

Town Hall

(On The Great Shakeout Day!)
October 2021

Agenda 2-3 PM

Welcome

Leadership Update

Story from the Field

Wellness break

Strategic Element

UCANR@work survey

Other updates

Close

Chat Warm Up

What's your location & a recent minimum temperature?

UC ANR Principle of Community

Recognize that all members are important ?

Summary - this slide not shown

Welcome - Mark 2-3 minutes

Leadership Update (20 minutes) (Glenda, Tu, Wendy including Communication on UC ANR \$32M Resourcing Plan

Story from the Field (5 minutes) Farm smart - imperial (C/- Jairo)

Donor note (Mark C/- Scott Brayton 1 minutes)

Wellness break (1 minute) (C/- David Ritz)

Strategic focus

ANR@work Survey Results 25 minutes (Angela Song, Senior Director, Organizational Assessments and Strategy, UCSD, c/- Bethanie Brown)

DEI 2 minutes (this is not part of the ANR@Work Survey item)

Other updates

Staff Assembly?

New hire list (Mark 1 minute)

Close Mark & Glenda

Why this Meeting?

(It's for all of us)

Objectives: To Inform and Build Unity

Comments.... Use "Chat"

"Panelists" or

"All panelists and everyone"

Questions.... Use "Q&A"

Recordings are posted after the meeting on
the Town Hall page.

Use of Chat

Thank all - clear that people used our “Principles of Community” to guide their contributions.

The Principles of Community

The principles of community should guide the behavior and interactions of all members of the UC ANR community:

1. Ensure open communication
2. Work together to achieve common goals and mutual understandings
3. Value the contribution and worth of all members
4. Appreciate and celebrate differences and diversity
5. Foster a sense of belonging and emotional safety
6. Practice mutual respect
7. Demonstrate ethics and integrity
8. Invest in all members
9. Recognize that all members are important

Leadership Update

Vision & News - (10-15 mins)



A background image showing the lower bodies and hands of several people. On the left, a person wears a brown suede jacket and blue jeans, with a black Canon camera hanging from their waist. In the center, a person wears a bright pink wool coat. On the right, a person wears a purple jacket. The scene is brightly lit, suggesting an outdoor setting.

Leadership update

Glenda, Wendy & Tu

- **2021 “new” State investment in UC ANR**

A close-up photograph of a person's hands holding a small, young plant with a visible root system. The background is a field of green grass. A dark green, semi-transparent triangular overlay is positioned on the left side of the image, containing the title and subtitle text.

2021 – 2024 UC ANR Resource Planning

As of October 2021

 **UNIVERSITY OF CALIFORNIA**
Agriculture and Natural Resources

2021 UC ANR State Funding Overview

- UC ANR funding restored to FY 19-20 levels
- \$32M increase in permanent state funds to UC ANR
 - Associated Obligations:
 1. Increase the academic footprint
 2. Provide programmatic and business operations support to that footprint and the entire ANR entity
 3. Position ANR for long-term, sustained success
 - ✓ Position for growth with shared responsibility
 - ✓ Expand reach and telling our story

3-Year UC ANR Proposed Investment Overview

Investment Areas	Estimated # of New Positions	Percent of \$32M
Academic Support:	121	68.2%
<i>ANR & Campus-Based CE Specialists</i>		
<i>ANR CE Advisors</i>		
Program Support:	43	22.3%
<i>Local (County) Program Support</i>		
<i>Statewide Program Support</i>		
<i>Support for Emerging Issues</i> <i>(Health Equity, Community Resilience, Workforce Development)</i>		
<i>Support to Expand Reach</i> <i>(video and digital media, translation services, instructional design, program evaluation, publications, events management, professional development, match and opportunity grants, student assistants)</i>		
Operations Enhancement to Support Programs:	22	9.5%
<i>Business Operations Center</i>		
<i>Contracts & Grants</i>		
<i>Financial Services</i>		
<i>Human Resources</i>		
<i>Information and Technology</i>		
<i>Resource Planning & Management Office</i>		
<i>Risk and Safety Services</i>		
<i>Statewide Programs and RECs Operations</i>		
<i>UC Path</i>		
Grand-Total	186	100%

