

# People Management Initiative (PMI) Workgroup Report 2003-2004

## University of California Web Sites of Note

### Best Practices at UC

1. Expectations for Working at U.C. (this may include Principles of Community or other sites that help set expectations for staff)
2. Labor Relations
3. Affirmative Action/Equal Opportunity/Diversity
4. Performance Management and Goal Setting (also includes Best Management Practices and model Performance Evaluations Processes)
5. Communication Skills
6. Managing Ethically
7. Employment & Recruitment
8. Disability
9. Conflict Resolution
10. Whistleblower Policy
11. Employee Assistance Program
12. Health and Safety
13. Employee Development and Training
14. Work-life balance
15. Sexual Harassment / Harassment / Hostile Work Environment

# UC Berkeley

## (1) EXPECTATIONS FOR WORKING AT UCB

- **Responsibilities Guide**  
<http://controller-fs.vcbf.berkeley.edu/ResponsibilitiesGuide/>
- **Chancellor's Staff Advisory Committee**  
<http://csac.chance.berkeley.edu/>
- **CARE Services**  
<http://www.uhs.berkeley.edu/FacStaff/CARE/>
- **Guide to Managing Human Resources**  
<http://hrweb.berkeley.edu/guide/performance.htm>
- **New Faculty and Staff Page**  
<http://hrweb.berkeley.edu/neo.htm>

## (4) PERFORMANCE MANAGEMENT at UCB

- **Guide to Managing Human Resources**  
<http://hrweb.berkeley.edu/guide/performance.htm>
- **Tips for Supervisors**  
<http://hrweb.berkeley.edu/manage/appraisal.htm>

- Mgr/Spvr/HR Professional Page  
<http://hrweb.berkeley.edu/manage.htm>

#### **(7) EMPLOYMENT AND RECRUITMENT at UCB**

- Office of Human Resources  
<http://hrweb.berkeley.edu/hrjobs.htm>

- Compensation and Classification  
<http://hrweb.berkeley.edu/hrpay.htm>

#### **(13) DEVELOPMENT & TRAINING AT UCB**

- Career Development Opportunity Program  
<http://hrweb.berkeley.edu/learning/cardevopp.htm>

- Training and Development  
<http://hrweb.berkeley.edu/hrclass.htm>

#### **ELECTRONIC INITIATIVES**

- E-Berkeley  
<http://eberkeley.berkeley.edu/>

# UC Davis

## (1) EXPECTATIONS FOR WORKING AT UCD

- Principles of Community  
<http://principles.ucdavis.edu/>

- The UC Davis Vision  
<http://strategicplan.ucdavis.edu/>

- Why Work at UC Davis  
[http://www.hr.ucdavis.edu/Emp/Why\\_UCD](http://www.hr.ucdavis.edu/Emp/Why_UCD)

- Mission Statement: A philosophy of Purpose  
<http://chancellor.ucdavis.edu/resource/commun/2000/philosophyofpurpose.cfm>

- New Employee Orientation  
<http://neo.ucdavis.edu/>

- Consensual Relations and Sexual Harassment Policies –  
<http://www.hr.ucdavis.edu/Policy/Development/CrSh>

## (2) LABOR RELATIONS at UCD

- Labor Relations  
[http://www.hr.ucdavis.edu/Employee\\_and\\_Labor\\_Relations](http://www.hr.ucdavis.edu/Employee_and_Labor_Relations)

- **Fair Labor Standards Act**  
[http://www.hr.ucdavis.edu/Comp\\_Ben/Compensation/Fair\\_Labor\\_Standards\\_Act](http://www.hr.ucdavis.edu/Comp_Ben/Compensation/Fair_Labor_Standards_Act)

- **Collective Bargaining**  
[http://www.hr.ucdavis.edu/Employee\\_and\\_Labor\\_Relations/Collective\\_Bargaining](http://www.hr.ucdavis.edu/Employee_and_Labor_Relations/Collective_Bargaining)

### **(3) AA/EO/DIVERSITY at UCD**

- **Diversity**  
<http://diversity.ucdavis.edu/>

- **Affirmative Action/Equal Opportunity**  
<http://www.hr.ucdavis.edu/Emp/SAAD>

