University of California at Santa Cruz

Invites Applicants for:

Assistant Vice Chancellor for Staff Human Resources
University of California, Santa Cruz is recruiting for an Assistant Vice Chancellor for Staff Human Resources due to the planned retirement of the incumbent following more than 18 years of service to the institution. A national search is underway and will continue until the position is filled. For more information on how to apply, see the section titled, “Procedure for Candidacy” at the end of this document. Work-site is located off campus in the Staff HR building at 1201 Shaffer Road on the west side of Santa Cruz, CA.

The Role of the Chief Staff Human Resources Officer

UC Santa Cruz employs approximately 8,600 academic, staff and student employees, many of whom are represented by one of 15 bargaining units. Staff Human Resources provides human resources policy, program administration and support services to all academic, research and administrative departments and their respective managers and employees.

Reporting directly to the Vice Chancellor of Business and Administrative Services (BAS), the Assistant Vice Chancellor, Staff Human Resources (AVC SHR) is the chief staff human resources officer (CHRO) at UC Santa Cruz.

Working with senior leadership, the AVC SHR will lead, develop and manage progressive human resources services, programs and systems aligned with the university mission of teaching, research and public service. They will have overall responsibility for: talent acquisition, employee relations, academic and staff labor relations, employee benefits, employee assistance program, collective bargaining and contract administration, staff HR policies and procedures, staff training and professional development, staff performance management program, staff recognition programs, staff classification and compensation, HR technology and business systems, personnel records management, unit budget and office administration.

The AVC SHR will lead a strategic effort to evaluate, assess, and improve campus-wide HR practices, systems, policies, and procedures. In addition, they will provide leadership to establish a human resources culture of support, collaboration, and partnership with its various constituent groups across campus. S/he will be expected to serve as a key advisor, partner, and counselor for senior campus leaders and managers on critical human resources matters and work to develop effective and efficient solutions for what can often be very complex human resources challenges.

Staff Human Resources has faced a number of vacancies at all levels due to ongoing retirement and turnover. The AVC SHR will have a unique opportunity to build and grow the human resources team. They will be expected to think strategically about the HR division’s current organizational structure and its future talent needs, to foster a team of high performing HR professionals who complement the broad and deep knowledge, skills, and abilities of many existing team members, and to structure the HR division for maximum visibility, impact and effectiveness.
Professional Qualifications and Personal Qualities

Education & Experience

• A Master’s degree in human resources management or business administration or a related discipline, OR an equivalent combination of education and experience.

• Extensive and progressively responsible human resources management experience in a large, complex, matrix organization.

• Broad contemporary knowledge of all areas of human resources with experience in talent acquisition, on-boarding, training and professional development, labor and employee relations, succession planning, benefits administration, classification and compensation.

• Knowledge of federal and state employment laws including but not limited to those administered by the Department of Labor, Equal Employment Opportunity Commission and the Office of Federal Contract Compliance.

• Expertise in creating a positive and highly engaged employee relations environment and a track record of effective employee relations practices.

• Proven experience as a manager with visionary leadership and the ability to develop a highly effective human resources infrastructure including selecting, training, organizing, developing, and mentoring human resources professionals.

• Experience serving as a diversity leader, actively promoting organizational initiatives and taking measures to maintain an inclusive environment.

• Strategic leadership skills including experience with budget, fiscal management, staff management and team building.

• Superior verbal and written communication skills to effectively relate administrative, fiscal, legal and human resources policies and practices.

• Ability to lead the development and transformation of an organizational culture and to support the organization’s strategic goals.

• Ability to utilize sound judgment and exercise political acumen in dealing with a varied and diverse set of constituents.

Personal Characteristics

• Ethical, honest and with unquestioned integrity.

• Fair, compassionate, and open-minded with an ability to effectively lead an organization through change.

• Visible, accessible and approachable with an ability to work effectively across organizational lines and throughout the UC system.

• Results-oriented visionary with an ability to effectively match resources with objectives.

• Ability to build solid relationships with other members of the leadership team; be confident and inspire confidence in others.
Preferred Qualifications

- Experience in a multi-campus research university system or higher education.
- Experience directing an HR department in an organized labor setting.
- Experience with PeopleSoft HRIS technology or something similar.
- Experience with performance improvement systems, including LEAN methodology.
- PHR or SPHR certification.

The University of California, Santa Cruz

Proudly celebrating its 50th Anniversary, The University of California, Santa Cruz has grown into a public university like no other in the world. By combining the intimacy of a small liberal arts college with the depth and rigor of a major research institution, the University has created an exciting educational community that is leading discovery across a wide array of industries. Nestled on the edge of the Santa Cruz mountain range and overlooking the forested coastline of California's Monterey Bay, UC Santa Cruz has earned international distinction as a university with high-impact research and an uncommon commitment to teaching and public service.