Enhancing County and Statewide Programs

- Regional Manager Model for County-Based Programs
- Statewide Programs & Emerging Issues Support
- Support to Expand Reach & Tell Our Story

Input Process that Informed Decisions About New Program Support

1. Strategic Initiative Leaders, Vice Provosts, AVP – put forward a proposal to Program Council
 - Included recognized needs of county offices, RECs, SWP/I
2. Program Council reviewed, modified, and sent forward recommendations to the Vice President
3. Vice President supported the recommendations



Programmatic Support – Guiding Principles

1. Enhance program support and management
 - Skilled program managers to provide support for volunteer engagement, hiring, communicating program impacts
2. Establish a framework for sustained support of local programs
 - Academics and program staff addressing community needs
 - Community support of local efforts
3. Reduce administrative workload of statewide programs at the local level
 - CDs, academics, program staff
4. Strengthen alignment of statewide programs between state office and local offices

Decision: Increase County-Based Program Support Through New Regional Manager Model

Applicable to:

- 4-H
 - Deploy modified 2019 committee vision
 - Committee comprised of CDs, CES, Advisors
 - **Additional support for CES2 positions - TBD**
- CalFresh
 - Expand initial pilot; based on previously developed staffing plan
- Master Gardener / Master Food Preserver
 - Develop and deploy a proposal aligned with CalFresh staffing model



Opportunity / Benefits of Regional Model

- Academics can focus on research/extension, considering CES team as key clientele for an academic's program delivery
 - ✓ Address community needs, thus driving community support
- CES has a team of academics developing evidence-based programming
 - ✓ Implement programs and measure outcomes/impacts
- CES2 advancement opportunity
- Shared responsibility for program growth and support
- CDs have more time for other administrative/leadership functions
 - ✓ Secure resources for program expansion or own academic program

Decision: Enhance Support for Statewide Programs and Emerging Issues

Areas of Investment in personnel

Emerging Issues in CES positions

- Health Equity
- Community Resilience (*includes: water, fire, climate, economic development*)
- Workforce Development

Current Statewide Program Investments

- Integrated Pest Management (IPM)
- Nutrition Policy Institute (NPI)
- SAREP
- Climate Smart Ag/CIWR
- California Naturalist Program

Opportunities

- ✓ Short term support to launch new initiatives at statewide level
- ✓ Encourage long-term partner funding through short-term funding match (up to 3 years, deployed into county-based programs) – CES positions
- ✓ Important topics without current investment or opportunity to leverage additional resources
- ✓ Help to build cohort and

Expand Reach and Tell Our Story

UC ANR will also invest to expand the impact of our research and extension programs

Personnel or contracted services

- Video and online instructional design support
- Increased translation services capacity
- Events management support
- Digital media and public relations support
- Program impact assessment

Non-personnel

- Statistics consulting & economic impact assessment
- Additional professional development / trainings
- Student assistants and capstone stipends or fellowships to enhance student involvement in field-based projects
- Competitive grants program -match program and opportunity grants



Operations Enhancement to Support Programs

Input Process that Informed Decisions About Operations Enhancement

1. Increasing operation support is critical to the hiring of 186 positions in a short time span
 - In addition to current activity related to turnover and retirements
2. Intensive changes in management policy and system wide directed requirements:
 - Flexible work
 - Vaccine requirement and enforcement
 - Prohibition of contracting out
 - Priority on small business contract awards
3. Leadership charged administrative units to identify staffing plan with a 36-month outlook
4. Admin Staffing Committee established to work with unit directors and provide recommendations
5. Committee composition include two academics and various administrative directors
6. UC ANR will transition from hiring freeze to position control



