

Question	Answer(s)	Answer(s)
How do we keep our advocacy up? Is there something we can do to help?	Kari - good question - Anne Megaro is going to come out with a kit to help people know what they can both do and say to help.	When you are talking with stakeholders and the public, share the importance of support for science. Our government relations people (Anne Megaro and colleagues) have permission to advocate on our behalf to restore the entire UC budget.
What does this mean for merit-based increases?	The Governor's budget is not final yet. No decisions have been made for the system regarding merit increases. That information will come to us in the coming months.	At this point, we don't know if there will be salary increases for policy covered staff or for academics salary ranges this July. Those decisions are made by the UC President based, in part, on the state budget.
Any talks of work at home pay, for increased utilities, AC/Heat, Wifi upgrades, etc.	UC has not discussed reimbursement for utilities. If you need equipment, please work with your supervisor to see what can be done, particularly for ergonomic equipment.	
I second Melissa's question. Also with regard to support for ergonomic equipment (laptop stands, keyboards, etc.)		
Any luck on reducing the justification process for hiring grant-funded employees?	Not at this time. Perhaps a 1-year restoration in funding will alleviate this additional work, at least for a period of time.	It's doubtful we'll be able to relax the hiring freeze process until UC policy change comes to support that. However, but Jennifer and Bethanie are working on making things go faster/smoothier. They are meeting more often and adding some standard language to assist folks in filling out the paperwork.

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<p>Also, I would like to know if leadership has considered the inequity of expecting that academics (and potentially staff) perform the same amount of work in the last year as they were doing before COVID. This will disproportionately affect people with children. If we're going to talk about wellness, then we need to talk about how unrealistic expectations and inequitable impacts of those expectations affect our wellness. Wellness is more than posting a list of resources. It's acknowledging and working with our current reality.</p>	<p>Academics have the opportunity to request a reduced workload or defer merit reviews. We had a couple of people request a deferred merit review and others take leave or reduced appointments. These accommodations are in recognition of additional challenges including, but not limited to, children.</p>	
<p>Do you think that Covid will affect the validity of the survey results moving forward? Any thought on delaying it until we resume normal work?</p>	<p>We expect COVID will impact the survey results, but we don't know how. When we get the results, we'll want to consider how COVID may have impacted them.</p> <p>In 2020 we considered delaying due to COVID, but decided to go ahead anyway, and it turned out we had unexpectedly high participation (74%).</p>	<p>With folks doing less travel, some have said they had more time to do things like surveys!</p>
<p>Did the results last year show any concerning trends and if so, what was done to address it?</p>	<p>You can see the 2020 Survey results at https://ucanr.edu/sites/anrstaff/Diversity/ANR@Work_Survey_741/ . The reports show Organizational Strengths and Key Opportunities for improvement. Examples of what we've done to address Key Opportunities include increased leadership participation in Town Hall meetings and multiple feedback sessions on the ANR Strategic Plan refresh.</p>	

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How is ANR leadership actively addressing the feedback to improve results in the next ANR@Work survey now that the baseline was done in 2020? I appreciate that there's more listening by ANR leadership (John's slide). Can you share a few specific actions that have resulted from the ANR@Work survey results or things in the works?	Another example, in addition to Town Halls and Strategic Plan feedback sessions, is the appointment of a new DEI Advisory Council. That group is currently developing their charter, and you can expect to get more information about the Council in the near future.	
For smaller units, it can be obvious based on results who in that unit is answering. Having it split by units is helpful and necessary, but it does restrict honesty somewhat. I'm not sure if that can be addressed or if it's even possible.	The survey requires at least five responses from an organizational unit in order to generate a summary report. This protects the anonymity of individual responses.	
Could that townhall be recorded?	Yes. We will be sure to record and send the link following.	
If you have had Covid recently, how long after should you wait to get vaccinated?	I believe that you should discuss that with your doctor.	
Integrated Web Platform? Purpose? Goal? or is this replacing something??	live answered	
Is It safe for a 95 yer old women with asthma and breathing treatments to get thr vaccine?	I believe that you should discuss that with your doctor.	
Could we also address the history of medicine/vaccines related to certain racial/ethnic groups in the US? That is a topic I haven't seen in any of the FAQ's. It is a really important aspect of vaccine hesitancy.		

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<p>CDC says that the Flu has been nearly non-existent this year, so why is UC ANR still requiring us to get a flu shot to go to the office? Or are they? I personally haven't been to our office, but I may need to go and I have not had a flu shot. Is that requirement going to go away?</p>	<p>live answered</p>	
<p>Is it possible to get COVID more than once?</p>		
<p>How will ANR be supporting ANR academics who use SiteBuilder for program information delivery after the move to the IWP?</p>	<p>See february update on IWP page</p>	