UC Santa Cruz is comprised of 10 distinctive undergraduate colleges, each structured around a unique socio-cultural theme. "Core courses" emphasizing those themes foster a strong sense of community and a common intellectual foundation among students at each college. At UC Santa Cruz, state-of-the-art research facilities converge with world renowned faculty to create an atmosphere of revolutionary discovery; a true world laboratory, where students have the exciting opportunity to engage in in-depth learning while pursuing research and scholarship with leading figures in their fields. Described as one of the most beautiful campuses in the world, UC Santa Cruz has a reputation for excellence, with nationally ranked, rigorous academic programs. Faculty have made significant contributions to research, demonstrating that cutting-edge research and high-quality teaching are mutually supportive.

Leadership

"We will do important things together as we build upon UCSC's legacy of achievement and excellence. We will do important things together as we continue, even accelerate, our upward trajectory. We will do important things together as UCSC strives to serve California as a top-ranked research university and the leading institution for the education of students. A place that fosters a culture of excellence, inquiry, creativity, diversity, and public service while developing solutions to the world's most critical challenges. We will do all of that, together."

--George Blumenthal, speaking to campus, September 24, 2007
George Blumenthal, Chancellor

George R. Blumenthal is UC Santa Cruz’s 10th chancellor. He first joined the campus in 1972 as a faculty member in astronomy and astrophysics and was named chancellor on September 19, 2007, after serving as acting chancellor for 14 months.

Under Chancellor Blumenthal’s leadership, the campus, in 2013, launched its first ever comprehensive shared vision and goals program; UC Santa Cruz Envision, as well as, a ground breaking fundraising campaign; The Campaign for UC Santa Cruz. In addition, he has presided over significant growth in research funding, from $100 million in 2006 to $130 million in 2013.

Chancellor Blumenthal champions water and energy conservation, recycling, local organically grown food, and greenhouse-gas reduction. In 2014, the campus used scarcely more water than in 1994, despite having nearly 7,000 more students. A distinguished theoretical astrophysicist, and dedicated campus leader, Chancellor Blumenthal serves widely on many governing boards, including as vice chair of the California Association for Research in Astronomy, which oversees the W. M. Keck Observatory on the summit of Mauna Kea, Hawaii. He is also a board member of Joint Venture Silicon Valley and the Silicon Valley Leadership Group.

Sarah Latham, Vice Chancellor Business & Administrative Services

“We serve a campus mission that provides a transformational experience for students who graduate and move on to solve the world’s greatest challenges. As UC Santa Cruz launches its new strategic plan and works to advance education, exploration and engagement, let us all work every day to be a gateway to something greater than ourselves.”

--Sarah Latham, Blog excerpt “to share my journey and observations with my team.”

Sarah Latham joined UC Santa Cruz in September of 2012 as Vice Chancellor of Business and Administrative Services (BAS). VC Latham oversees business, accounting and fiscal services; staff human resources; housing and residential life services; facilities planning and construction services; physical plant and grounds operations; and health and safety services.

Vice Chancellor Latham came to UCSC after distinguishing herself as a progressive Vice President for Operations and Planning at Samford University in Birmingham, Alabama. A visionary and a natural leader, VC Latham is dedicated to foster the values of UC Santa Cruz within each of her team members to build a dynamic and inclusive community. Leading by example, she has created an advanced training program focusing on team health, adaptability and process simplification as applied to the shared goals of our UCSC Vision. VC Latham has also created several innovative team programs to rededicate her office, and all of BAS, to a culture of diversity, environmental stewardship and community engagement. With a unique loyalty to the individual team member, she communicates a clear vision that thoughtfully incorporates the perspectives of faculty, staff, and students across the University.
Mission and Values

Envision UC Santa Cruz is the first ever campus-wide strategic plan for the future and the paths they will take to get there. The planning process for Envision UC Santa Cruz spanned the 2013-2014 academic year with a series of highly collaborative steps led by a Planning Task Force (PTF). The result is a comprehensive Vision and the shared campus goals. A copy of the Envision plan is available here:

http://cpevc.ucsc.edu/envision-ucsc/

The BAS Strategic Plan was developed to realize the divisional mission and support the campus strategic plan. The UCSC mission statement reads “UC Santa Cruz is a leading research university with a tradition of innovation in the education of students—built on values of social and environmental responsibility.” This is further defined by the campus vision statement, which holds that “UCSC will be internationally recognized for our scholars and students who work in and across disciplines to create knowledge and transform paradigms.” As a support structure for the campus, the Business and Administrative Services (BAS) division exists to support the campus mission and vision. This is articulated in the division mission statement, which states that “BAS exists to advance education, exploration and engagement”. A copy of the BAS Strategic Plan is available here:

http://bas.ucsc.edu/about/bas-strategic-plan.html

National and Global Rankings

In the 2014–2015 Times Higher Education rankings, UC Santa Cruz was ranked 1st in the world for research influence as measured by the number of times UCSC faculty’s published work is cited by scholars. This year, US News & World Report, also stated that UCSC ranks 3rd in the world for space science, 37th in the world for geosciences, 7th worldwide in international finance as well as the 63rd overall best university worldwide. In 2014, the Princeton Review named UCSC one of the top best-value public universities in the U.S., for the third year in a row.