Operations Enhancement – Guiding Principles

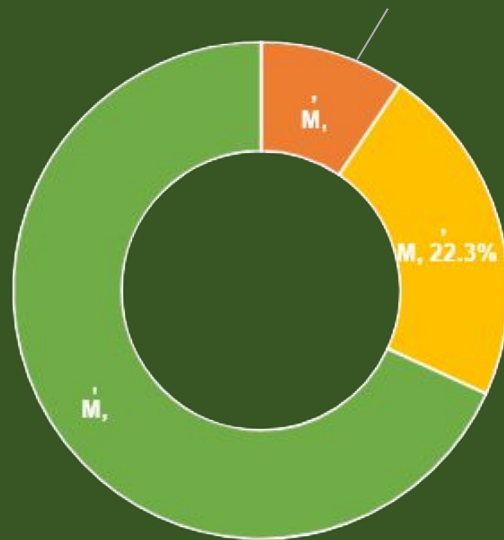
1. Improve customer service through efficient workflow management
2. Investments consider a ramp-up period, a scale-down period and stabilization over a 36 month period
3. Restoration of administrative support level to 9%-10% of total resources
4. The highest priority is to support academics and programs
5. Committee recommendations should support efficiencies and effectiveness within and across all units

Central Administrative Support

Unit	Year 1	Year 2	Year 3	Cumulative
Business Operations Center	3	3	(1)	5
Contracts & Grants	2	1	-	3
Financial Services	1	-	-	1
Human Resources	6	1	(4)	3
Information and Technology	6	-	(1)	5
Resource Planning & Management Office	1	-	1	2
Risk and Safety Services	1	(1)	-	-
Statewide Programs and RECs Operations	1	1	-	2
UC Path	-	1	-	1
Totals:	21	6	(5)	22



3-Year Allocation Summary



Maintaining Operations Support
9-10%



Benefits of Added Operational Support

- Human Resources - Academic and staff HR analysts will support rapid academic recruiting and process payroll transactions necessary to bring on 186 positions
- Contracts & Grants - Research administrators will support grant proposals process
- Business Operations Center- Financial service analysts to help support county operations and process financial transactions
- ANR Information and Technology- Help-Desk analysts and system administrators will assist with onboarding process and address IT and cyber security issues

Stories from the Field

“Farm Smart”

Desert REC



[Natalie Pedigo](https://unsplash.com/photos/Natalie_Pedigo) from unsplash.com

“UC ANR – Making a positive difference in the lives of All Californians”



Jairo Diaz
Director, ANR Desert Research & Extension Center



Stacey Amparano
Farm Smart Manager, ANR Desert REC



Stephanie Collins
Outreach Assistant, Farm Smart - ANR Desert REC

1

THE NEED



- Since 2001 >168,000 participants
- Programs for all ages
- In-person, live, digital programs
- Connecting local, state, and federal resources
- Farm to Preschool Festival

<https://www.youtube.com/watch?v=wtkyotwJ08U&t=3s>

"I attended the Farm Smart program without much background in agriculture but was able to connect my math related career goals with a possible career in agricultural statistics."



John Lazarcik @lazarcik · 10h

Replying to @UCANRDREC @ImperialCOE and 2 others

Thank you so much for your hospitality and for showcasing the amazing science that is going on right in our backyard!



Understanding Grows Alongside Crops at DREC



Mariana Gonzalez Castro is a senior at SDSU Imperial Valley who will graduate in May with a degree in Mathematics and a minor in Public Administration. A graduate of Brawley Union High School, she is attending San Diego State University Imperial Valley through the IJUP joint enrollment program with Imperial Valley College.

She said doing an internship at the University of California Desert Research and Extension Center really changed her career aspirations. "I initially wanted to teach college-level mathematics," she wrote, "After this internship, I want to pursue a career in agriculture, preferably with USDA."

