

# Campus IT Community Update

December 5, 2024

# Agenda:

1. **Welcome** - Josh Bright - 5 minutes
2. **Campus IT Strategy Update** - Josh Bright - 20 minutes
3. **Campus IT Integrations** - Josh Bright - 10 minutes
4. **AI** - Joe Sabado - 10 minutes
5. **Secure UCSB** - Shea Lovan - 20 minutes
6. **Campus IT Staff Engagement** - Josh Bright, Elise Meyer, Katie Mankins, Joe Sabado, Alx Sanchez - 25 minutes
7. **Ann-Marie Musto**, Associate Vice Chancellor and Chief Human Resources Officer - 10 minutes
8. **Q&A** - 20 minutes

# Campus IT Strategy Update

Josh Bright

# Campus IT Strategy: The Process



41 Interviews with 63 Faculty, 22 Administrators, 78 Staff, 22 IT Staff, 2 Students + a GSA Meeting, and an IT Townhall with 226 IT Staff.

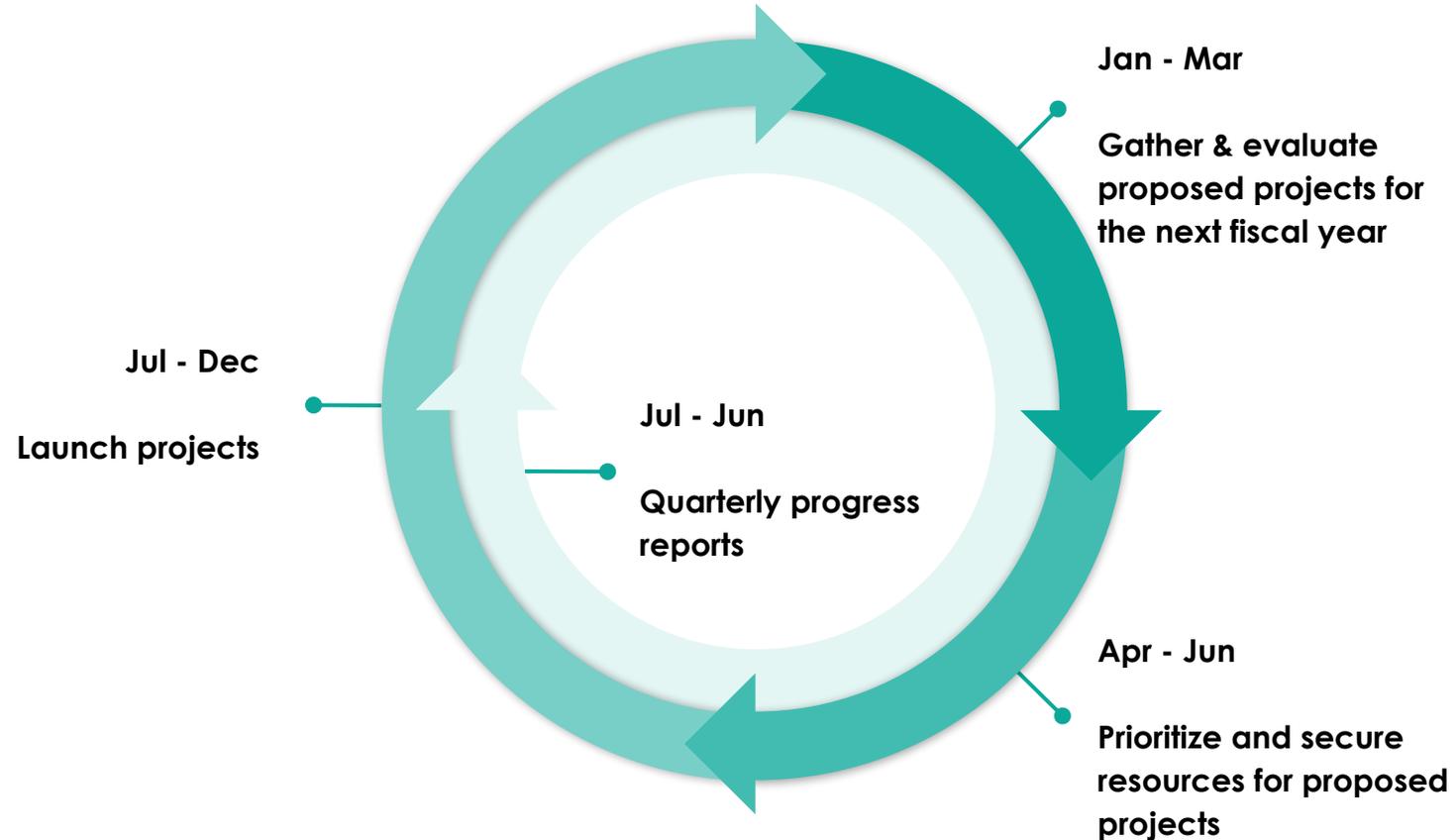
Retreat with 14 Faculty, 1 Administrator, 24 Staff & 24 IT Staff

Sessions with ITB, ITC, Retreat participants, key stakeholders, & 11 Students (SA Student Cabinet)

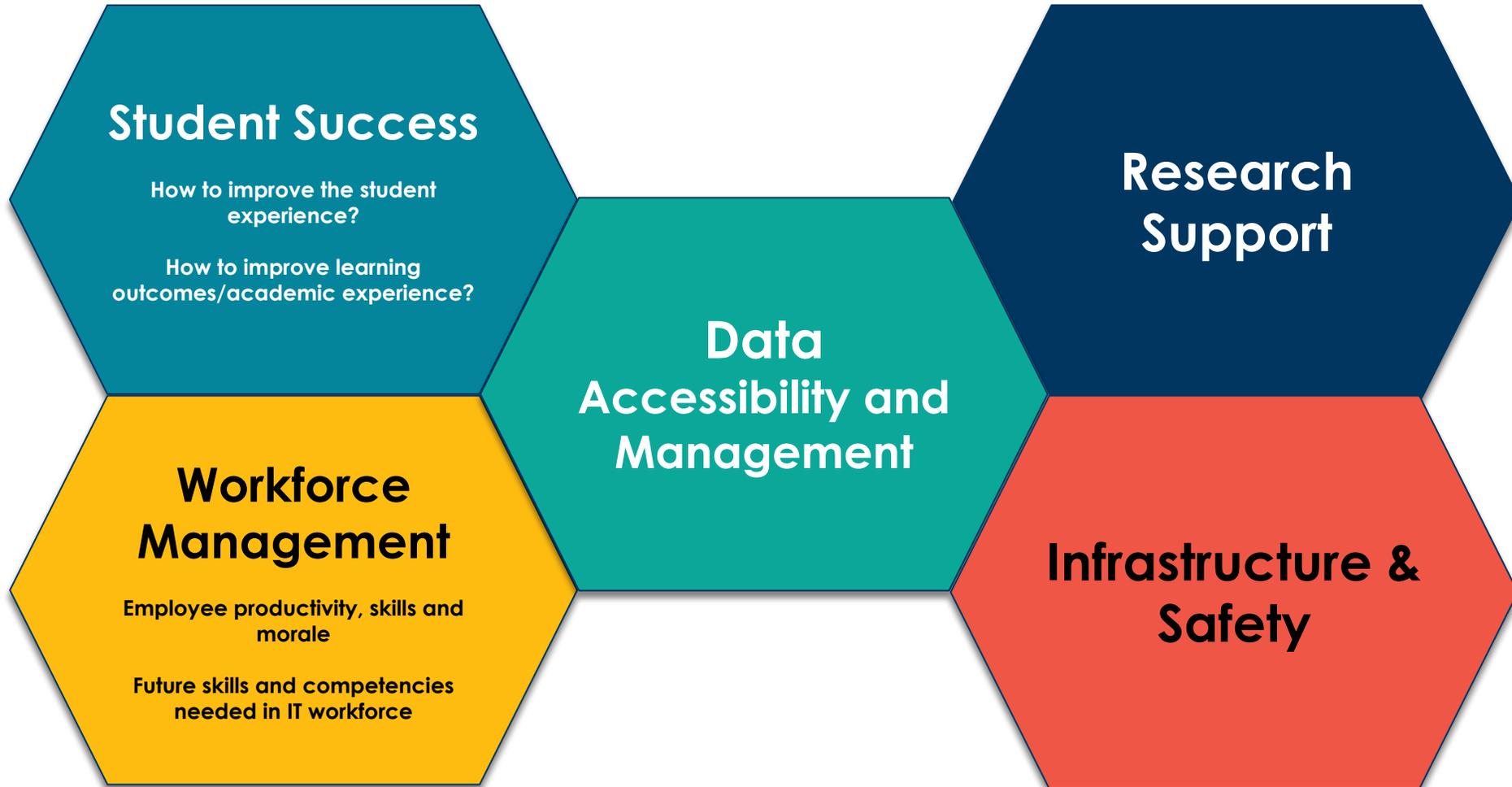
ITB endorses draft initiatives & 4 year roadmap