National rankings are similarly impressive and according to US News & World Report, UC Santa Cruz is ranked 21st among best value schools, 35th nationally for top public schools and is tied for sixth in the nation for campus ethnic diversity. Related to its consistently strong diversity showing is a stellar first in the nation by BestColleges.com for the degree programs, scholarships, and other support the campus provides Hispanic students.

UC Santa Cruz’s degree programs are also recognized for excellence year after year. Notable selections include: seventh overall on Princeton Review’s list of the Top Graduate Schools for Video Game Design for 2014, seventh in the nation on College Factual’s top 10 college list for film majors, third in the nation for the percentage of engineering master’s degrees awarded to women according to the American Society of Engineering Education, fifth in the nation for Computer Science majors on Affordable Colleges Online’s list, and the University was also ranked first nationally for per-paper research impact in physics, and fifth for research impact in the space sciences according to Science Watch.
UC Santa Cruz Faculty Honors

Current faculty include two of the University of California’s honored University Professors, 26 members of the American Academy of Arts and Sciences, 14 members of the National Academy of Sciences, and 34 members of the American Association for the Advancement of Science. Faculty honors include six Pulitzer prizes, a Benjamin Franklin Medal in Electrical Engineering, the Urey Prize in Planetary Science, a Kavli Prize in Astrophysics, the Weldon Memorial Prize, and the Bower Award and Prize for Achievement in Science.

Selected recent faculty achievements:

• In 2015, David Haussler, professor of biomolecular engineering and director of the Genomics Institute at UCSC, was awarded the prestigious Dan David Prize, a $1 million prize he shared with two other leaders in bioinformatics.

• In 2015, Brenda Romero, Director of the Games and Playable Media master’s program, was awarded the Game Developers Choice Ambassador Award.

• In 2015, history professor Gail Hershatter joined astrophysicist Neil deGrasse Tyson, singer-songwriter Judy Collins, novelist Tom Wolfe, and UC President Janet A. Napolitano as a newly elected fellow of the American Academy of Arts and Sciences.

• In 2014, James Gill, professor of Earth and planetary sciences, was elected a fellow of the American Geophysical Union.

• Nathaniel Mackey, professor emeritus of literature, was named in 2014 the winner of the Poetry Foundation’s Ruth Lilly Poetry Prize.

• In 2013, Professor of Astronomy and Astrophysics Sandra Faber was awarded the National Medal of Science by President Barack Obama. The medal is the highest honor bestowed by the U.S. government upon scientists.

Divisions & Schools

UC Santa Cruz is composed of four academic divisions and one professional school:

- Arts
- Humanities
- Social Sciences
- Physical & Biological Sciences
- Jack Baskin School of Engineering
Selected Specialized Campus Resources

- UC Observatories / Lick Observatory
- Santa Cruz Institute for Particle Physics
- Institute of Geophysics and Planetary Physics
- Center for Biomolecular Science and Engineering
- Center for Agroecology and Sustainable Food Systems
- Institute of Marine Sciences & the Joseph M. Long Marine Laboratory
- Center for Information Technology Research in the Interest of Society
- W.M. Keck Center for Adaptive Optical Microscopy
- Santa Cruz Institute for International Economics
- California Institute for Quantitative Biosciences
- NASA University Affiliated Research Center
- Center for Games and Playable Media
- Center for Molecular Biology of RNA
- The Linguistics Research Center
- Chicano/Latino Research Center
- Ray Film and Study Center
- The Dickens Project

Fields of Study

UC Santa Cruz offers 58 undergraduate majors in five disciplinary areas: Arts; Engineering; Humanities; Physical and Biological Sciences; and Social Sciences.