3

THE FUTURE

\$5.5M

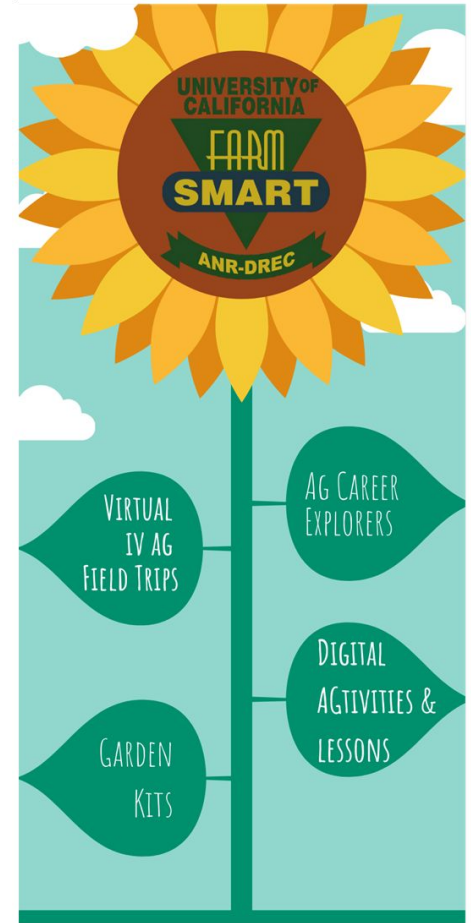
Learning center building

STEM Food

Expand programing



Prosperous and healthy community



Ride with us for the next 20 years of Farm Smart adventures

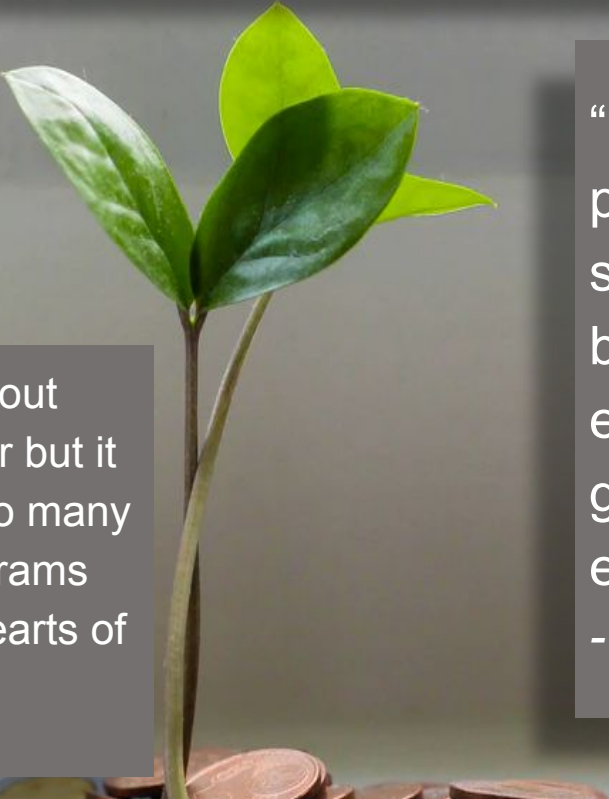


https://drec.ucanr.edu/Farm_Smart/

Feedback from Supporters. People care about what we do.

“The quote is about Master Gardener but it can be applied to many of the ANR programs that touch the hearts of Californians.”

Scott Brayton



““This is such an important program, the resources and service provided will continue to benefit our communities and especially our children with a greener and cleaner environment for their future.”
- Lynn P., San Bernardino, CA



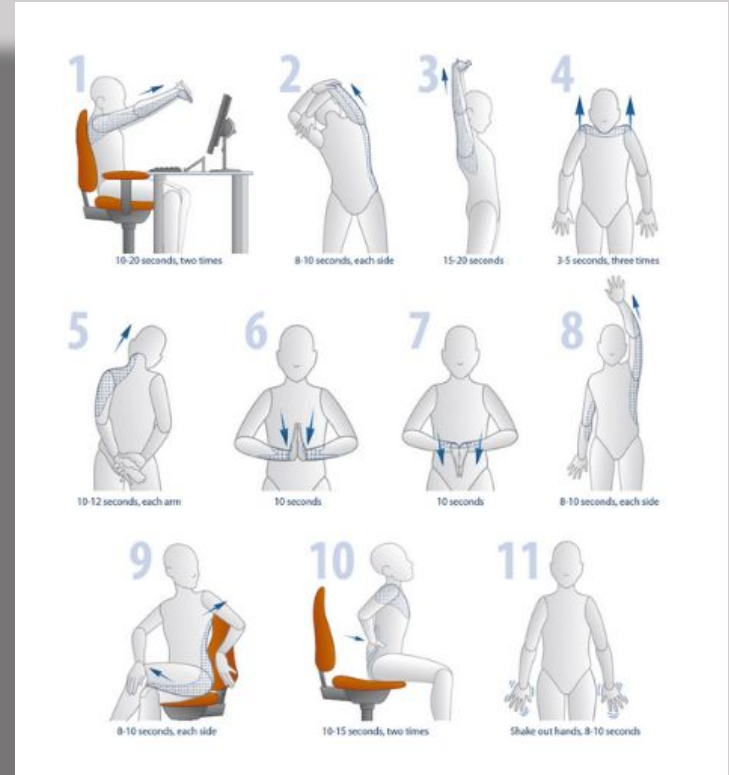
Wellness break. Practicing what we preach