ITB reviews top 8 funding requests

# Campus IT Strategy: Implementation Life Cycle

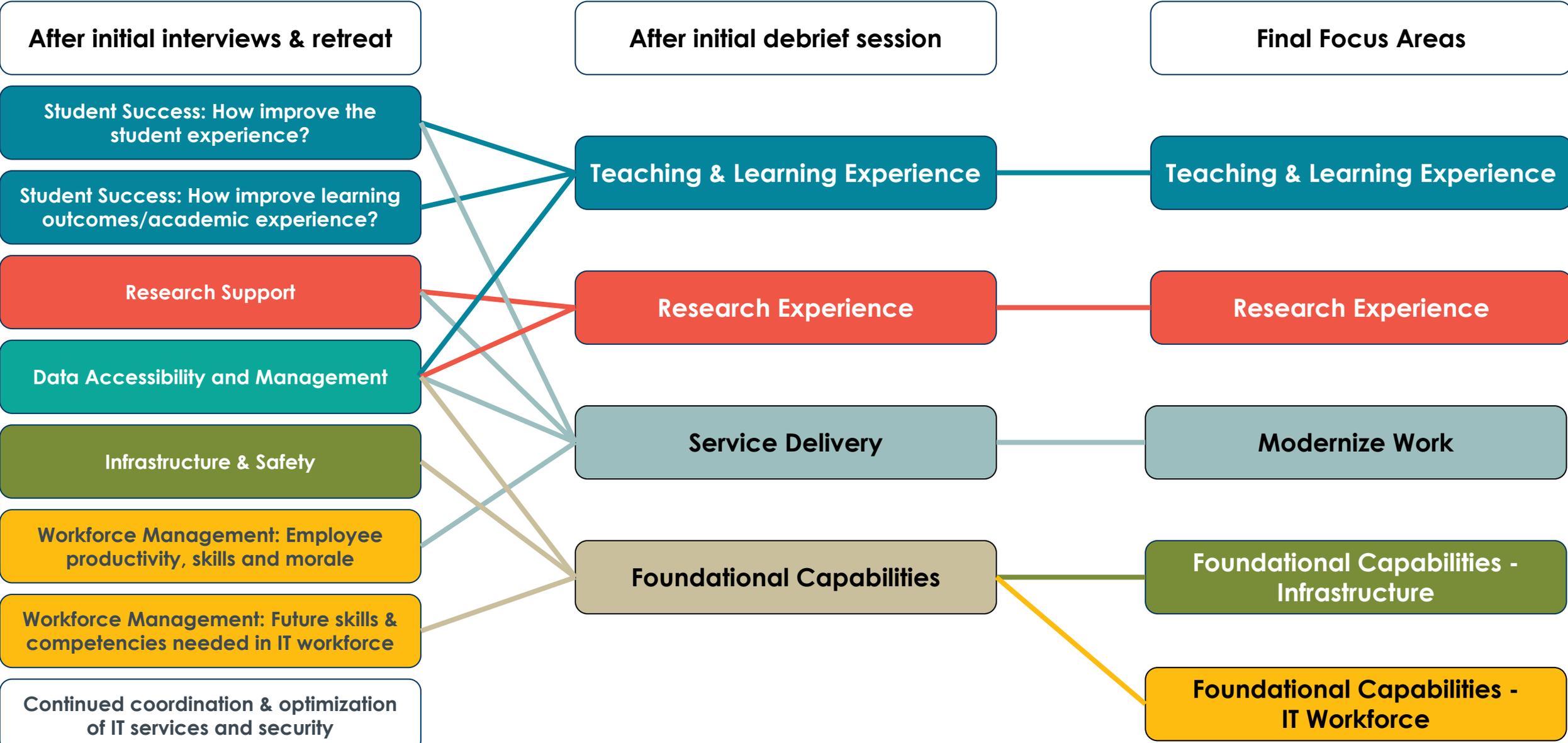


# Emerging Focus Areas for IT Planning



Continued work on the coordination and optimization of IT services and security are essential foundational activities.

# Evolving Focus Areas



# UCSB IT Strategic Plan Components

1. Goals
2. Objectives & Strategies
3. Initiatives for FY 2024-25
4. Roadmap for FY 2025-26 to FY 2027-28
5. Website: <https://cio.ucsb.edu/strategy>

# Strategic Areas & Goals

Focus Area	Goal
Teaching and Learning Experience	Improve educational outcomes and student, faculty, and staff experiences by providing simplified access to integrated information and services and innovative teaching and learning spaces.
Research Experience	Provide expanded, discoverable, and readily available IT capabilities and services to meet the shared and discipline-specific needs of the researcher community.
Modernize Work	Modernize the tools and data needed by all faculty, students, and staff to streamline work in support of the University mission.
Foundational Capabilities: Infrastructure	Support academic and operational excellence by providing ubiquitous and secure access to infrastructure.
Foundational Capabilities: IT Workforce	Support academic and operational excellence by enhancing the effectiveness of the university's IT workforce.

# Development of FY25 Initiatives: Teaching & Learning

Strategy Stage:	Outcome:
<b>Campus Interviews:</b> Gather opportunities & challenges and synthesize into focus areas	<b>Focus Area:</b> Teaching and Learning Environments
<b>Retreat:</b> Brainstorm objectives, strategies, initiatives, and priorities by focus area	<b>Strategy:</b> Establish university wide classroom technology standards for general and departmental classrooms. <b>Initiative:</b> Fix current technology issues in physical classrooms and labs. <b>Priority:</b> Continue classroom technology refresh efforts.
<b>Debrief Sessions:</b> Refine & integrate objectives & strategies for focus areas	<b>Focus Area:</b> Teaching & Learning Experience <b>Objective:</b> Consistent high-quality experience in all learning spaces informed by faculty and student needs. <b>Strategy:</b> Continue efforts to establish university wide classroom technology standards and an improved support model for general and departmental classrooms.
<b>Business owners and IT service providers:</b> Define FY25 priority initiatives from Retreat Initiatives	<b>FY25 Initiative:</b> Upgrade 20 GA classrooms as part of GA Classroom Technology Upgrade Cycle Plan.

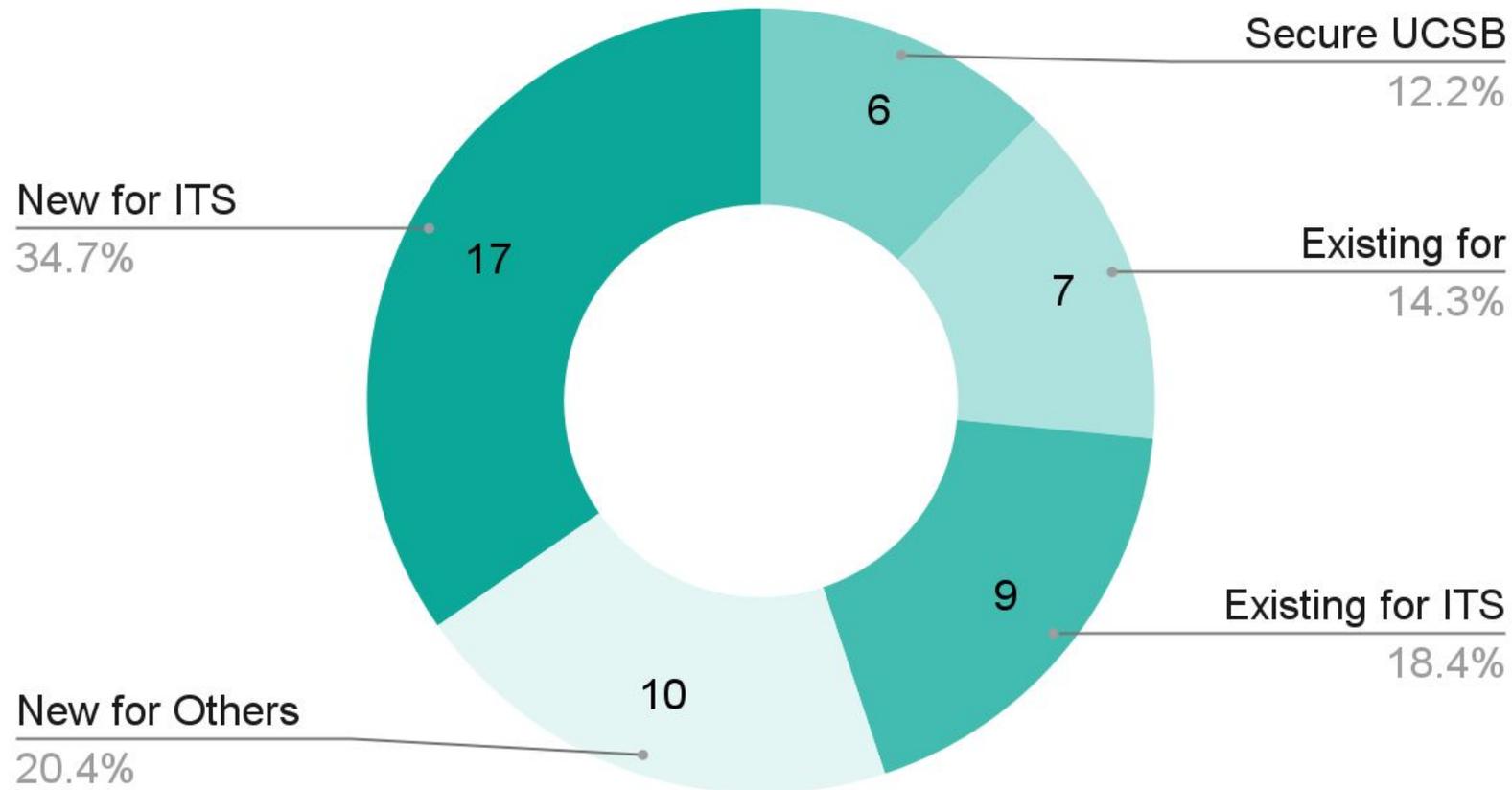
# Teaching Learning Experience Initiatives & Roadmap

