Category	Question	Answer(s)
Leadership/Staffing Plan	Would regional MG/MFP coordinators support MG/MFP programs into counties where there isn't MG/MFP programs currently?	All counties will be part of the plan. If there isn't a program existing but there is potential for a coordinator, this may be the incentive to start such a program. And, it is in place should a program develop.
Leadership/Staffing Plan	Are there serious considerations about upgrading cybersecurity using these funds?	Yes, this is part of the plan and is reflected in some of the IT positions
Leadership/Staffing Plan	What does position control mean? How does it differ from a hiring freeze?	It means that every position request is scrutinized and not automatically approved for recruitment.
Leadership/Staffing Plan	What are we doing to update our inferior IT infastructure? The cybersecurity is a symptom of an outdated structure.	Will need further convo
Leadership/Staffing Plan	Is reallocation of funding to ITS infrastructure and personnel going to be sufficiently robust to create a model that is sufficient to meet the needs of both centrally housed operations, as well as remote County-based departments?	Will need further convo
Leadership/Staffing Plan	Will HR permanently retain the new support positions once the "flood" of recruitments subsides?	Answered live
Leadership/Staffing Plan	Regarding personnel footprint, how will the increased budget be used to make sure we have adequate personnel retention? We lose a lot of great people within 2-3 years of hiring due to non-competitive salaries and lack of basic support relative to similar local jobs.	ANR is working on a wide scale equity study across the board for staff and academic employees. We are retaining a third party vendor to do the review. Once that work is done we will be able to identify the areas of significant concern and determine where best to apply our resources (irrespective of the additional funds, this is a high priority project).
Leadership/Staffing Plan	Can we get weekly/bi-weekly/daily IT forecasts until infrastructure is secure? Clientele are constantly asking what's going on and for a timeline and we have very little to tell them	We can make a request for a brief weekly update. Note the team is working on the fix, building the IWP, and still finishing up the UCPath transition for those in Oakland. Their bandwidth is tight for additional tasks.
Leadership/Staffing Plan	Any discussion to increase the academic/staff annual program support fund?	Not at this time.

Category	Question	Answer(s)
Leadership/Staffing Plan	How much funding is going to be allocated to fix the currently problematic 4-H CES funding model? The local 4-H CES's are the boots on the ground that actually enable the effective delivery of the program and a lack of reliable centralized funding endangers the continued effectiveness of what is an essential program. As you know, local 4-H youth assembling at County budget meetings and advocating for the program has been hugely effective at preventing funding cuts by various County governments.	We will continue the CES2 amount where needed, and add in the additional layer to free up CD and academic time to expand resources. The CE Supervisor also has shared responsibility to build program resources.
Leadership/Staffing Plan	Is the IT investment solely for security and stability of existing systems, or is a part of it adding wholesale upgrades or new capability?	Includes planning for additional online program delivery, need for new technology, etc.
Leadership/Staffing Plan	Regarding the equity study mentioned in an answer to Nicholas's question - will you be able to share information on that effort (timeline, vendor, and general plan)?	We will begin to share information as it becomes available. The discussions are just beginning.
Leadership/Staffing Plan	Will the equity study address quality of life concerns and burnout for advisors? Financial incentive is only a small part of the equation. The expectation of fundraising, academic research, personal training, outreach, professional service, ANR service, program management, etc is overwhelming for new academics, particularly considering the current labor shortage	The equity study mentioned is specific to pay equity, however, we will take back this comment and discuss. It is highly relevant to the discussion that Tina is sharing now on work environment. We expect we will begin additional follow up on these discussions as well.
ANR Work Survey	Can you remind us when was the 2020 UC ANR work survey was conducted? I missed that.	March-April 2020