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:
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
  o August 18 Kick-Off Event
  o Areas: change management, project management, Lean Six Sigma
  o Scholarship for LSS Green Belt
• Staff Education and Development – new director chosen, announcement forthcoming