Priority Theme	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
<b>Improve Student Experience</b>	<ul style="list-style-type: none"> <li>- Student Information Ecosystem (SIS) Discovery</li> <li>- Student CRM phase 1</li> <li>- Online course catalog</li> <li>- Student virtual One-Stop Shop phase 1</li> </ul>	<ul style="list-style-type: none"> <li>- SIS RFP</li> <li>- Campus-wide CRM</li> </ul>	<ul style="list-style-type: none"> <li>- Begin SIS replacement</li> <li>- Improved access to student software</li> </ul>	<ul style="list-style-type: none"> <li>- Continue SIS replacement</li> </ul>
<b>Continue improvement of Learning Spaces</b>	<ul style="list-style-type: none"> <li>- Upgrade classroom technology</li> <li>- Instructional space support via ServiceNow</li> <li>- Consistent technology experience in all instructional spaces</li> </ul>	<ul style="list-style-type: none"> <li>- Upgrade classroom technology</li> <li>- Improve classroom support</li> </ul>	<ul style="list-style-type: none"> <li>- Complete classroom technology upgrade</li> </ul>	<ul style="list-style-type: none"> <li>- Develop pedagogical innovation spaces</li> </ul>
<b>Assess &amp; improve the use of Teaching &amp; Learning Technologies</b>	<ul style="list-style-type: none"> <li>- Assess instructional tech effectiveness</li> <li>- Refine Technology Fee Allocation process</li> </ul>			

# Progress & current status of 49 FY 2024-25 Initiatives

Working with campus partners

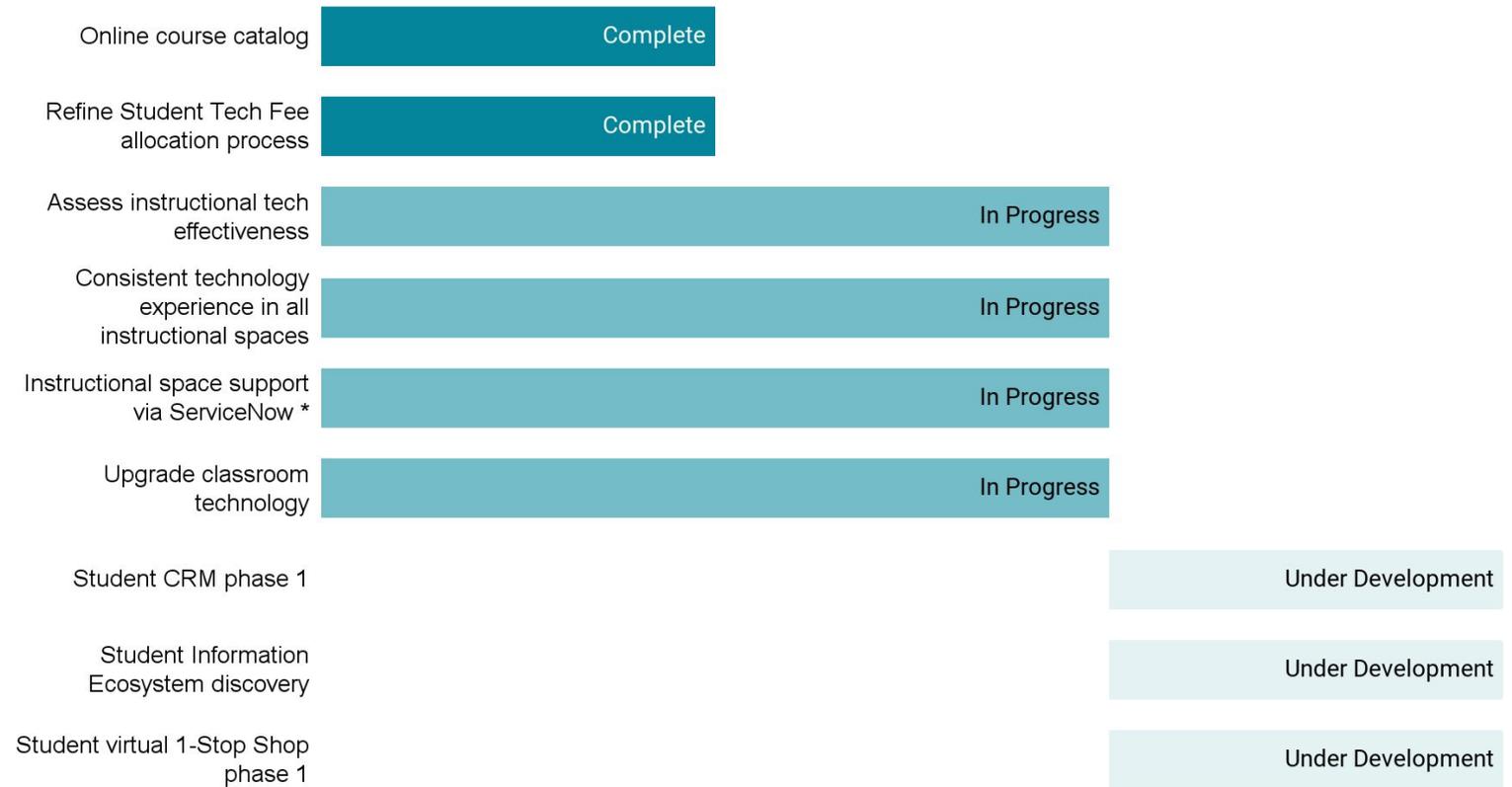
Initiatives by owner & status



# Progress & current status of 49 FY 2024-25 Initiatives

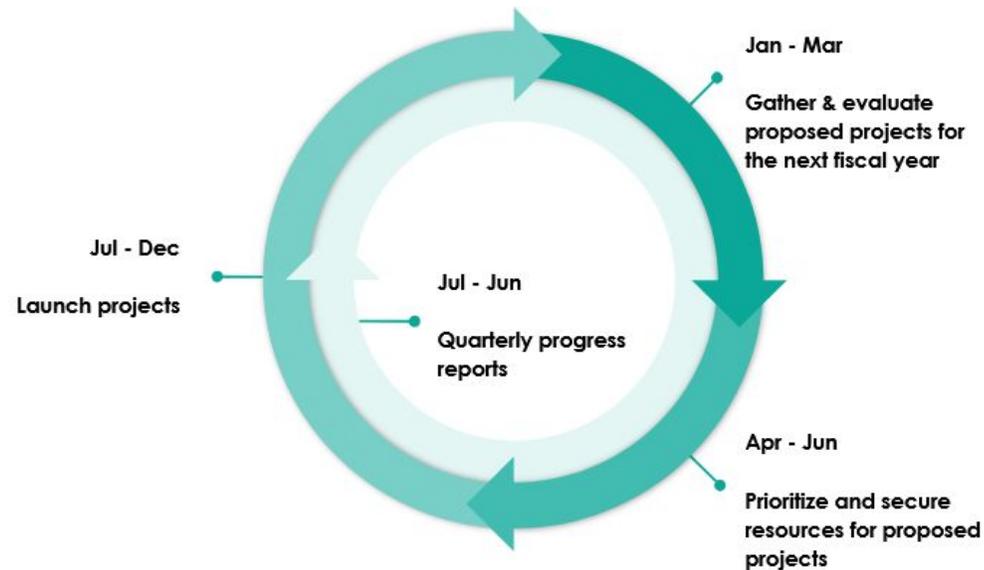
Dynamic Web Progress Tracker on [cio.ucsb.edu/strategy](https://cio.ucsb.edu/strategy)

Status	# Initiatives
Complete	5
In Progress	26
Under Development	18
<b>Grand Total</b>	<b>49</b>



# Planning for Strategy Year 2

1. Treat the IT Strategy like a budget - Review annually & adjust based on changing UCSB priorities.
2. Preparing for changes in UCSB Executive Leadership.
3. Continue engagement with the campus community