- **Affirmative Action Personnel Plan**  
<http://provost.ucdavis.edu/aaplan.cfm>

### **(4) PERFORMANCE MANAGEMENT at UCD**

- **Human Resources – Policy Directives**  
<http://www.hr.ucdavis.edu/Policy/Directives/>

### **(6) MANAGING ETHICALLY at UCD**

- **Workplace Violence**  
[http://www.hr.ucdavis.edu/Employee\\_and\\_Labor\\_Relations/work\\_place\\_violence](http://www.hr.ucdavis.edu/Employee_and_Labor_Relations/work_place_violence)

- **Guidelines for Completing a Position Description**  
[http://www.hr.ucdavis.edu/Forms/All/Position\\_Desc/003](http://www.hr.ucdavis.edu/Forms/All/Position_Desc/003)

- **Annual Performance Appraisal**  
[http://www.hr.ucdavis.edu/Forms/All/Perf\\_Eval](http://www.hr.ucdavis.edu/Forms/All/Perf_Eval)

- **Performance Management Program**  
<http://vcadmin.ucdavis.edu/howto/performance/guidelines/default.cfm>

### **(13) DEVELOPMENT & TRAINING at UCD**

- **Career Planning and Goal Setting Classes**  
<http://sdps.ucdavis.edu/browse/cd/cd0102.htm>

## **UC Irvine**

### **(1) EXPECTATIONS FOR WORKING AT UCI**

- **Principles of Community**  
[http://www.chancellor.uci.edu/initiatives/principles\\_community.html](http://www.chancellor.uci.edu/initiatives/principles_community.html)

- **Vision and Values**  
<http://www.chancellor.uci.edu/from/vision.html>

## **(2) LABOR RELATIONS at UCI**

- **Human Resources** Human Resources site with menu choices relating to Labor Relations  
<http://snap.uci.edu/viewXmlFile.jsp?resourceID=127>

## **(3) AA/EO/DIVERSITY at UCI**

- **Business Conduct Principals Reference Guide for Business Ethics**  
<http://www.abs.uci.edu/>

## **(4) PERFORMANCE MANAGEMENT at UCI**

- **Sustainable Performance Improvement**  
<http://www.abs.uci.edu/>

## **(6) MANAGING ETHICALLY at UCI**

- **Code of Conduct**  
<http://ucsfhr.ucsf.edu/policies/files/finalcc.pdf>

## UC Lawrence Berkeley Laboratory

### (1) EXPECTATIONS FOR WORKING AT LBL

- **ASD Mission/Purpose**  
<http://asd.lbl.gov/academy/mission/mission.html>

### (2) LABOR RELATIONS at LBL

- **Labor and Employee Relations** (including Whistleblower Policy, Bargaining Updates, and Collective Bargaining Agreements)  
[http://www.lbl.gov/Workplace/Human\\_Resources/hr\\_ler/](http://www.lbl.gov/Workplace/Human_Resources/hr_ler/)

### (3) AA/EO/DIVERSITY at LBL

- **LBNL Workforce Diversity Action Plans**  
<http://www.lbl.gov/Workplace/WFDAP/>
- **LBNL Best Practices Diversity Council**  
<http://www.lbl.gov/Workplace/diversity/>
- **Diversity Awareness**  
<http://asd.lbl.gov/academy/diversity/diversity.html>



#### **(4) PERFORMANCE MANAGEMENT at LBL**

- HR forms including Performance Evaluations and instructions  
<http://www.lbl.gov/Workplace/HumanResources/forms/>

#### **(13) DEVELOPMENT & TRAINING at LBL**

- ASD Training Academy  
<http://asd.lbl.gov/academy/index.html>
- Professional Development  
<http://asd.lbl.gov/academy/development/development.html>

## **UC Los Alamos**

### **General Information**

- Welcome to Los Alamos  
<http://www.lanl.gov/worldview/>

## UC Los Angeles

### (2) LABOR RELATIONS at UCLA

- Labor and Employee Relations  
[http://www.chr.ucla.edu/chr/erlr/frameset\\_main\\_erlr.html](http://www.chr.ucla.edu/chr/erlr/frameset_main_erlr.html)

