

HR CONTACTS MEETING 07.26.17

1. Brittany Whiting, Export Control Officer

Export Control and International Persons on Campus

- Export Control works with HR and many other offices on campus
- Foreign person:
 - Anyone on a VISA
 - A U.S. person representing a foreign entity
- Federal agencies are scrutinizing universities and their foreign nationals
 - Economic espionage
 - National security and foreign policy
- An export can be any of the following:
 - Physical item/shipment
 - Email
 - Accessing a server while abroad
 - Visual inspection by a foreign person of resources, equipment, materials, etc.
- More screening of foreign persons listed on government contracts and grants
- Concern about foreign universities that are doing work/research counter to U.S. interests and policies (China and Iran especially)
- Sanctioned countries:
 - Cuba
 - Iran
 - North Korea
 - Syria
 - Sudan
 - These 5 countries have “comprehensive sanctions”
 - Extra level of review/scrutiny
- H-1B requires I-129 export certification
 - Office of Research Affairs Certification
- Fundamental Research Exclusion
 - Doesn't cover physical/tangible exports
- Red Flags:
 - DoD or military contractor funding
 - Fields: military, space, nuclear
 - Foreign entities
- Export Control considerations:
 - I-129 for H-1Bs
 - Foreign grads or scholars
 - Working remotely in foreign countries
 - Foreign sabbaticals
 - Sanctioned country restrictions
- Cost of export violations:

- Danger of losing funding!
- Fines from \$250,000 to \$1 million
- Imprisonment
- Negative publicity for university
- APO needs process for screening foreign hires

2. Caprece Speaks-Toler, Human Resources

Career Tracks

- Phase 5.1 mapping is done
 - New or vacation positions that weren't previously mapped
 - Today (7/26/17) is deadline for 5.1 mapping
 - Effective date is 6/1 and 6/4
 - TAP form must be filled out if necessary (won't happen automatically)
 - Final spreadsheets expected next week
 - Biweekly deadline is 8/17 for records changes
 - Once final spreadsheets are sent out, departments have 45 days to complete job descriptions (asking for more time)
 - Lateral reclassification: PAN comment should state that job description is still pending
 - 22 bring-to-minimums for 5.1 employees
 - 30 outstanding from Phases 1-4 = 99% complete!
 - Once final spreadsheet goes out, freeze on reclasses ends
- Watch List (compensation)
 - UCSD salaries remain competitive with market
 - Considers both base pay and benefits when comparing jobs with market rates
 - Midpoint is typical of what is being offered on the market
 - Events-area jobs are lagging slightly
 - Will send out list to each area – going out tomorrow (7/27/17)
 - Equity increases across the board – funds are lacking, not sure how and when

Benefits

- Jo Morales retired, and her replacement (Elaine Gariddo) begins August 8
- Will be reviewing processes once all new staff are in place
- Benefits – New Employee Orientation
 - Classes have become very crowded
 - May have weekly, instead of bi-weekly, class
- UPAY 850 – goes to Benefits Office now, not Payroll
 - Some employees are forgetting to reinstate their benefits after returning from leave
 - benefits@ucsd.edu
- STAR Award Program
 - Liz Duenas or Berle Dale
 - Caprece for policy questions only

3. EVC-area updates

- Instructions for routing job cards is inaccurate – don't use Kathy Hay
- Business Excellence Community of Practice
 - August 18 Kick-Off Event
 - Areas: change management, project management, Lean Six Sigma
 - Scholarship for LSS Green Belt
- Staff Education and Development – new director chosen, announcement forthcoming