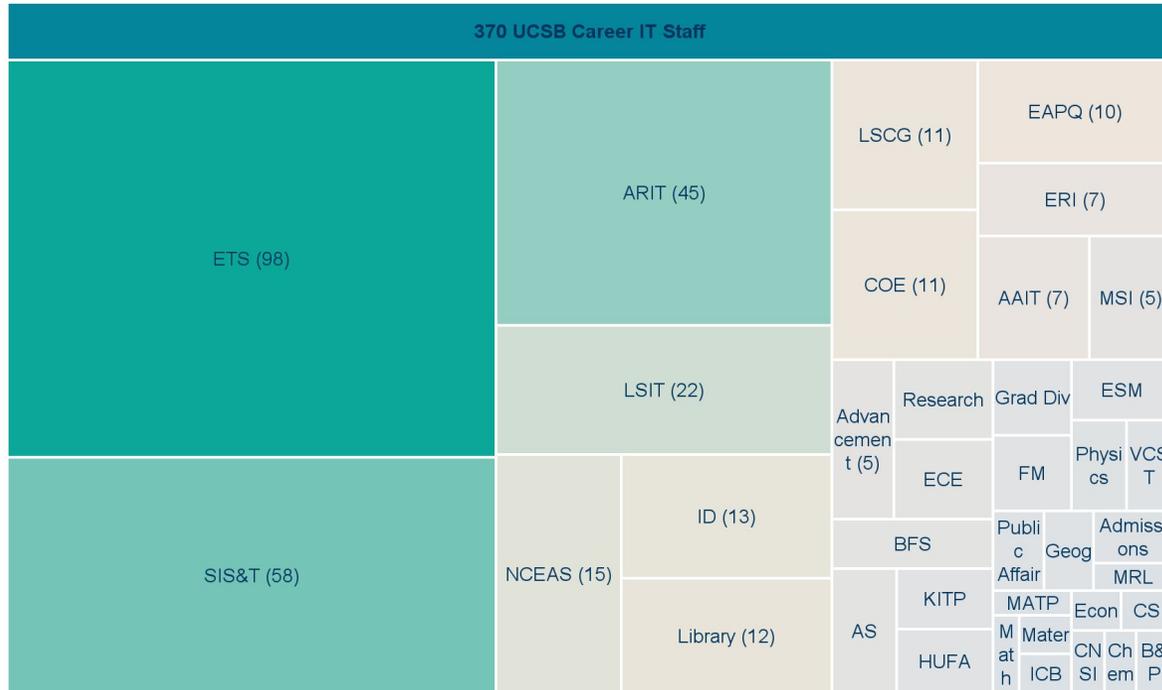


# Campus IT Integrations

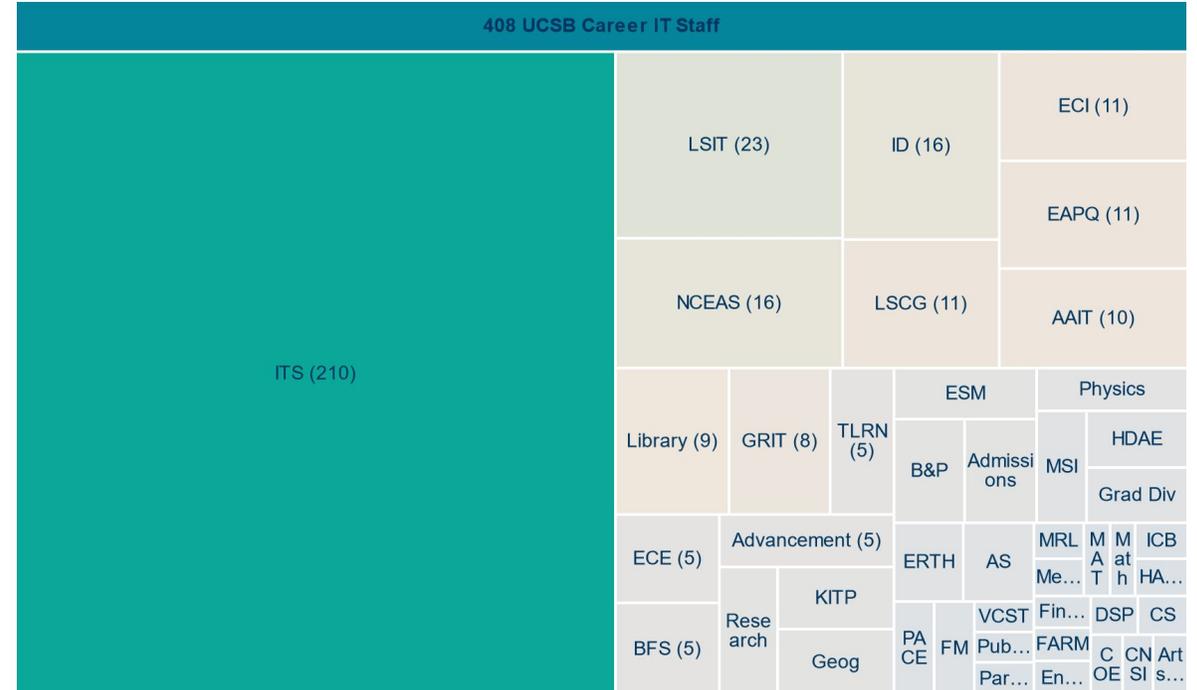
Josh Bright

# UCSB IT Staff Distribution

February 2022



November 2024



Includes all Title Codes in the Information Technology Family and all staff in units focusing on IT Services, e.g., ITS, LSIT, AAIT, etc.

# Campus IT Transitions - Effective 7/1/2024

## ITS Integrations:

- 43 Staff from ARIT
- 3 Staff from Library Workstation Support (joining 4 Library Operations staff who integrated 4/1/2024)
- 2 Staff from LSIT Salesforce Team

**Office of Teaching & Learning Integrations** (joining ~6 ID Office of Instructional Consultation staff who integrated 1/1/2024)

- 5 Staff from LSIT Canvas Team

# Forward Together Success: Mission & Vision

Information Technology Services (ITS), the campus' central IT unit, provides technology leadership, core IT capabilities, and service excellence to enable UCSB's community and its mission of teaching, learning, research, and public service.

Information Technology Services is building a future where we identify UCSB's strategic technology goals through regular collaboration with our partners, and accomplish them by delivering innovative services from our unified organization.

# ITS: Toward the Targets

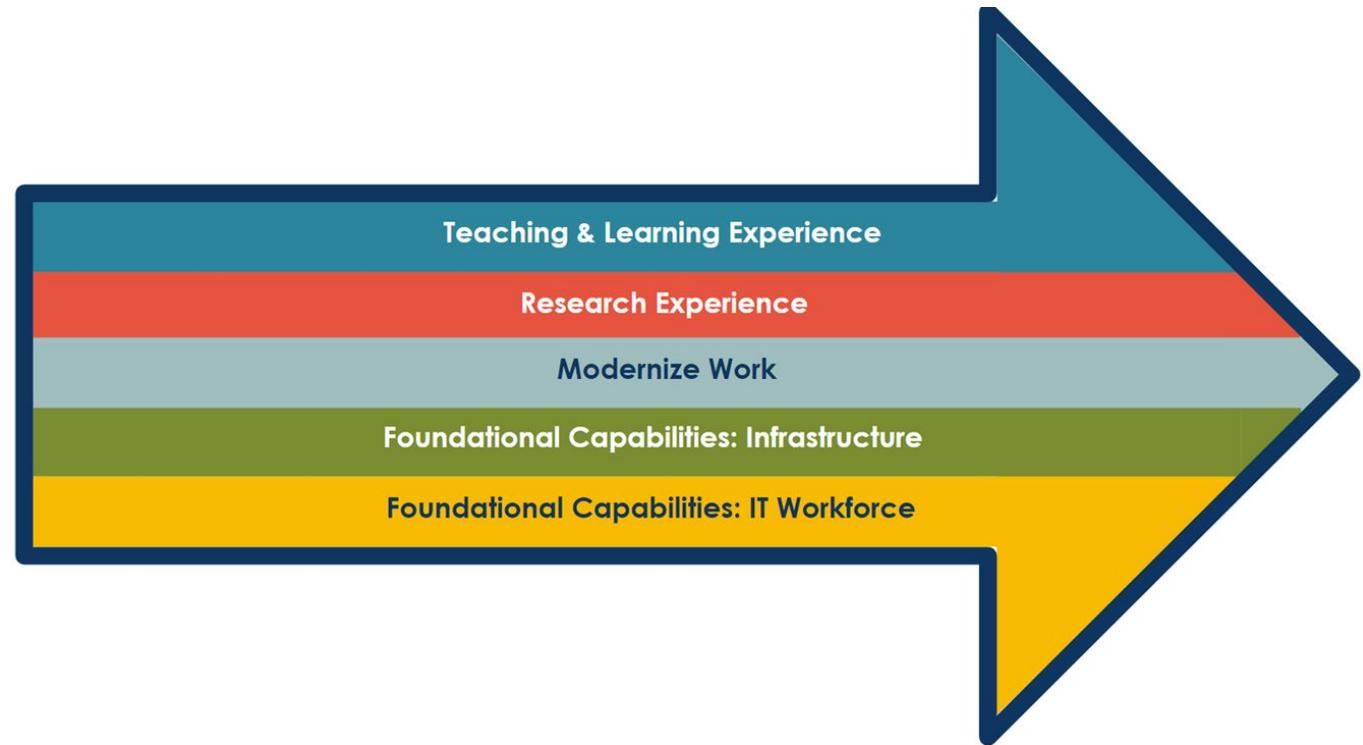
## Why we exist

- Technology leadership
- Service excellence
- Core IT capabilities

## Where we're going

- Strategic campus partners
- Innovative services
- Unified organization

## Campus IT Strategy



# Artificial Intelligence (AI)

Joe Sabado

# UC AI Council

The 38-member UC AI Council promotes responsible AI adoption, emphasizing governance, ethics, compliance, and data management for safe practices in healthcare, cybersecurity, and research.

The UC "AI Tools and Resources" offers guidance for responsible AI use:

1. [\*\*Risk Assessment Guide\*\*](#): Helps evaluate and manage AI risks, aligning with UC principles.
2. [\*\*AI Primer\*\*](#): Non-technical training on AI fundamentals, ethics, and governance.
3. [\*\*Legal Guidance\*\*](#): Covers data privacy, output reliability, and compliance for AI tools.
4. [\*\*Responsible AI Principles\*\*](#): Guidelines for ethical AI use in areas like health and student experience.
5. [\*\*AI Glossary\*\*](#): Defines key terms to support a shared understanding across UC.

<https://ai.universityofcalifornia.edu>

# Creating A Smarter University Recap (Sept 30-Oct 1)

A two-day UC-wide conference exploring AI's role in university administration.