David Ritz

Remember to stretch (David Ritz)

10, 2 and 4 stretches

<https://safetyservices.ucdavis.edu/units/occupational-health/ergonomics/office-computer/stretch>



Strategic Element

UCANR@work
survey



[@KOBU Agency](#) from [unsplash.com](#)



2021 ANR@Work Survey Results

UC ANR Town Hall

October 21, 2021

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

2020 ANR@Work Survey

2020 Strengths:

1. I feel valued by my department
2. All people are welcomed
3. My department supports work-life balance
4. My department practices principles of community
5. I have the opportunity to participate in making decisions that affect my work



2020 ANR@Work Survey

2020 Primary Areas of Opportunity:

1. I Feel Valued as a Member of the UC ANR Community
2. I Feel I Have a Voice to Provide My Ideas and Suggestions on How to Improve UC ANR
3. Senior Leaders Have Adequately Communicated Long-range Goals and Strategic Direction
4. There are Sufficient Opportunities for Contact with Sr. Leadership
5. I am Satisfied with my Opportunities for Career Advancement



UC ANR Employees Offered Ideas for Improvement....

How can UC ANR better foster a sense of belonging/being valued for our people, including employees and volunteers?

Focus on DEI

Improve Hiring & On-boarding Processes

Improve Communication and Relationships

Increase Opportunities for Promotion

Prioritize Employee/Volunteer Recognition

Make Pay More Equitable

Facilitate Opportunities to Get to Know One Another



We Listened, We Heard!



Bethanie/Tina; is #6 correct?

#	Actions Implemented
1	Strategic Plan Refresh Engagement Sessions
2	Monthly Systemwide Town Halls
3	Quarterly <i>Conversations With Leadership</i> Sessions
4	Bi-weekly COVID Communication Sessions with Directors
5	Systemwide UC ANR Employee Recognition - June
6	Reinstated 4 th Year of Academic Equity Adjustments
7	DEI-Focused Actions <ul style="list-style-type: none">• DEI Advisory Council Established• Heritage Celebration Months Coordinated• 3 Affinity Groups Established• Implicit Bias Training Required for Leadership• Senior Leadership Team Monthly DEI Meetings in Place• Created Vice Provost of Academic Personnel & Inclusive Excellence position (under recruitment)• Improved Hiring Processes<ul style="list-style-type: none">✓ Implicit Bias Training recommended for Academic Hiring Committees✓ Established 5 new diversity advertising and outreach pipelines

