmerced.edu/inclusive-excellence-institute>



DFA Updates

Archive of DFA announcements and updates are available at

<https://dfa.ucmerced.edu/news/announcements>



DFA Leadership Updates

Amanda Preston-Nelson, Assistant Vice Chancellor and Controller
Kelli Maxey, Assistant Controller
AVC of Fiscal Innovation and Operations Search



DFA Budget Call



Oracle Updates

<https://dfa.ucmerced.edu/oracle-toolkit>

Mark Your Calendars

Date(s)	Calendar Event
Friday, March 18	Deadline to complete the 2022 UC Merced Employee Healthcare Needs Survey
Week of March 21	UC Merced Spring Break
Friday, March 25	Cesar Chavez Holiday
Monday, April 4	Deadline for Staff Excellence Awards Nominations
Saturday, April 23	Bobcat Day
May 14 – 16	Commencement Celebrations
Week of May 16	Staff Appreciation Week
Early June	Financial Transparency Town Hall

Be sure to read the
Monday Memo
for the latest campus updates

Stay Connected

● Kurt's Office Hours

Kurt is holding office hours every other week from 2 to 4 p.m. The office hours will provide an opportunity to connect with Kurt to discuss any topic of your choosing. Each session will be scheduled for 20 minutes. To sign up for a meeting, send an email to dofa@ucmerced.edu to reserve a date and time.

● Next DFA Open House

Wednesday, May 11, 11 am

Questions?

- Email dofa@ucmerced.edu
- DFA Suggestion Box [HERE](#)



Question and Answers