### (3) AA/EO/DIVERSITY at UCLA

- Affirmative Action  
[http://www.chr.ucla.edu/chr/sa/frameset\\_main\\_sa.html](http://www.chr.ucla.edu/chr/sa/frameset_main_sa.html)

### (7) EMPLOYMENT AND RECRUITMENT at UCLA

- Compensation/Classification  
[http://www.chr.ucla.edu/chr/comp/frameset\\_main\\_comp.html](http://www.chr.ucla.edu/chr/comp/frameset_main_comp.html)

- Human Resources  
<http://www.chr.ucla.edu>

### (11) EAP at UCLA

- Staff & Faculty Counseling Center  
[http://www.chr.ucla.edu/chr/sfcc/frameset\\_main\\_sfcc.html](http://www.chr.ucla.edu/chr/sfcc/frameset_main_sfcc.html)

### **(13) DEVELOPMENT AND TRAINING AT UCLA**

- **Human Resources – Training and Development**  
[http://www.chr.ucla.edu/chr/sod/frameset\\_main\\_sod.html](http://www.chr.ucla.edu/chr/sod/frameset_main_sod.html)

## **UC Merced**

### **(1) EXPECTATIONS FOR WORKING AT UCM**

- **Principles of Community**  
[http://www.ucmerced.edu/principles\\_of\\_community.asp](http://www.ucmerced.edu/principles_of_community.asp)

### **(7) EMPLOYMENT AND RECRUITMENT AT UCM**

- **Employment**  
<http://www.ucmerced.edu/employment/>

## **UC Office of the President**

### **(1) EXPECTATIONS FOR WORKING AT UCOP**

- **Principles of Community**  
[http://www.ucmerced.edu/principles\\_of\\_community.asp](http://www.ucmerced.edu/principles_of_community.asp)

- **Q & A on Employee Conduct, Relations with Industry, and Conflict of Interest**  
<http://ucwhistleblower.ucop.edu/welcome.html>

## **(2) LABOR RELATIONS at UCOP**

- **Labor and Employee Relations**  
[http://atyourservice.ucop.edu/employees/policies/labor\\_relations/index.html](http://atyourservice.ucop.edu/employees/policies/labor_relations/index.html)

## **(10) WHISTLEBLOWER POLICY AT UCOP**

- **Whistleblower Policy and Protection**  
<http://ucwhistleblower.ucop.edu/welcome.html>

## **UC Riverside**

### **(1) EXPECTATIONS FOR WORKING AT UCR**

- **Vice Chancellor for Administration Core Unit Values**  
<http://vca.ucr.edu/index.php?content=teamvca/values.html>
- **Vice Chancellor for Administration Goals and Action Plans**  
<http://vca.ucr.edu/index.php?content=teamvca/values.html>

- **A Campus of Respect**  
[http://www.info.ucr.edu/announce/2003respect\\_civility.html](http://www.info.ucr.edu/announce/2003respect_civility.html)

- **Chancellor's Task Force on Respect, Civility, and Tolerance**  
<http://www.chancellor.ucr.edu/documents/tfrct.html>

- **Chancellor's Task Committee on Campus Morale**  
<http://www.morale.ucr.edu/>

#### **(4) PERFORMANCE MANAGEMENT at UCR**

- **Human Resources**  
<http://www.humanresources.ucr.edu/>

## **UC San Diego**

#### **(1) EXPECTATIONS FOR WORKING AT UCSD**

- **Principles of Community**  
[http://blink.ucsd.edu/Blink/External/Topics/Policy/0.1162,629,00.html?delivery=&coming\\_from=Content](http://blink.ucsd.edu/Blink/External/Topics/Policy/0.1162,629,00.html?delivery=&coming_from=Content)
- **Work/Life Balance**  
<http://blink.ucsd.edu/Blink/External/Topics/Policy/0.1162,1174,FF.html>

### **(3) AA/EO/DIVERSITY at UCSD**

- **Affirmative Action/Equal Opportunity/Diversity**  
<http://blink.ucsd.edu/Blink/Subtopic/Index/0,2254,3~16,00.html>

### **(5) COMMUNICATION SKILLS at UCSD**

- **Communication Education at UCSD**  
<http://blink.ucsd.edu/Blink/External/Topics/Policy/0,1162,3825,00.html>

