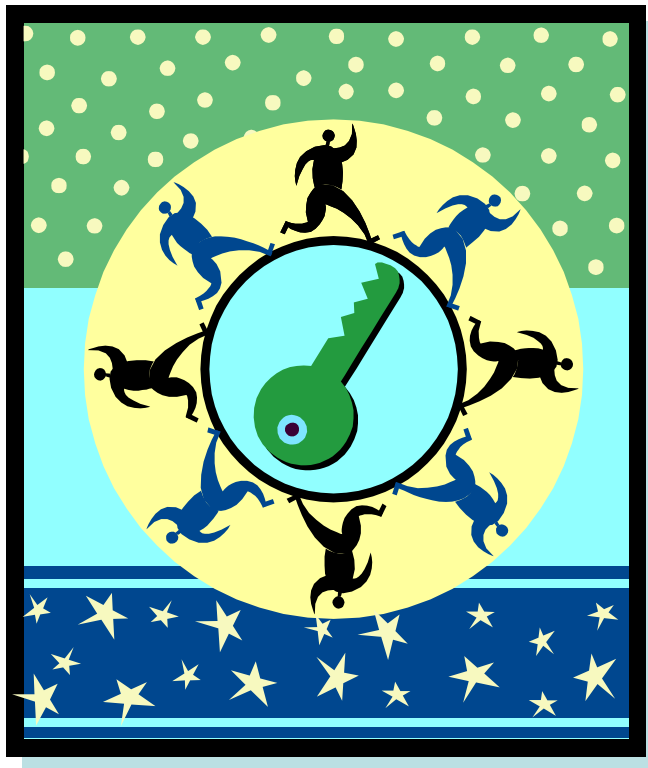


**ABOG Conference - April 23, 2002**

# **Human Resources in Challenging Times**



## **People:**

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### **Engaging and Retaining Our Best Resource**

Judy Boyette and Lubbe Levin

Human Resources and Benefits



# People:

## Engaging and Retaining Our Best Resource

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- UC budget and labor market realities
- After the bubble bursts (dot.com).....
- UC as an employer of choice in the new labor market
- UC as financial steward
- Public accountability for good employment practices
- Training for supervisors



# People:

## Recruiting and Retaining the Best

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- Quality of work/life environment
- Competitive compensation & benefits  
(within budget reality)
- Healthcare costs and contribution strategy
- Retirement – “relative equity”
- Family-friendly policies
- Addressing diverse needs  
(e.g. child care)





# Current Workplace Trends

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- Focus on retention as well as recruitment
- Accommodating diverse work/life needs
- Time = value
- Planning for change/retirement
- Changing workforce composition (“middle essence”)