## Agenda:

- **Opening Remarks:** AI as a collaborative tool.
- **Interactive Plenary:** Human-AI relationship.
- **UC AI Innovation Panel:** Campus advancements.
- **Future of AI Keynote:** Trends and insights.
- **Fireside Chat:** Strategic AI impacts.
- **Share Fair:** Real-world AI applications.
- **Workshops:**
  - **AI Roadmaps:** Deployment strategies.
  - **AI Governance:** Ethics and safeguards.
- **Systemwide Panel:** Collaborative opportunities.

## Themes:

- **AI as Partner:** Tool to collaborator.
- **Types:** Everyday vs. transformative AI.
- **Data Readiness:** Secure, high-quality.
- **Governance:** Align AI, reduce risks.
- **Learning:** Adapt to change.
- **Efficiency:** Cuts costs, boosts operations.
- **Readiness:** Tools to assess org/technical.
- **Collaboration:** Shared resources.

# ITC AI Subcommittee

- Developing Campus AI Guidelines
  - Responsible/ethical use
  - Implementation/prioritization
  - Technical implementation guidelines
  
- Development of Campus AI Priorities
  - Review of AI pilots proposal

# AI Community of Practice (CoP)

To foster a diverse, inclusive community to connect, showcase, support, and explore AI innovations, ethics, and policies for informed decision-making.

## Special Interest Groups (SIG)

- AI for Workplace Productivity
- AI for Teaching/Learning
- AI for Research
- AI for Application Development

\*269 members (staff, faculty, students)

## 2024-2025 Focus: AI Literacy

- Technical Understanding
- Practical Application
- Critical Evaluation
- Ethical Considerations
- Security Awareness
- Continuous Learning

# Secure UCSB

Shea Lovan

# Cybersecurity Training Enforcement Workflow



## Email Notifications

Sent by LMS starting **30 days prior to expiration**



## Browser Warnings

Interstitial page warning of pending expiration at every login starting **14 days prior to expiration**



## Enforcement Notice

Following expiration, **user will be directed to LMS at login** instead of intended service (GMail, Timekeeping, etc.)



## Escalation/ Assistance

Helpdesk able to grant **24-hour exemption** to training

# Cybersecurity Training Enforcement Scope

## Included Applications

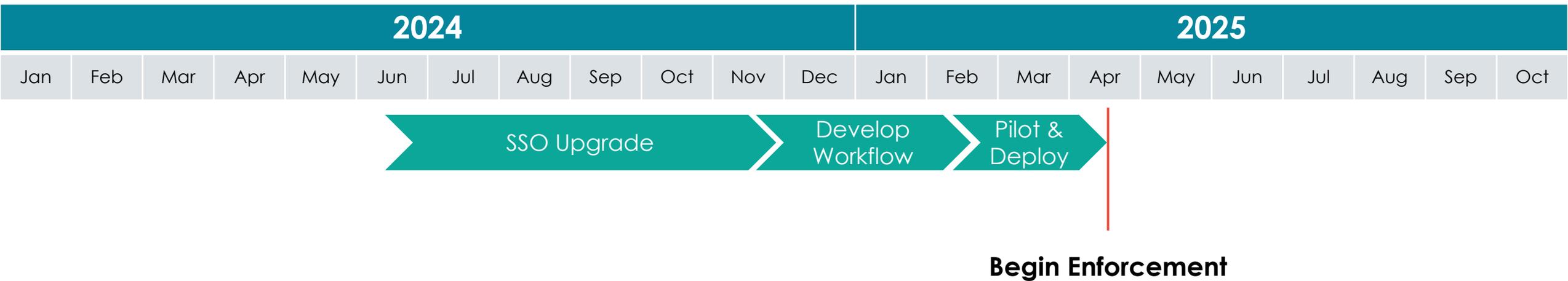
- UCPath
- Kronos
- Google Workspace/Google Cloud
- Canvas
- DocuSign
- ServiceNow
- Amazon Web Services
- Zoom Video / Zoom Voice
- All Internet2/InCommon Applications
- All other SAML-integrated applications

## Excluded Applications

- “Espresso” applications
- Microsoft 365 (PowerBI)
- SIS Applications including E-Grades
- ARIT WebApps Platform
- ARIT Housing Major Maintenance System
- OISS International Services
- PeopleSoft
- BARC
- Identity Manager/Helpdesk application
- All other CAS or LDAP integrated applications

This is based on technical implementation decisions and limitations of some applications. The solution can accommodate excluding other SAML applications.

# Cybersecurity Training Enforcement Timeline



- This capability depends on upgrading both components of our SSO service
- On November 20, UCOP mandated significant changes to SSO support for UCPath to be completed by December 31. If we attempt to meet that deadline, this project will slip.

# Securing Your UCSB Device



## What's changing

To ensure device security, all UCSB owned devices will need to implement a Mobile Device Management (MDM) platform.

Through this platform, security tools (endpoint detection and response & vulnerability scanner) will be installed to ensure the detection of malware and patching of vulnerabilities.

## Short-term impacts

An action may be needed to ensure your UCSB devices have the MDM agent and appropriate security tools installed. It may require making an IT support appointment.



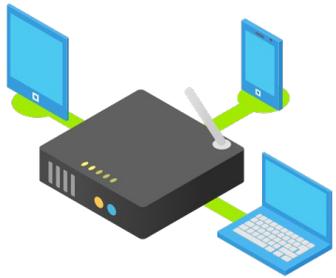
## Future model

Only devices with UCSB-approved security tools can be used to access sensitive data.

To maintain security, devices will automatically update to ensure latest version of apps and systems.

# Device Security: What's Changing?

To ensure device security, all UCSB owned devices will deploy an MDM platform. Through this platform, security tools can be installed to ensure the detection of cyber threats, malware, and identifying and fixing vulnerabilities.



In cybersecurity, devices are considered “**endpoints**” that connect to a network.



Endpoints are potential entry points for security threats.



Endpoint Detection and Response (EDR) software specializes in detecting and responding to endpoint-level threats.

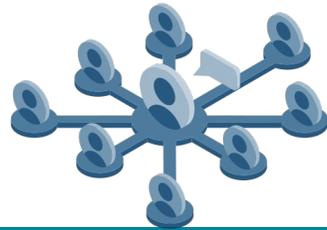


An MDM tool will be used to install and manage EDR software (Trellix) and vulnerability management tools (Nessus).

# Securing Your UCSB Device

CURRENT STATE

66%



FUTURE STATE

100%

## UCSB devices with EDR (Trellix)

No institutional MDM tool, and voluntary malware protection (Nessus Agent) and disk encryption

## Form Advisory Group

College of Engineering, LSCG, DFSS, SOC, LSIT, GRIT, Academic Affairs IT

## Pilot and procure MDM tools

**MaaS360** (for Windows, iOS, and Android); **JAMF** (for macOS)

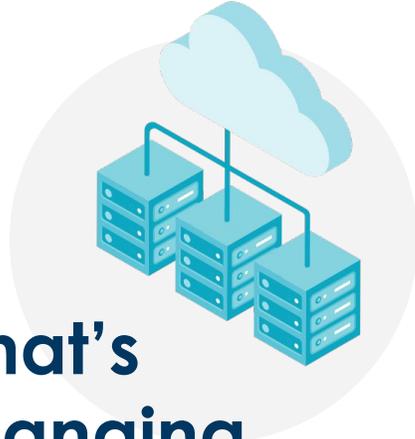
Define standards for data, policies, & processes

## Enroll devices in MDM

Deploy Trellix, Nessus Agent and Disk Encryption

## UCSB devices with MDM, EDR (Trellix), malware protection (Nessus Agent) and disk encryption

# Unified Network Service Model



## What's changing

Our currently decentralized campus network is moving to a unified, centrally-managed network service model. This includes networks managed by departments or individual groups of faculty, researchers, students, etc.

### Short-term impacts

Upgrading network equipment throughout campus buildings will result in scheduled outages this fall. We are working to minimize impacts to instruction and research. No outages are scheduled for finals and week 10.

Schedule of outages will be posted on the [Secure UCSB](#) website and communicated through existing channels.

Faculty should make contingency plans to minimize disruption during those outages.