### **(7) EMPLOYMENT AND RECRUITMENT at UCSD**

- **Academic Personnel Resource Administration – Staff Human Resources**  
[http://academicaffairs.ucsd.edu/offices/resource\\_admin/hr/default\\_hr.htm](http://academicaffairs.ucsd.edu/offices/resource_admin/hr/default_hr.htm)

### **(13) DEVELOPMENT & TRAINING at UCSD**

- **Conflict Management at UCSD**  
[http://blink.ucsd.edu/Blink/External/Topics/Policy/1,1162,452,00.html?coming\\_from=Content](http://blink.ucsd.edu/Blink/External/Topics/Policy/1,1162,452,00.html?coming_from=Content)

### **(15) SEXUAL HARASSMENT, HARASSMENT, HOSTILE ENVIRONMENT at UCSD**

- **Office of Sexual Harassment Prevention & Policy at UCSD**  
<http://oshpp.ucsd.edu>

## UC San Francisco

### (1) EXPECTATIONS FOR WORKING AT UCSF

- **Principles of Community** The San Francisco campus of the University of California is dedicated to learning and teaching in the health sciences. As a graduate and professional school campus, UCSF serves society through four primary missions: teaching, research, patient care, and public service.  
[http://www.ucsf.edu/about\\_ucsf/principles.html](http://www.ucsf.edu/about_ucsf/principles.html)
- **Getting Here from There** A Guide to Career Mobility  
<http://ucsfhr.ucsf.edu/pubs/info.html?x=421>
- **ABOG** The Academic Business Officers' Group promotes outstanding administration through advocacy, education, communication, and outreach. We are a diverse group of administrators from multiple UCSF campus sites and the Medical Center who effect positive change by representing administrative perspectives campuswide. We foster a cohesive and influential administrative community by gathering and disseminating information and by providing career development and networking opportunities for our membership.  
<http://itssrv1.ucsf.edu>
- **CACSW – Focus: Women** The Chancellor's Advisory Committee on the Status of Women provides UCSF information for women students, staff, and faculty on critical issues such as retention, promotion, and mentoring. It also provides information and links to resources and programs – helpful to UCSF women and community members – that address career development needs.  
<http://statusofwomen.ucsf.edu/>
- **Supportive Work Environment** SWE develops, implements, and monitors strategies, programs, and activities designed to create a more supportive work environment at UCSF, through collaborative efforts with other departments and units.

<http://www.ucsf.edu/swe>

- **SWE: Buddy Pilot Program** Program designed to help familiarize new employees with UCSF practices and culture.  
<http://www.ucsf.edu/swe/cms/index.cgi?p=buddyProgram.htm>
- **Work~Life Resource Center** The Work~Life portal is intended to help navigate your way through UCSF's many and varied resources at UCSF. Here you will find links and sites thought to be the most useful to work/life balance.  
<http://www.ucsf.edu/wrklife>

## (2) LABOR RELATIONS at UCSF

- **Speaking and Meeting w/Your Employees about Union organizing Issues** As a UC manager, it is important that you be able to have conversations with your staff about labor matters, including union organizing.  
<http://www.ucsfhr.ucsf.edu/policies/info.shtml?x=1336>
- **In Event of Strike of Job Action** Listing of Operational Questions Toward Developing a Contingency Plan In the Event of a Strike or Job Action at UCSF.  
<http://ucsfhr.ucsf.edu/policies/info.shtml?x=246>
- **Labor Relations News and Information**  
[http://atyourservice.ucop.edu/employees/policies/labor\\_relations/index.html](http://atyourservice.ucop.edu/employees/policies/labor_relations/index.html)
- **Local Union Contracts**  
[http://atyourservice.ucop.edu/employees/policies/local\\_contracts/index.html](http://atyourservice.ucop.edu/employees/policies/local_contracts/index.html)



- **Absence Management Manual (Various Leave Policies)** As a manager, you play a critical role in the University's success. Your effectiveness and the effectiveness of your group is determined, in part, by how well you meet the responsibilities of your position. Part of your responsibility involves providing a safe and supportive work environment for employees who are ill, injured, or disabled.  
<http://ucsfhr.ucsf.edu/absencemgmt>

