Work/Life Program

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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](http://blink.ucsd.edu/go/thrive)

• **Health & Wellness Lecture Series**
  Health, personal well-being & disability prevention
  
  [http://blink.ucsd.edu/go/wellnesslectures](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**