- Producer of the first working draft of the human genome. The open access UC Santa Cruz Genome Browser supports crucial research by biomedical researchers worldwide.
- Headquarters of UC Observatories, and a managing partner of the world’s second largest ground-based optical telescopes at the W.M. Keck Observatory in Hawaii.
- Home to one of the world’s top marine mammal research centers at Long Marine Laboratory, on the edge of Monterey Bay—the 2nd largest marine sanctuary in the world.
- Awarded a 10-year contract with NASA to develop biotechnology, air traffic management systems, and other cutting-edge innovations to support the space agency’s mission.
Students

This year, a record number of undergraduate students have applied to the University of California, Santa Cruz, a testament to 50 years of boundary-pushing research and of developing students who are driven to make a difference in the world. The relatively small size of our campus’s graduate-student body provides tremendous opportunities for students at all levels. Graduate students establish close relationships with faculty mentors, and our undergraduates have unique opportunities to work on major research projects, side-by-side with graduate students and faculty.

- 17,866 students as of Fall 2014
- 54,333 freshman applications for Fall 2015
- Average admitted high school GPA was 3.88
- 70% of the undergraduates receive financial aid
- Approximately 20% of graduate students receive a fellowship award

The Institution and Community

Known for its world-class facilities and one of the most visually spectacular settings in higher education, commitments to environmental stewardship and community engagement are central to UCSC’s core values. In 1965, Santa Cruz’s first students lived in on-site caravans in what is now the East Field athletics area. Today students occupy the four-year public institution’s 2,001-acre campus in eight modern residential college communities. With its network of naturally landscaped pathways and foot bridges snaking through redwood forest glens and meadows overlooking Monterey Bay, UC Santa Cruz has created one of the world’s most exciting public research university experiences, offering rigorous academic programs and cutting-edge research opportunities that leave our students with an enduring sense of curiosity, creativity, and purpose.

Since UC Santa Cruz was established in 1965 on the site of the former Cowell Ranch, the university and the town have influenced each other to create its current diverse population of artisans, scientists and scholars, outdoor enthusiasts, students, and computer industry professionals. Santa Cruz features a lively and diverse arts scene, including art galleries, music, theater, film, and even its own symphony orchestra. The Santa Cruz Mountains have been a legally defined American Viticultural Area since 1981. Wine has been produced there since at least the 1840s. The Santa Cruz Mountain AVA has emerged as premier producer of top wines, recognized in the historic Judgment of Paris on May 26, 1976. Santa Cruz is also a popular vacation destination with 29 miles of beaches, ringed by mountains covered with redwood trees; picturesque seaside vistas; and the laid-back ambience of the town that has been nicknamed “Surf City.”
Procedure for Candidacy

Recruitment will continue until the position is filled. Application materials including cover letter, resume, and three optional documents must be submitted by August 16, 2015 to guarantee review by the selection committee. Materials submitted after August 16, 2015 will be forwarded for selection committee review only upon request of the committee chair.

✦ Access recruitment information & submit an on-line application at:
  http://jobs.ucsc.edu

✦ A copy of the full job description is available at:
  https://jobs.ucsc.edu/applicants/Central?quickFind=68175

✦ To request disability accommodation call 831-459-2009. Hearing impaired are encouraged to use the California Relay Service 800-735-2922.

✦ Confidential inquiries and questions concerning this search may be directed to Interim Assistant Vice Chancellor Staff Human Resources:
  Lori Castro, lhcastro@ucsc.edu or (831) 459-2960

✦ The University of California, Santa Cruz is an equal opportunity / affirmative action employer with a strong institutional commitment to excellence and diversity:
  http://diversity.ucsc.edu

Photo Credits
Pg 1: Great Meadow Bike Path, photo Carolyn Lagattuta; Sammy Slug and Friends, photo Carolyn Lagattuta; Oakes College, photo Don Kenny; McHenry Library, photo Derek Opdyke
Pg 2: Crown College, photo Don Kenny
Pg 3: UCSC Mascot Sammy Slug and the UCSC Sign, photo Elena Zhukova; Electrical Engineering Chair Joel Kubby in Lab 5, photo Elena Zhukova
Pg 4: Chancellor George Blumenthal at the Arboretum with undergraduate Sylvie Childress, photo Carolyn Lagattuta
Pg 5: VC Sarah Latham with Sharon at the Bay Tree Bookstore & touring one of several restoration projects with a member of our dedicated Grounds Team, photos Sarah Latham
Pg 6: Alumna and former U.S. astronaut Dr. Kathryn D. Sullivan, photo Courtesy Kathryn Sullivan; Alumna Julie Packard current Executive director, Monterey Bay Aquarium, photo R. R. Jones
Pg 7: Exhibit in the Digital Arts Research Center, photo Jim MacKenzie
Pg 8: Long Marine Laboratory, photo unknown; Lick Observatory on the summit of Mt. Hamilton, photo Detmar Finke
Pg 9: Strolling Students, Carolyn Lagattuta; Wave Statue Sunset, photo Brett Winners
Pg 10: Sunny Stand of Trees, photo Michael Pratt

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