### (3) AA/EO/DIVERSITY at UCSF

- **Affirmative Action/Equal Opportunity/Diversity** The Office of AA/EO/Diversity exists to foster and insure equal opportunity for all persons involved with UCSF, and to promote diversity through specific affirmative actions. Its activities help to create an environment in which each individual's contribution is valued and everyone can succeed. The Office of AA/EO/Diversity is designed to be a resource to the entire campus.  
<http://www.aaeo.ucsf.edu/about.htm>

- **AA/EO/Diversity Policies and Laws**  
<http://www.aaeo.ucsf.edu/pol.htm>

### (4) PERFORMANCE MANAGEMENT at UCSF

- **Human Resources** We provide quality HR services to attract, develop, motivate, and retain a diverse workforce within a supportive work environment. We do this with an emphasis on customer service based on consultation and communication with the campus community.  
<http://ucsfhr.ucsf.edu>

## (5) COMMUNICATION SKILLS at UCSF

- **Problem Resolution Center** The University of California, San Francisco is committed to providing individuals with a safe, neutral process for the resolution of conflict. The Problem Resolution Center (PRC) is a resource for all individuals of the campus community for mediation and facilitating communication.  
<http://www.ucsf.edu/resolve/>
- **SWE – Brown Bags Effective Communication Skills**  
<http://www.ucsf.edu/swe/cms/index.cgi?p=upcomingEvent.htm>

## (6) MANAGING ETHICALLY at UCSF

- **Code of Conduct** The Code of Conduct articulates the values and ethical practices collectively prized by the UCSF campus community.  
<http://ucsfhr.ucsf.edu/policies/files/finalcc.pdf>

## (7) EMPLOYMENT AND RECRUITMENT at UCSF

- **Staffing and Compensation** Compensation programs at UCSF serve as the catalyst for organizational performance by defining pay, rewards, and incentives. Staffing and compensation professionals provide services related to classification, recruitment, short – and long – term employment, outreach strategies, organizational analysis and operational needs.  
<http://ucsfhr.ucsf.edu/staffing>

- **Hiring Manager's Toolkit** This packet will assist you in communicating the full value offered by UCSF employment. We are fortunate at UCSF to have such a broad and varied spectrum of employment components to offer potential candidates.

<http://ucsfhr.ucsf.edu/staffing/hiringtoolkit/>

- **Human Resources: Campus Personnel Policies**

<http://ucsfhr.ucsf.edu/policies/campus>

- **Human Resources: Guidelines and Policies**

<http://ucsfhr.ucsf.edu/policies>

- **Human Resources: Client Services Guide** HR's Client Services Center will provide each campus department with a dedicated team of HR professionals cross-trained in all aspects of human resources and available to give you the assistance you need when you need it.

<http://ucsfhr.ucsf.edu/pubs/clientservices/>

- **Human Resources: Staffing, Classification, Compensation Guidelines**

<http://ucsfhr.ucsf.edu/staffing/scguidelines>

- **Human Resources: Staff Performance Award Program**

<http://ucsfhr.ucsf.edu/policies/info.shtml?x=841>

## (8) DISABILITY at UCSF

- **Disability – Vocational Rehabilitation** Disability Management professionals have background and experience in job modification, rehabilitation, and return to work planning for people with disabilities.  
<http://www.ucsfhr.ucsf.edu/dismgmt/vocrehab/index.html>
- **Workers' Compensation** California's compensation law, passed by the state Legislature more than 85 years ago, guarantees prompt, automatic benefits to workers injured on the job.  
<http://www.ucsfhr.ucsf.edu/dismgmt/workcomp/index.html>
- **Disability Management Services** Ergonomics Resources  
<http://ucsfhr.ucsf.edu/dismgmt/ergonomics/index.html>
- **Disability Management Services** Safety and Illness/Injury Prevention  
<http://ucsfhr.ucsf.edu/dismgmt/workcomp/safety/index.html>
- **Work Related Disability Leave**  
<http://ucsfhr.ucsf.edu/absencemgmt/compensation/workerscomp.html>

## (9) CONFLICT RESOLUTION at UCSF

- **Problem Resolution Center** The University of California, San Francisco is committed to providing individuals with a safe, neutral process for the resolution of conflict. The Problem Resolution Center (PRC) is a resource for all individuals of the campus community for mediation and facilitating communication.  
<http://www.ucsf.edu/resolve/>

