STAFF TOWN HALL
July 14, 2022
COVID Cases: US

Cumulative Cases
- Global: 557,341,787
- US: 88,904,593
- California: 10,355,419
- San Diego Cty: 914,120

Cumulative Deaths
- Global: 6,354,564
- US: 1,021,763
- California: 92,742
- San Diego: 5,363

Original Strain
Alpha
Delta
Omicron
BA.2.12, BA.4, BA.5
COVID-19 Test Positivity Rates

San Diego Cty: 14.48%

UC San Diego Students 7.99%
UC San Diego Employees 6.63%
Since April 3, 2022:
Confirmed N=87,326
Probable N=9,208

Data for this period may be incomplete.
Figure 5. R-effective Trend in San Diego County Over the Past Three Months

Latest estimate of R-effective is:

1.15

Spread of COVID-19 is likely increasing
COVID-19 Cases Among UC San Diego Students
Point Loma Wastewater SARS CoV-2 RNA Levels

6.08: 6.924 million copies
6.12: 7.067 million copies
6.22: 5.951 million copies
6.29: 6.024 million copies
7.06: 7.099 million copies
Point Loma Wastewater SARS CoV-2 Lineages

BA.4: 13%
BA.5: 72%
New omicron subvariant BA.2.75 detected in at least 10 countries

• Recently detected in India
• Quite a few mutations compared to prior Omicron variants
• Now comprises 25% of Indian isolates and spreading
• Found in at least 10 countries including the US
  • 3 cases in the US so far; two are on the West Coast
• BA.2.75 should be on the watch list
Vaccination and Therapeutics

• Vaccines
  • Vaccines now available for all over the age of 2
  • Vaccine booster #1 available for all adults
  • Vaccine booster #2 available for all adults >50 and those with underlying conditions

• Vaccines less effective in preventing infection than disease but remain highly effective in reducing hospitalizations and deaths

• Paxlovid is now widely available to those who become infected.
  • Substantially reduces hospitalization and death rate
  • Not clear about impact on symptoms or transmission
  • Rebounds do occur in some people following Paxlovid

Vaccine Mandates: https://returntolearn.ucsd.edu/vaccination/overview/
FDA advisers recommend updating COVID booster shots for fall

By LAURAN NEERGAARD and MATTHEW PERONE  June 28, 2022
FDA authorizes Novavax coronavirus vaccine, adding to pandemic arsenal

By Carolyn Y. Johnson

July 13, 2022 at 5:30 p.m. EDT
Masking

Masking and Operations: https://returntolearn.ucsd.edu/campus-guidelines/masking-and-operations/
And then there is….Monkeypox!
Monkeypox: Epidemiology

- Spread mainly by direct contact with skin lesions or with things that have been in contact with skin lesions from an infected person
  - Can also be contracted from an infected animal or passed through the placenta to fetuses
- Less frequently spread by droplets and/or aerosols
- Incubation period 5 – 21 days
- Infectious from symptom onset until all of the skin lesions have healed and been covered over with healthy skin
- Most cases outside Africa until now have been in travelers from West Africa
Monkeypox 2022: Global Case Distribution

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<td><strong>Total</strong></td>
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Monkeypox 2022: US Case Distribution
Monkeypox: Clinical Manifestations

• Systemic symptoms and signs
  • Fever, headache, malaise, myalgias, lymphadenopathy

• Cutaneous signs
  • Rash looking like pimples or blisters
  • May be anywhere on the body or inside the mouth, anus, genitals or anywhere in direct contact with transmitting case
  • Usual course 14 – 21 days
Monkeypox: Higher Risk Scenarios

- Pregnant women
  - Morbidity for both mother and neonate
- Immunocompromised
- Disorders in cutaneous integrity
- Ophthalmic inoculation
Monkeypox: Prevention and Treatment

- Avoidance of close or intimate contact with infected persons
- Vaccines
  - Smallpox vaccine is about 85% effective
    - Those born in the US before 1972 likely received smallpox vaccine
  - Two monkeypox vaccines
    - JYNNEOS (Imvamune)
      - 2 doses, fewer side effects, short supply but increasing soon
    - ACAM 2000
      - Made in the same way smallpox vaccine is made – more side effects; 1 dose
- Indications
  - Post exposure prophylaxis – ideally within 4 days of exposure but likely beneficial up to 14 days after exposure
  - PEP ++ for people who might have been engaged in risky behaviors
  - PrEP: broader vaccination for those who might be exposed
    - HCW in high-risk areas; individuals at high risk related to community exposure
- Treatment
  - Tpox – Soon to be available through UC San Diego Infectious Disease Division
Have/had COVID or been exposed to COVID → Contact Tracing

- Supervisors/people leaders: if an employee informs you they have COVID, please remember:
  - Ask them how they are doing, check in on whether they should take time off.
  - Work with local HR contact to share which leaves are available to them EPSL, Cal-OSHA, sick leave, etc.
  - Remind them of the requirement and importance to respond to the Contact Tracing Team email and/or phone call - people exposed need to be informed.
  - The red and yellow thumbs no longer trigger a call. Employees need to call the Testing Support Line at (619) 543-8260 for support.

Lifeline 988 - activating July 16

- 988 will connect callers to the current National Suicide Prevention Line in a simpler and direct manner. Here, individuals in need will be able to call, text, or chat with trained counselors who will listen, understand, provide support, and connect with resources.


Lifeline 988: [https://www.vibrant.org/](https://www.vibrant.org/)
UPDATES FROM HUMAN RESOURCES

TERRI WINBUSH, Campus Chief Human Resources Officer

Vacation is important for your well-being
- While summer can be the busiest time of year for some, it is a chance to catch up for others.
- Plan for vacation/taking time off now. Work with your supervisor on coverage while you are away.
- Avoid “vacation email-punishment.”