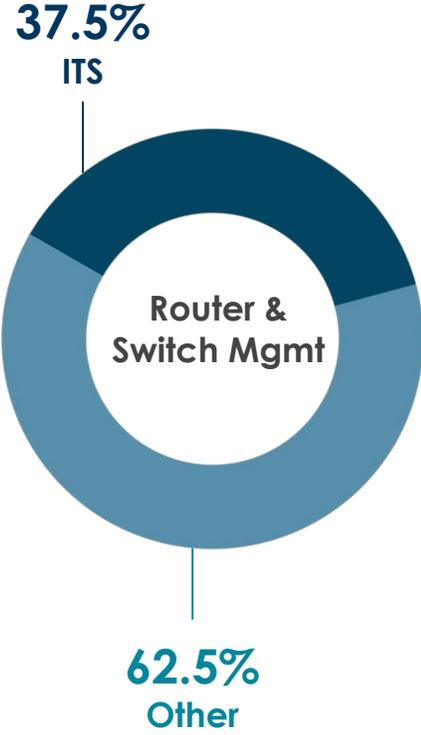
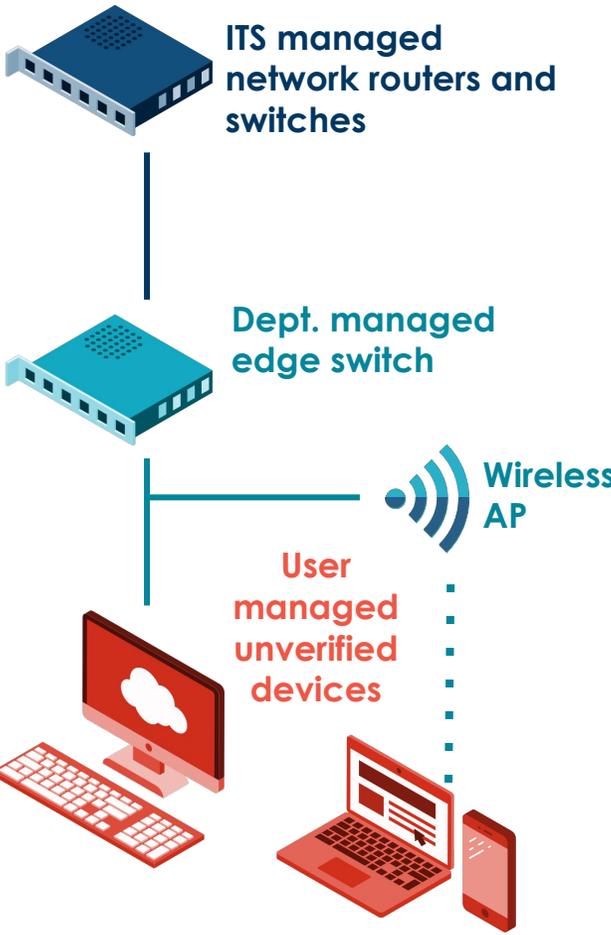


### Future model

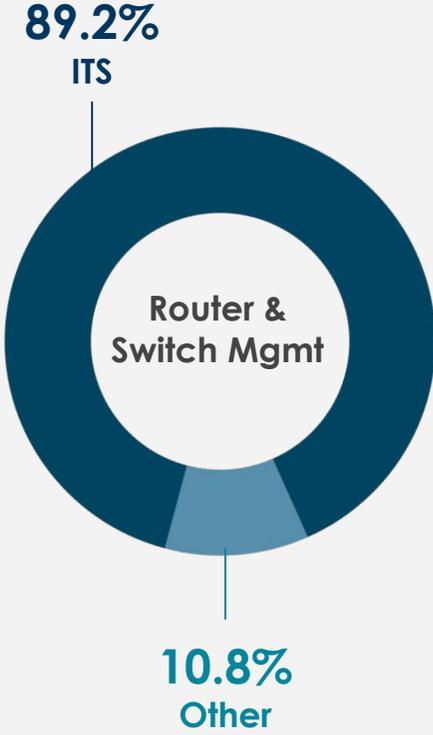
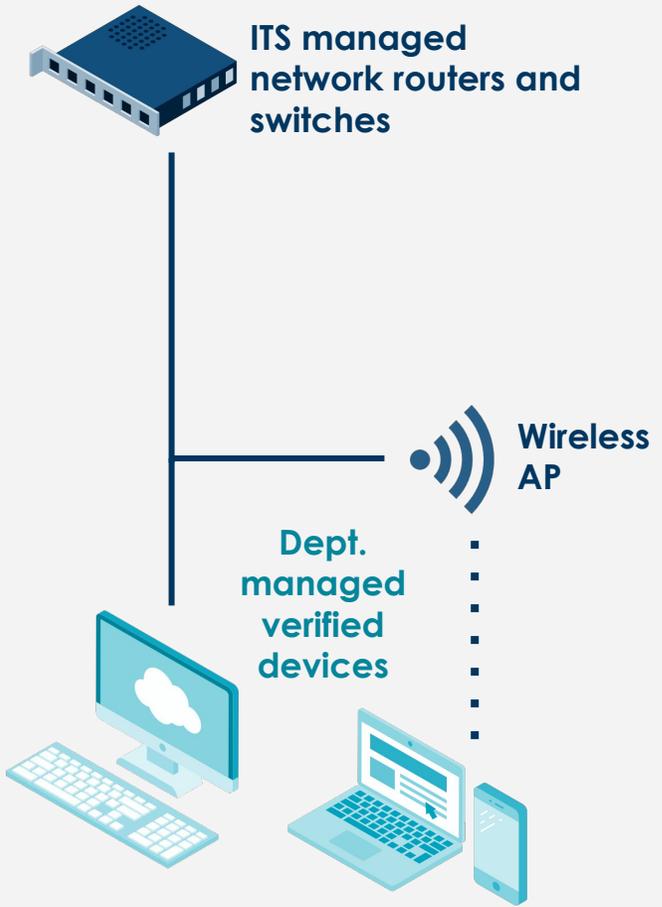
If you need support with new network equipment (e.g. routers, ports, switches, etc.), or setups, reach out to your local IT support. They will coordinate with ITS to procure equipment and manage configuration to ensure security and consistent service regardless of campus location.

# Typical UCSB Device Connection

## CURRENT STATE

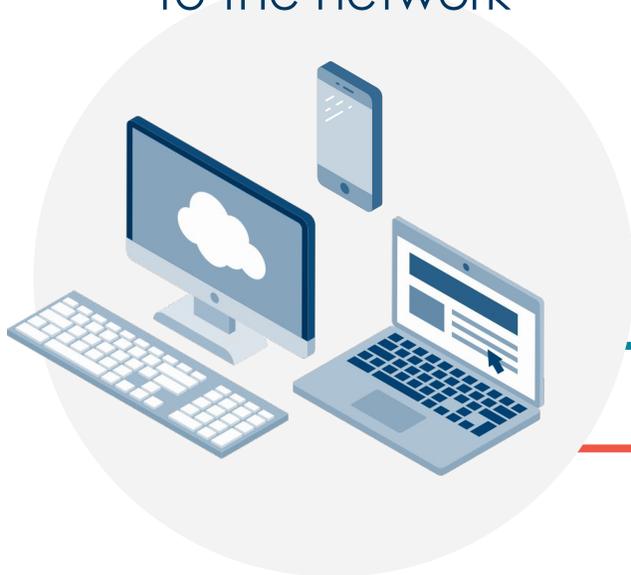


## FUTURE STATE



# Network Segmentation and Device Access Control

Devices connecting to the network



## Public Networks

Personal Devices (BYOD)

Campus visitors / Public Wireless

Public Access PCs

## "Internal" University Networks

Office/Lab Endpoints (wired and WiFi)

Most Web/Network Services

Data Storage (P1/P2)

Printers / IoT Devices

## Sensitive University Networks

Data Storage (P3/P4)

Student Records

Building Control Systems

End-of-Support Equipment

Controlled Unclassified Info (CUI)

Personal Health Information

# Building Network Outages (December)



Latest schedule is publicly accessible on the Secure UCSB webpage:

[it.ucsb.edu/network-outages](https://it.ucsb.edu/network-outages)

Date	Time	Build. #	Building Name
Mon, Dec 2, 2024	8 a.m. to 5 p.m.	243	Intercollegiate Athletics
Mon, Dec 2, 2024	3 p.m. to 5 p.m.	941	Embarcadero Hall
Tue, Dec 3, 2024	8 a.m. to 5 p.m.	434	Building 434
Tue, Dec 3, 2024	noon to 5 p.m.	599	Student Services
Tue, Dec 3, 2024	8 a.m. to 5 p.m.	406	Chicano Student Center
Wed, Dec 4, 2024	8 a.m. to 5 p.m.	568	Student Affairs And Administrative Services (SAASB)
Wed, Dec 4, 2024	8 a.m. to 5 p.m.	568	Student Affairs And Administrative Services (SAASB)
Mon, Dec 16, 2024	12 p.m. to 5 p.m.	588	Student Health
Tue, Dec 17, 2024	12 p.m. to 5 p.m.	588	Student Health
Wed, Dec 18, 2024	8 a.m. to 5 p.m.	567	Kohn Hall
Thu, Dec 19, 2024	9 a.m. to 5 p.m.	567	Kohn Hall
Fri, Dec 20, 2024	10 a.m. to 5 p.m.	567	Kohn Hall
Thu, Dec 26, 2024	8 a.m. to 5 p.m.	552	Cheadle Hall
Fri, Dec 27, 2024	9 a.m. to 5 p.m.	552	Cheadle Hall
Mon, Dec 30, 2024	8 a.m. to 5 p.m.	516	Recreation Center