- **Complaint Resolution Policy** UCSF supports the resolution of employee complaints based on a complaint procedure that facilitates a fair and equitable review of the issues arising during employment with the University.  
<http://ucsfhr.ucsf.edu/policies/info.shtml?x=241>

#### (10) WHISTLEBLOWER POLICY at UCSF

- **Whistleblower Policy** Under California law and University policy, members of the campus community are encouraged to bring forward any concerns or allegations, regarding improper governmental activities within the University.  
<http://whistleblower.ucsf.edu/>

#### (11) EAP at UCSF

- **Faculty and Staff Assistance Program** FSAP provides confidential assessment, counseling, crisis intervention, and referral services to faculty, staff, and healthcare professionals of the campus community. FSAP provides consultation and organizational intervention with skill and compassion that honors the dignity of all.  
<http://www.ucsfhr.ucsf.edu/assist/index.html>

#### (12) HEALTH AND SAFETY at UCSF

- **Emergency Preparedness Program** The Campus Emergency Preparedness Program exists to assist the campus community by implementing and coordinating programs and procedures for emergency planning, mitigation, unusual occurrence response and recovery; emergency information dissemination, and training appropriate campus personnel in emergency response and recovery activities.  
<http://www.police.ucsf.edu/emergency.htm>

- **Environmental Health and Safety**      EH&S is designated to assist UCSF in achieving its goal of maintaining a safe and healthy workplace.  
<http://www.ehs.ucsf.edu/>

- **Clery Act (Campus Security and Personal Safety)**      This site contains specific crime and arrest statistics for the past three years as well as information about campus programs and activities intended to promote crime awareness, campus safety, and personal security.  
<http://student.ucsf.edu/clery/>

- **Safety & Security – Police Department**      The mission of the UCSF Police Department is to protect and serve the campus community by providing community oriented police services.  
<http://www.police.ucsf.edu/>

### (13) DEVELOPMENT & TRAINING at UCSF

- **Center for Gender Equity**      CGE provides advocacy, education, and support services to both women and men of UCSF and the greater SF community in each of these three areas: Women & Gender, Sexual Relationship Violence, LGBT Issues.  
<http://www.ucsf.edu/cge>

- **Library**      Online Education & Technology Courses  
<http://www.library.ucsf.edu/edtech/>

- **Office of Sexual Harassment Prevention & Resolution** OSHPR's desire is to create a community in which all persons who participate in University programs and activities can work together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual.

<http://www.ucsf.edu/oshpr>

- **Development & Training Courses / Enrollment** <http://training.ucsf.edu:591/home.html>

- **The UCSF Learning Portal** intended to provide access to all information on staff learning resources

<http://ucsfhr.ucsf.edu/training/info.html?x=1219>

- **Human Resources: Organizational Development** the field of study and practice that focuses on various aspects of organizational life, aspects that include culture, values, systems and behavior. The goal of O.D. is to increase organizational effectiveness and organizational health, through planned interventions in the organization's processes or operations.

<http://ucsfhr.ucsf.edu/training/info.html?x=195>

#### (14) WORK-LIFE BALANCE / PROGRAMS at UCSF

- **Child and Elder Care Services** As a member of the UCSF community, the health and well-being of your family is important to us.

<http://www.cas.ucsf.edu/childcare>

- **Supportive Work Environment** SWE develops, implements, and monitors strategies, programs, and activities designed to create a more supportive work environment at UCSF, through collaborative efforts with other departments and units.

<http://www.ucsf.edu/swe>

- **Work~Life Resource Center** The Work~Life portal is intended to help navigate your way through UCSF's many and varied resources at UCSF. Here you will find links and sites thought to be the most useful to work/life balance.

<http://www.ucsf.edu/wrklife>

- **Work~Life Resource Center Related Guidelines**

[http://www.ucsf.edu/wrklife/related\\_guidelines.htm](http://www.ucsf.edu/wrklife/related_guidelines.htm)

#### **(15) SEXUAL HARASSMENT, HARASSMENT, HOSTILE ENVIRONMENT at UCSF**

- **Office of Sexual Harassment Prevention & Resolution** OSHPR's desire is to create a community in which all persons who participate in University programs and activities can work together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual.