Grace...be intentional about your joy
- Make time for joy in your life.
- Make time for joy within your team. This will lead to better work outcomes.
- Always check in on people you know and hug your loved ones tighter.
- Mental health is...Health. Taking a mental health day, hour, vacation is ok. Communicate with your supervisor and your leadership to take care of yourself.
- Leaders - normalize taking care of your health, create the psychological safety to be asked and discuss.
The Journey thus far

- Review
- Return To Learn
- Renewal
- Continuous Improvement

On our way to:

a warm blanket and the cool side of the pillow...
Scope of HR Renewal

- Redefined role of HR and our fundamental People Proposition for employees
- Realigned Campus HR structure to better serve campus
- Talent strategy and practices to support recruitment, development, and retention
- Strategic, accessible, sustainable, and scalable professional and managerial development and support for role-based training
- Improved people data and analytics and streamlined processes and systems
- Greater alignment in HR practices and processes across campus, with enhanced career development for HR professionals
- Consistent, scalable HR service model supporting both employees and local HR /supervisors. Ability to integrate additional local HR upon request
- Continued evolution of the future of work as we move through the pandemic
### Role of HR

#### Why
- Becoming an **employer of choice** for the people of UC San Diego
- **Empowering and equipping the campus** to achieve its strategic objectives

#### What
- **Advocating** for and nurturing people
- **Influencing** strategy, behaviours, and actions
- **Aligning** people-related knowledge, policy, practice, and skills
- **Building** campus capability
- **Managing** organizational risk in respect of people

#### How
- **Service**
  - We work in support of people and teams across campus, and we strive to be consistently accessible, consultative, and responsive to your needs

- **Leadership**
  - We guide the institution thoughtfully and proactively in a changing world, and we embrace innovation and agility in all we do.

- **Collaboration**
  - We partner with our clients and colleagues, combining our respective strengths to advance their goals and those of the campus.

- **Empathy**
  - We put people first and approach all our interactions with perspective, sensitivity, and compassion

- **Professionalism**
  - We hold ourselves to high standards of expertise, quality, and accountability, promoting data-informed decision-making and fostering a strong HR community of practice
Campus HR Alignment to Support our Why

Campus HR – Terri Winbush, CHRO

- Talent Solutions
- People Programs and Rewards
- People Support
- HR Strategy and Policy
- Data, Systems and Processes
- Organization Effectiveness
What’s Next: Our Strategic Priorities

- Talent Strategy
- HR Service Model
- People Proposition
- Role of HR

Stay tuned for lots more info this fall!
What will this mean for me?

As a staff member?
Easier to find and understand information, more accessible professional and role-based development resources, enhanced coordination of services when you need help...

As a supervisor?
Managerial and leadership development, including supervisory onboarding training program, talent advisors to help you develop your recruitment strategy...

As a member of HR?
An HR Network of your colleagues to help create better alignment, tools and resources, and professional development and training opportunities...

Where do I go?
Your department HR Contact is always a great place to start. They can often help you with your questions and concerns themselves, and if not, they can direct you to someone in the VC Office or Campus HR who can.
VC-50 for Transit

ALEX GALARZA, People Programs and Rewards, Human Resources

FaSt Pass and COASTER Pass for Faculty & Staff

Give yourself a break and destress from the commute while you help the planet! Public transit is predictable and timely, unlike traffic, but also saves over 4,000 pounds of carbon dioxide per year per household for just one commuter.
VC-50 for Transit

ALEX GALARZA, People Programs and Rewards, Human Resources

What Is It?

The VC-50 for Transit is a pilot program that begins 8/1/2022 and is anticipated to run through June 2025. The Vice Chancellors will sponsor 50% of transit pass costs for eligible employees, up to $27/mo.

To make it easier to join for new participants, Transportation Services will pay the first full month of COASTER, which includes FaSt pass OR the first three months of the FaSt Pass! Already enrolled? New discounted rates will be reflected in your August pay.
VC-50 for Transit

ALEX GALARZA, People Programs and Rewards, Human Resources

How Can I Join?

Enroll online by the 20th of the month and you can ride by the 1st of the following month. (You must first have a virtual or physical PRONTO card to enroll – easy to do from a smartphone or one can get a physical card at a retailer.)

Give Yourself a Raise!

Deductions are pre-tax and will be automatically deducted from your pay.

Is it open to Family Members? No. This program is available only to Faculty and Staff.
Upcoming Staff Association events:

staffassociation.ucsd.edu/events

https://staffassociation.ucsd.edu/events/
Staff Celebrations

Annual Summer Staff Celebration
Friday, August 18, 2022
11:30 AM to 1:30 PM
Town Square/Rupertus Lane

Celebrate The Night
Thursday, September 1, 2022
8 PM to 9:30 PM
Faculty Club

https://staffassociation.ucsd.edu/events/
WHAT ARE "SHINES & SHOUT OUTS"?

● One of our new Staff Association goals is telling Staff stories and unlocking the authentic narratives of our dynamic Staff here at UC San Diego.

● SHINE: Is an opportunity to share about yourself and how you SHINE as a staff member. Our staff community wants to hear about your unique story and your innovative contributions!

● SHOUT OUT: Give a shout out to a staff colleague or your entire team about how they contribute to the staff experience at our great university.

https://staffassociation.ucsd.edu
THANK YOU

follow

Instagram

@ucsdstaff
STAFF
TOWN HALL
July 14, 2022