# Campus IT Staff Engagement

Elise Meyer, Katie Mankins, Joe Sabado & Alx Sanchez

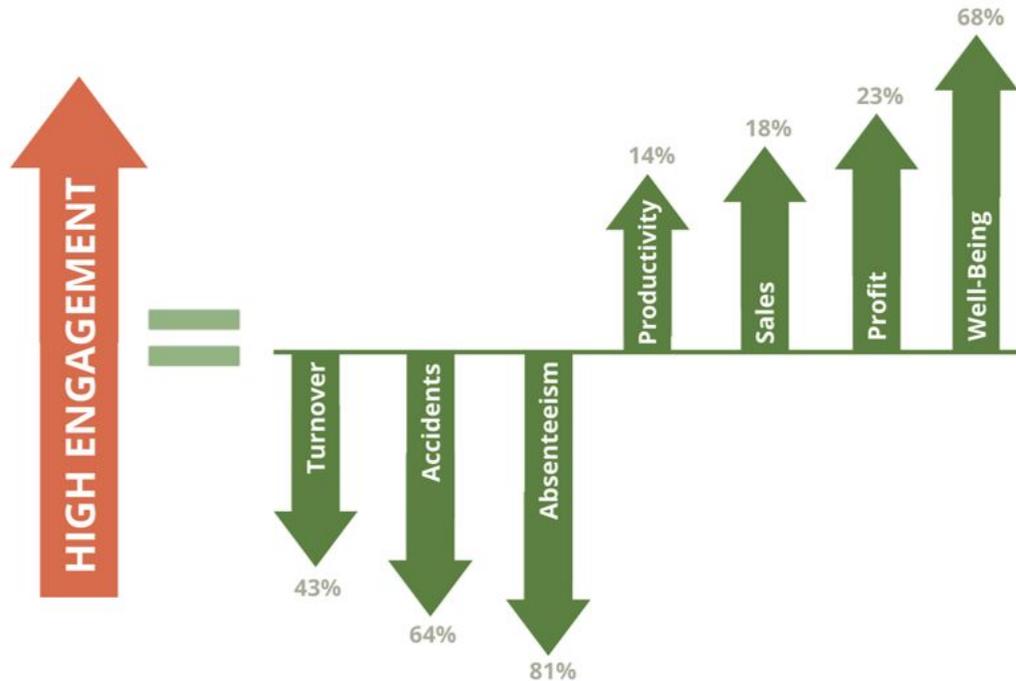
# Campus IT Staff Engagement Survey

Elise Meyer

# Employee Engagement

The emotional connection an employee feels toward the organization and its goals

## Engagement Outcomes



Pe People element

## Engagement Index

### Connection



- My work gives me a sense of accomplishment
- I'm proud to work for my organization

### Commitment



- I plan to be with the company at least 1 year from now
- I don't consider looking for a job elsewhere

### Advocacy



- I would recommend the organization as a good place to work

### Effort



- I am motivated to go beyond what is normally expected of me to help the organization be successful



# High-Level Overview

## Process Overview

- Data collected Nov. 2023 – Dec. 2023
- Invitations to the online survey were sent via email
- Survey confidentiality is maintained by only reporting data in aggregate with a confidentiality threshold of 3 responses

## ALL UCSB Career IT Staff High-Level Results

- Participation: 65% (249/386)
  - *2% point increase compared to last year (5 year average = 67%)*
- Overall % Favorability: 70%
  - *identical to last year (5 year average = 69%)*
- Engagement Level: 49%
  - *1% point decrease compared to last year (5 year average = 52%)*

# Recommended Areas of Focus

## **CULTURE & CLIMATE**

- I feel valued as an employee.

## **JOB SATISFACTION**

- I receive adequate training to be successful at my job.

## **SENIOR LEADERSHIP**

- Senior Leadership is effective in resolving key organizational issues.
- Senior Leadership's actions show they value their employees.
- Senior Leadership communicates a clear vision and plan for UCSB IT's future.

## **ORIENTATION**

- My orientation provided the information and skills I needed to be successful.

## **GROWTH & DEVELOPMENT**

- UCSB IT provides me with opportunities to grow professionally.
- Procedures for considering employees for job openings are fair.

## **RESOURCE MANAGEMENT**

- UCSB IT does a good job of recruiting quality people.

## **POSITIVE CHANGES**

- I have seen positive changes made based on the survey feedback I provided.

Office of the Chief Information Officer

## **Key Takeaways**

- The Key Drivers of Engagement are not the lowest scoring items. Instead, they are the lowest scoring items with the highest impact on engagement.
- Improving scores around these items will give the organization the best chance at improving and/or maintaining engagement.
- However, anything that can be connected to employee feedback and makes employees feel more valued can have a positive impact on engagement.

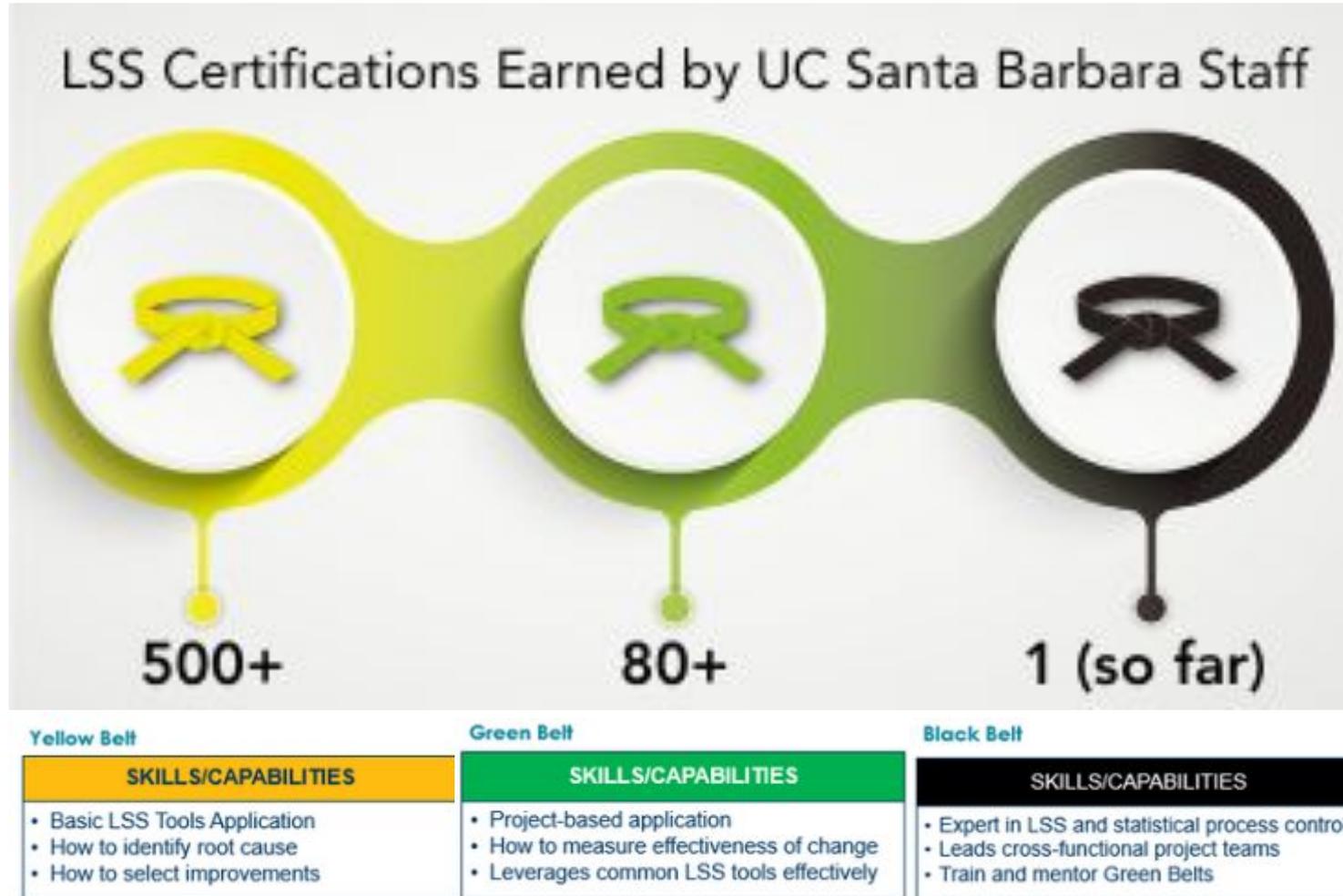
# All Campus IT Staff Engagement Survey #6

**January 21, 2025 - February 7, 2025**

# Yellow belt + Process Mapping Training

Katie Mankins

# Lean Six Sigma Yellow Belt Training



Register here: [it.ucsb.edu/lean-six-sigma](https://it.ucsb.edu/lean-six-sigma)

# Process Mapping Training

## Why Process Map?



Register here: [it.ucsb.edu/process-mapping](https://it.ucsb.edu/process-mapping)