<http://www.ucsf.edu/oshpr>

- **Center for Gender Equity** CGE provides advocacy, education, and support services to both women and men of UCSF and the greater SF community in each of these three areas: Women & Gender, Sexual Relationship Violence, LGBT Issues.

<http://www.ucsf.edu/cge>



## UC Santa Barbara

### (1) EXPECTATIONS FOR WORKING AT UCSB

- Principles of Community  
<http://hr.ucsb.edu/Admin/Docs/Principles%20of%20Community%20Statement.doc>  
<http://hr.ucsb.edu/Admin/care.htm>

- Work-Life  
<http://hr.ucsb.edu/Worklife.index.htm>

### (2) LABOR RELATIONS at UCSB

- Labor Relations  
<http://ucsbuxa.ucsb.edu/Human-Resources/Labor/index.htm>

### (3) AA/EO/DIVERSITY at UCSB

- Diversity  
<http://www.diversity.ap.ucsb.edu/diversity/>

- Affirmative Action/Equal Opportunity  
<http://www.aa.ucsb.edu/index2.html>

#### (4) PERFORMANCE MANAGEMENT at UCSB

- **Performance Management and Goal Setting**  
(also includes Best Management Practices and Model Performance Evaluations Processes)  
[http://ucsbuxa.ucsb.edu/Human-Resources/Compensation/perf\\_index.htm](http://ucsbuxa.ucsb.edu/Human-Resources/Compensation/perf_index.htm)
- **Disciplinary and separation actions**  
<http://ucsbuxa.ucsb.edu/Human-Resources/Labor/perfattcon.htm>
- **Performance Management**  
<http://hr.ucsb.edu/Compensation/perf-eval.chart.html>

#### (7) EMPLOYMENT AND RECRUITMENT at UCSB

- **Staffing** Recruitment, selection and hiring, probationary period  
[http://ucsbuxa.ucsb.edu/Human-Resources/Employment/index\\_hiring.htm](http://ucsbuxa.ucsb.edu/Human-Resources/Employment/index_hiring.htm)
- **Compensation** Classification, compensation, recognition, incentive awards, rewards  
<http://ucsbuxa.ucsb.edu/Human-Resources/Compensation/index.htm>
- **Human Resources**  
<http://ucsbuxa.ucsb.edu/Human-Resources/Employment/index.htm>
- **Leaves, vacations**  
<http://ucsbuxa.ucsb.edu/Human-Resources/hris/vacation.accrual.htm>

**(9) CONFLICT RESOLUTION at UCSB**

- **Complaint Resolution**  
<http://hr.ucsb.edu/Compensation/lppsm.complaint.htm>

**(10) WHISTLEBLOWER POLICY at UCSB**

- **Whistleblower and Retaliation Issues**  
<http://ucsbuxa.ucsb.edu/Human-Resources/Labor/whistleblower.htm>

**(13) DEVELOPMENT & TRAINING at UCSB**

- **Employee Development and training**  
<http://hr.ucsb.edu/tod/index.htm>

**(15) SEXUAL HARASSMENT, HARASSMENT, HOSTILE ENVIRONMENT at UCSB**

- **Office of Sexual Harassment Prevention**  
<http://ucsbuxa.ucsb.edu/sex-harass-complaints/> <http://ucsbuxa.ucsb.edu/Human-Resources/Labor/discrimination.htm>

## UC Santa Cruz

### (1) EXPECTATIONS FOR WORKING AT UCSC

- Principles of Community  
[http://www.ucsc.edu/about/principles\\_community.asp](http://www.ucsc.edu/about/principles_community.asp)
- UCSC Staff Advisory Board (provides links to current campus communications/changes/organizational transformations)  
<http://sab.ucsc.edu/>

### (3) AA/EO/DIVERSITY at UCSC

- Affirmative Action/Equal Employment Opportunity  
<http://www2.ucsc.edu/eeo-aa/>

### (13) DEVELOPMENT & TRAINING at UCSC

- Office of Sexual Harassment and Prevention  
<http://www2.ucsc.edu/title9-sh/>