UC Agriculture and Natural
Resources
ANR@Work Survey
2021

Results Overview

SURVEY BACKGROUND INFORMATION

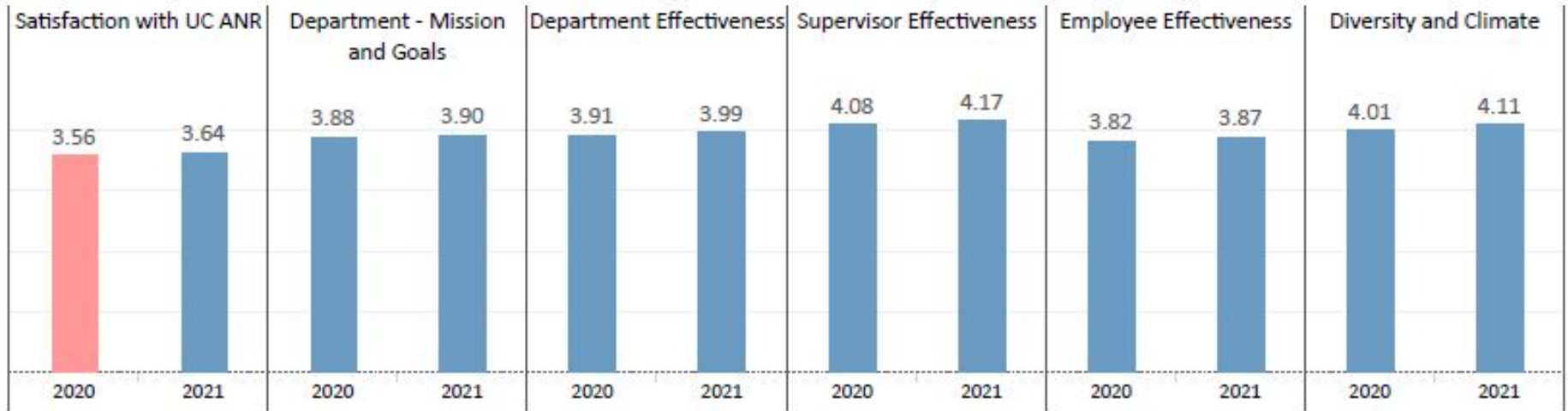


- Survey period: March 16 – April 9, 2021
- Second annual ANR@Work Survey
- 980 academics, staff, and county-paid employees were invited to take the survey
- 560 (57%) responded (as compared to 708 respondents in 2020, 73% response rate)
- Scores ranged from 2.74 to 5.0 (out of 5.0)
- Notable increases in scores across several dimensions and divisions
- 8 statistically significant increases seen this year in ⁴⁰

UC ANR Dimension Mean Scores- All

- Upticks in all dimensions

Dimension Mean Score Trending Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent



Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

UC Agriculture & Natural Resources Satisfaction Question Means – All

Change from 2020 to 2021
Arrows indicate change of .09 or greater

↓ 1 36 ↑ 20

	2020	2021	
1 Overall Satisfaction	3.80	3.83	
2 Valued Member	3.60	3.67	
3 Campus Faculty Value	3.74	3.80	
4 Staff Value Contributions	3.95	4.03	
5 Sr. Leaders Communicate Goals	3.43	3.60	★
6 Opportunities for Contact	3.24	3.37	
7 Contribute to University Mission	4.18	4.19	
8 Have a Voice	3.18	3.36	★
9 Career Advancement	3.13	3.09	
10 Understand Dept's Mission	4.34	4.40	
11 Contribute to Dept's Mission	4.38	4.44	
12 Annual Dept Goals	3.73	3.73	
13 Measures Dept Goals	3.62	3.64	
14 Measures Customer Satisfaction	3.44	3.45	
15 Improve Services Products	3.65	3.68	
16 Adequate Staffing	2.68	2.74	
17 Have Tools	3.73	3.72	
18 Physical Work Environment	3.87	3.90	
19 Safe Environment	4.24	4.28	
20 Spirit Of Cooperation	4.02	4.13	
21 Ethical Conduct	4.29	4.41	★
22 Collaborate with Units Outside	4.10	4.15	
23 Perform Responsibilities	4.21	4.30	
24 Participate In Decisions	3.99	4.15	★
25 Balance Work Life	4.25	4.33	
26 Resolves Staff Issues	3.71	3.82	
27 Better Ways Recognized	3.79	3.89	

8 statistically significant increases in scores

	2020	2021	
28 Recommends without Fear	4.15	4.25	
29 Sufficient Freedom	4.30	4.41	
30 Communicates Essential Info	4.07	4.08	
31 Work Assigned Equitably	3.85	3.94	
32 Gives Praise for Work	3.96	4.10	
33 Suggestions for Improvement	3.85	3.96	
34 Evaluated Fairly	4.05	4.12	
35 Performance Evaluation	3.71	3.75	
36 Advancement Opportunities	3.74	3.78	
37 Supports Training	4.17	4.27	
38 Treats with Respect	4.40	4.48	
39 Supportive of Personal Issues	4.45	4.54	
40 Disability Accommodation	4.36	4.45	
41 Appropriate Stress	3.38	3.36	
42 Total Compensation	3.01	2.88	
43 Get Information	4.05	4.09	
44 Good Use of Skills	4.02	4.10	
45 Know How To Use Tools	4.31	4.32	
46 Manage Workload	3.85	3.87	
47 Valuable Training	3.57	3.66	
48 Enjoy Working with Coworkers	4.40	4.49	
49 Promotes Employee Wellness	3.75	4.08	★
50 Feel Valued	4.04	4.18	★
51 Satisfied with Diversity Programs	3.64	3.80	★
52 University All Welcomed	3.95	4.01	
53 Committed to Diversity	3.70	3.88	★
54 All Cultures - Fair	4.19	4.22	
55 Sexual Orientation - Fair	4.27	4.32	
56 Support Diversity	4.13	4.21	
57 Community- Excellence-Professional	4.14	4.24	

