


# Diversity Accountability

Brown Bag  
Presentations  
May 20 & 21, 2009



# Diversity Accountability

- Systemwide
- On the Campuses
- At the Office of the President

# OP Diversity Workgroup

- Jan Corlett
- Don Diettinger
- Deanna Dudley
- Joe Epperson
- Rene Jackson
- Michael Lum
- Robert Pettit

# SMG Competencies

- Accountability and Governance
- Collaboration and Communication
- People Leadership
- Inspiring Innovation and Leading Change
- Resource Management and Financial Budget
- **Diversity**
- Client Service
- Health and Safety
- **Principles of Community**

# Staff Performance Management

- Annual Review
- Expectations
- Job Description

# Staff Processes

- Appraisal for 2008-09
- Performance Expectations for 2009-10
- Up-to-Date Job Description
- Recruitment Process

# Training Modules

- For Supervisors
  - Set Performance Expectations
  - Appraise Employee Performance
  - Coach for Improved Performance
  - Delegate for Success and Accountability
- For Everyone
  - Participating in the Performance Management Process

# Timeline

- Training begins in June/July
- SMG Performance Appraisal process ends in August
- MSP & PSS Appraisals due in September
- Accountability reporting begins in November

# Study Group on University Diversity Staff Diversity Council

1. **Adopt** as Regents Policy the University of California Diversity Statement.
2. **Affirm** that change is needed to achieve a level of diversity among students, faculty, and staff appropriate to our mission, as well as an open and inclusive climate on each of our campuses.
3. **Require** the President of the University to report annually to The Regents on the status of diversity at the University.

# Systemwide Diversity Coordination

- Leadership
- Best Practices
- Accountability
- Diversity Coordinator Position

# Questions?

- <http://www.universityofcalifornia.edu/diversity/>