

Work/Life Program

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Employee Relations, Policy Development and Work/Life

Work/Life

- **Work/Life initiates research to identify new programs and services that support interdependent work/life issues.**
- **Partners and collaborates with other UCSD departments and associations to inform the UCSD community of work/life programs and services.**

What's Important

- **Maximize flexibility for work/life between employees, supervisors and managers**
- **Recognize different needs among staff**
- **Raise awareness of the programs, policies and laws that support work/life**

Work/Life Resources Help...

- **Reduce turnover**
- **Enhance recruitment**
- **Reduce absenteeism**
- **Improve retention**
- **Improve productivity**
- **Improve morale**
- **Strengthen employee commitment**

Work/Life Components

- **Employee Recognition Programs**
- **Employee Feedback Programs**
- **Work/Life Programs**

Employee Recognition Programs

- **Exemplary Staff Employee of the Year Award**

Held annually in May/June (nomination period launched in late January/early February)

Recognizes 10 career, Professional and Support Staff employees for exemplary service to the campus and/or San Diego communities

Monetary award as well as gifts donated from campus departments

Employee Recognition Programs

- **Service Awards**

Ceremony held annually in October

Recognizes 10, 15, 20, 25, etc. years of service

Awards

- **Retirement Gifts**

Gifts shipped to employees with 5 years or more service credit

5.00-14.99 years – Tiffany and Co. Pen

15.00-24.99 years – Tiffany and Co. Pen and Bosca Portfolio

25 or more years – Tiffany and Co. Clock

Employee Feedback Programs

- **Breakfast With the Chancellor**

Quarterly breakfast meeting

Staff has an opportunity to ask questions of and provide feedback to the Chancellor

Work/Life Express

- All Aboard
- Family
- Health & Wellness
- Culture & Community
- Professional Development
- Financial Planning & Retirement

<http://blink.ucsd.edu/go/qwl>

All Aboard

Employee Discounts

- UCSD Box Office
 - Local attractions, movie theaters, etc
- Bookstore
 - Everyday and Happy Hour discounts
- Art and culture/entertainment
- Computers/electronics
- Education
 - Extension – 10% up to \$50 off classes for employee and spouse
<http://blink.ucsd.edu/go/discounts>

Family

- **Childcare**

 - Babysitting Resource

 - Early Childhood Education Center

 - SelectPlus (formerly SitterCity)

- **Eldercare**

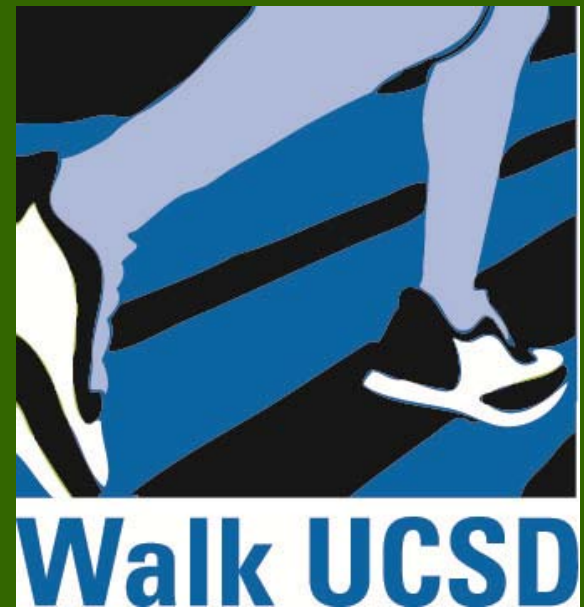
 - Faculty and Staff Assistance Program

 - SelectPlus

- **Lactation Accommodation**

Health and Wellness

- **Campuswide program began June 2006**
- **Incentives for distance milestones**
- **Free Pedometer for registering**
- **Routes on Campus**
- **Team Competition**



Health and Wellness

- **Thrive at UC San Diego**

UC Walks – May 22, 2013

UC Eats Real – October 21-25, 2013

New in 2013: Go Red for Women and Triton Family 5K: Road to Readiness

<http://blink.ucsd.edu/go/thrive>

- **Health & Wellness Lecture Series**

Health, personal well-being & disability prevention

<http://blink.ucsd.edu/go/wellnesslectures>

Health and Wellness

Health Management Programs



- Health assessments with follow-up programs
- Online health resources

<http://uclivingwell.ucop.edu>

Culture and Community

Staff Associations

American Indian Faculty and Staff Association

Black Staff Association

CADRE (Community Advocates for Disability Rights and Education)

Chicano/Latino Staff Association

Diversity Staff Association (Health System)

European Staff Association

Faculty and Staff Christian Fellowship

Native American Council at UCSD

Pan-Asian Staff Association

UCSD Staff Association

UCSD LGBT Staff and Faculty Association

UJIMA Network

Veterans Association at UCSD

<http://blink.ucsd.edu/go/staffassociations>

Culture and Community

Staff Associations

Networking opportunities

Events

- All Staff Picnic
- Holiday Pancake Breakfast

Scholarship programs

Community service projects

Professional Development

Staff Education and Development

- **Staff Education and Development**

Self-directed Learning

- Web-based
- Skillsoft
- Self-Study Library

Classroom

Services

- Organization Development
- Instructor Support
- Educational Benefits Assistance

Professional Development Career Connection

- **Programs/Services**
- **Mentorship**
- **Internship**
- **Career Consultation**
- **Promotion Project**
- **Staff Equal Opportunity Enrichment Program**
- **Workshops**

Financial Planning and Retirement

- **Financial Workshops**
 - Benefits
 - Fidelity
- **Focus on Your Future**
- **Retirement Association**