UC ANR Question Means by Level 2 & 3 Divisions

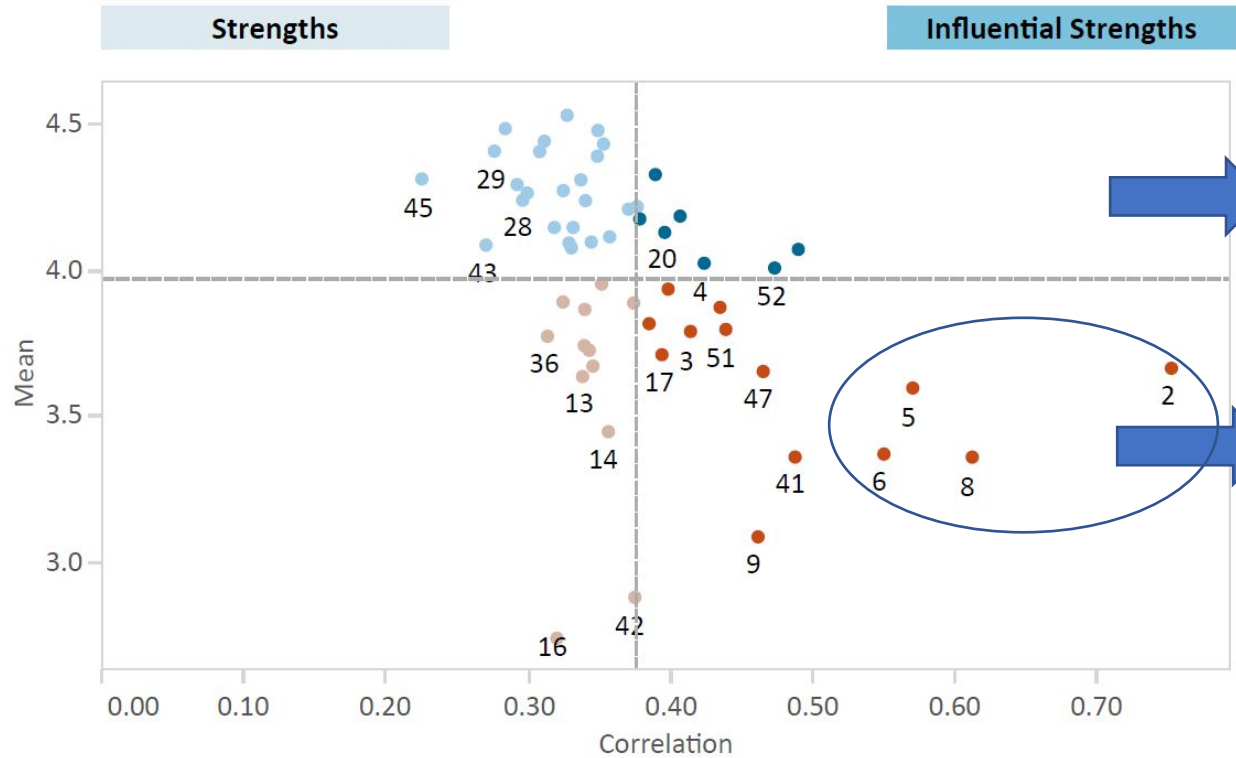
		AVP Business Operations				AVP Programs and Initiatives											
		AVP Bus Ops Direct Reports		Business Units		All CE Specialists		AVP Direct Reports		Program Units		Research and Extension Centers		Strategic Institutes and Statewide Programs		UC Cooperative Extension Offices	
		2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Satisfaction with UC ANR	Overall Satisfaction	4.00	4.50	3.70	3.92	3.71	3.38	3.86	4.40	3.81	4.00	3.73	3.69	3.77	3.65	3.84	3.89
	Valued Member	4.00	4.17	3.50	3.75	3.44	3.24	3.86	4.40	3.61	3.88	3.55	3.24	3.60	3.47	3.63	3.75
	Campus Faculty Value	4.60	4.00	3.59	3.84	4.02	4.20	3.86	3.80	3.59	3.71	3.63	3.33	3.67	3.62	3.74	3.85
	Staff Value Contributions	4.29	4.17	3.88	3.98	3.77	3.86	4.29	4.40	3.94	4.16	3.84	3.71	4.00	4.03	3.98	4.08
	Sr. Leaders Communicate Goals	4.29	4.50	3.36	3.74	2.94	3.08	3.71	4.40	3.78	4.00	3.27	3.31	3.64	3.74	3.44	3.57
	Opportunities for Contact	4.14	4.50	3.22	3.49	3.08	2.89	3.43	4.20	3.28	3.64	3.22	3.15	3.14	3.32	3.27	3.38
	Contribute to University Mission	4.57	4.67	4.15	4.19	4.00	4.05	4.14	4.80	4.06	4.24	4.07	3.83	4.13	4.04	4.24	4.25
	Have a Voice	4.00	4.50	3.32	3.73	2.85	2.97	3.57	4.60	3.17	3.63	3.35	2.98	3.14	3.22	3.17	3.35
	Career Advancement	3.57	3.80	2.79	3.26	3.72	3.57	3.71	3.60	2.50	2.84	3.28	2.76	2.80	2.59	3.17	3.14
Department - Mission and Goals	Understand Dept's Mission	4.57	4.67	4.18	4.52	4.35	4.33	4.14	5.00	4.11	4.40	4.24	4.00	4.53	4.44	4.35	4.41