# UCSB IT Professionals Mentorship Program 2024-2025

Joe Sabado

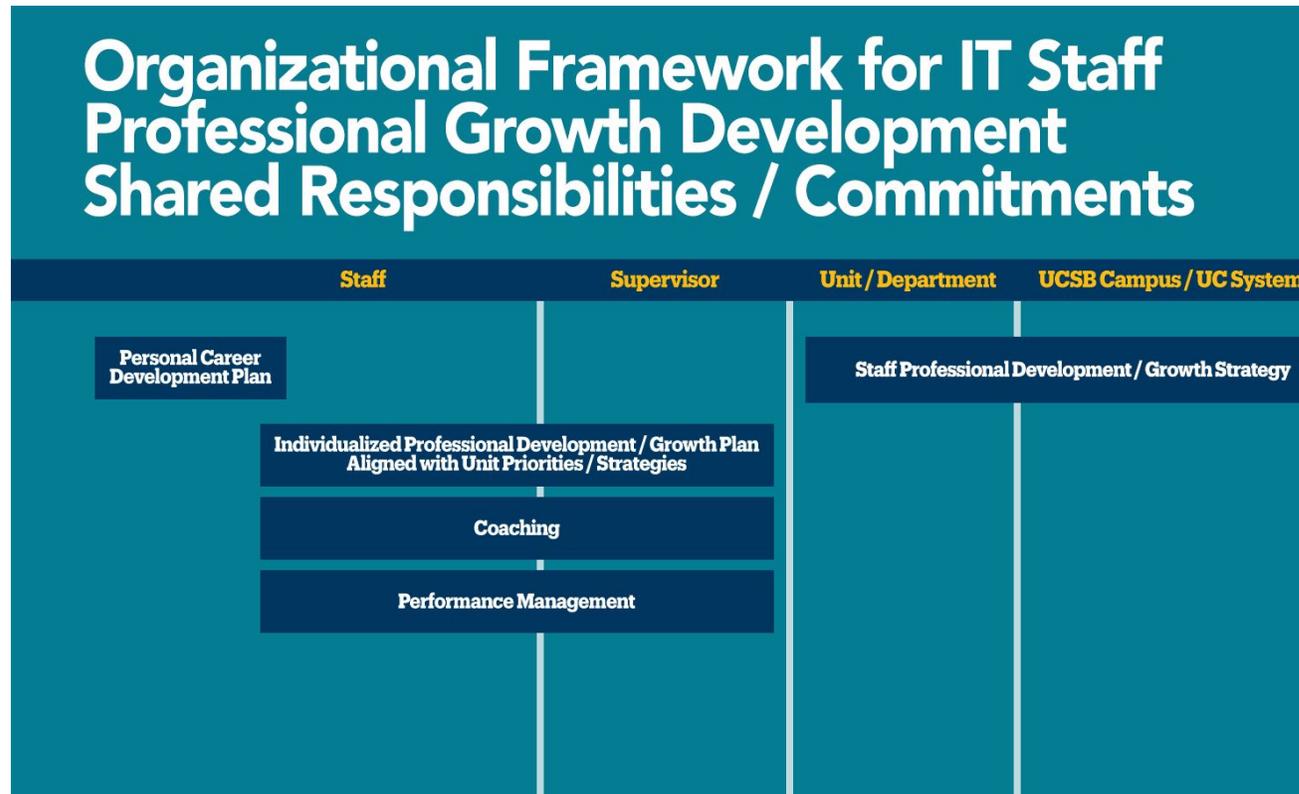
# UCSB IT Professionals Mentorship Program 2024-2025

“Mentorship is a mutually beneficial relationship emphasizing that both the mentor and mentee can gain valuable experiences, knowledge, and personal growth from the exchange.”



# Growth & Development Framework

Establish a **comprehensive professional development/career growth framework** comprising of **shared responsibilities and commitments** between staff, supervisors, IT units, and the campus to **1) optimize existing programs/resources, 2) enhance people managers' roles/competencies, and 3) promote consistent talent development practices.**



# 2024-2025 Cohort

Mentee	Mentor
Amber Laningham - Data Systems Analyst (ITS)	James Kinneavy - Enterprise Solutions Architect (ITS)*
Braeden Bailey - Business Intelligence Developer (ITS)	Jim Woods - Director, Cloud and Identity Services (ITS)*
Chad Cook - OSP Engineer/Acting Engineering Manager (ITS)	Allen Biehle - Director, Computing Infrastructure & Facilities (ITS)*
Chris Petrini - Business Systems Analyst (ITS)	John Ajao - Campus IT Strategist (ITS)*
Christian Montecino - Systems Engineer (ITS)	Hector Villicana - Executive Director (LSIT)
Conrad Christensen - Systems Engineer (ITS)*	Diana Antova - Director, Data Services and Business Intelligence (ITS)*
Darshan Etz - Data Systems Analyst (ITS)*	Mike Franklin - Sr IT Architect (ITS)
Enn Burke - Business System Analyst (ITS)	Mike Smith - Enterprise Data Architect (ITS)*
Eric Mayes - UI / UX Developer (ITS)	Eric Grotjahn - Endpoint Infrastructure Engineer (LSCG)
Kriston Hyde - System and Network Admin (LSCG)*	Josh Bright - AVC for IT/CIO*
Laurie Carr - Sr. Database Administrator (ITS)	Elda Schaffield - Manager, Student Services Information Systems (ITS)
Mara Morrison - Data Services Engineer (ITS)	Josh Andersen - Director, Application Development (ITS)*
Olivia Mendoza - Undergraduate Advisor (Music)	General Hopper - Associate Director, Communication Services (ITS)*
River Bolyn - Senior Electronic Technician (ITS)	Brian Frazier - Director, Student Information Services (ITS)*
tamsin woo - Cloud Solutions Architect (ITS)	Shea Lovan - CTO (ITS)*
Viral Mistry - Applications Developer (ITS)	Yaheya Quazi - Chief Software Architect (ITS)

*\*Returning members*

# 2024-2025 Curriculum

## Cohort Monthly Meetings (1.5 hour):\*\*

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- Program Kick-off (Aug. 26, 2024)
- Intro to Prof Dev Opportunities at UCSB
- Creating Connections (In-Person)
- IT Strategy
- Project Management (focus on Agile)
- IT Impact on the UCSB Mission
- Talent Management and Professional Development
- Emotional Intelligence for a diverse, equitable, and inclusive workplace
- IT Strategy and Decision-Making
- Financial Management and Budgeting
- Program Wrap-Up / Celebration

## 1-on-1 Mentor/Mentee Activities

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Mentors and mentees are expected to meet between the Cohort Monthly Meetings based on agreed-upon time commitment and methods (virtual, hybrid, in-person) towards established goals and objectives.

## Follow-Up Sessions

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Deep Dive Sessions to build on the Cohort Monthly Meetings

## Formal Recognition/Certificate

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Recognition of completion via Learning Center and Certificate

# Cohort 1 Mentee Feedback

*“Building a rapport with an experienced mentor was motivating and boosted my confidence. Through structured planning and feedback, I learned to set clear goals, prioritize tasks, and manage time effectively, laying a solid foundation for long-term success.”*

# Training & Professional Development Options

Elise Meyer & Alx Sanchez

# Training & Professional Development Options

- LinkedIn Learning
  - LinkedIn Learning is an online platform that offers a vast library of high-quality courses and tutorials.
  - follow the instructions as outlined here:  
<https://www.learningcenter.ucsb.edu/linkedin-learning>.
- Pluralsight
  - 60 Pluralsight & 60 A Cloud Guru seats
  - Accessing their course catalogs
  - Requesting a seat: <https://tinyurl.com/UCSBtnd000001>.

# **Discussion with Ann-Marie Musto, AVC & Chief Human Resources Officer**

Ann-Marie Musto

# Chancellor's Task Force on Campus Staffing

**Kelly Bedard, Co-chair;** Professor, Economics

**Ann-Marie Musto, Co-chair;** Associate Vice Chancellor and Chief Human Resources Officer

**Ashley Andersen,** Director, Audit & Advisory Services, Finance & Resource Management

**Ingrid Banks,** Associate Professor, Black Studies

**Risa Brainin,** Chair and Professor Theater and Dance

**Alison Butler,** Distinguished Professor, Chemistry and Biochemistry

**Emma Cristofani,** Co-chair, Chancellor's Staff Advisory Council; Asst. Director, Campus Learning Assistance Services

**Dan Daniels,** Purchasing Analyst, Facilities Management

**Ben Halpern,** Director, NCEAS; Professor, Bren School of Environmental Science and Management

**John W.I. Lee,** Professor, History; Chair, Academic Senate Council on Faculty Welfare, Academic Freedom, and Awards

**Kaitlyn Legros,** Co-chair, Staff Assembly; Financial Manager, Chemistry and Biochemistry

**Don Marolf,** Professor, Physics

**Tresa Pollock,** ALCOA Distinguished Professor, Materials

**Lisa Romero,** Director of Employee Services, Human Resources

**Dorothy Satomi,** Director of Finance and Administration, Office of the Executive Vice Chancellor

**Tim Sherwood,** Interim Dean, College of Creative Studies; Professor, Computer Science

**Mian Wang,** Chair and Professor, Department of Education, The Gevirtz School

# Task Force Charge

- To study concerns that have been brought forward by staff and faculty regarding campus staffing issues.
- To review basic staffing and compensation data to gain a campus-wide perspective on campus staffing levels and compensation in the context of job classifications and responsibilities, professional development, represented or non-represented employee status, and fund sources, as well as other relevant campus and UC data.
- To review and make recommendations for short- and long-term actions and strategies that will help us support our staff and address staffing needs now and in the future.

# Presentations to the Task Force

- **Sydney Roberts**, Director of Employee and Labor Relations, provided an overall framework for the campus for represented employees.
- **Kathy Moore**, Director of Compensation, presented an overview of the staff classifications system and an in-depth summary of UCSB staff compensation levels.
- **Chuck Haines**, Vice Chancellor and CFO, provided an overview of the UC budgeting system, how UCSB receives funding and how the campus allocates funding.
- **Steven Velasco**, Director Institutional Research, Planning & Assessment, presented a comparison of staff salaries and years of service for non-represented employees across UC campuses.
- **Professor Beth Digeser**, Chair of the Chancellor's Advisory Committee on the Status of Women (CACSW), shared the issues/concerns about staff that have been raised by the Advisory Committee.
- **The HFA/SOSC Staff Task Force** provided an overview of their report and findings.
- **Shira Miner**, Work-Life Program Manager, shared information on the state of childcare
- **Nestor Covarrubias**, Executive Director, Auxiliary Services, shared information related to parking and transportation.
- **Jen Bowser, Kaitlyn Legros and Greta Halle**, Staff Assembly Representatives, presented an overview of the Council of UC Staff Assemblies four workgroup findings.

**Q&A**

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