	Contribute to Dept's Mission	4.71	4.67	4.23	4.46	4.32	4.33	4.71	5.00	4.14	4.52	4.36	4.17	4.51	4.44	4.40	4.45
	Annual Dept Goals	4.50	4.50	3.50	3.83	3.36	3.46	4.29	4.60	3.71	3.79	3.66	3.17	3.73	3.61	3.80	3.78
	Measures Dept Goals	3.71	4.33	3.34	3.74	3.66	3.67	4.14	4.40	3.62	3.63	3.42	3.05	3.69	3.42	3.66	3.70
	Measures Customer Satisfaction	3.43	3.17	3.38	3.85	2.95	2.83	3.57	3.40	3.38	3.35	3.31	3.24	3.61	3.48	3.49	3.47
	Improve Services Products	4.14	4.00	3.67	4.10	3.07	3.07	4.00	4.20	3.88	4.04	3.53	3.38	3.82	3.70	3.65	3.64
	Adequate Staffing	3.86	3.67	2.62	2.89	2.86	2.75	2.71	2.80	2.61	2.30	2.67	2.60	2.40	2.29	2.71	2.85
	Have Tools	4.14	4.17	3.67	3.81	3.85	3.86	4.00	4.00	3.92	3.76	3.56	3.10	3.87	3.51	3.68	3.78
	Physical Work Environment	4.57	4.33	4.05	4.21	4.06	4.11	4.71	4.60	4.06	3.83	3.95	3.71	4.02	3.65	3.72	3.87
Department Effectiveness	Safe Environment	4.57	4.50	4.17	4.41	4.52	4.35	4.57	4.80	4.36	4.32	4.24	4.02	4.31	4.20	4.17	4.27
	Spirit Of Cooperation	4.43	4.40	3.69	4.13	3.97	4.08	4.14	4.80	3.79	4.24	3.84	3.74	4.29	4.10	4.05	4.17
	Ethical Conduct	4.43	4.00	4.05	4.40	4.29	4.43	4.43	5.00	4.31	4.68	4.20	4.10	4.52	4.43	4.28	4.43
	Collaborate with Units Outside	4.57	4.50	4.07	4.25	4.03	4.14	4.43	4.80	4.03	4.24	3.77	3.76	4.16	4.01	4.12	4.18
	Perform Responsibilities	4.57	4.33	3.98	4.29	4.11	4.36	4.29	4.80	4.28	4.54	3.98	3.88	4.47	4.41	4.22	4.29
	Participate In Decisions	4.29	4.50	3.72	3.98	3.82	4.16	4.00	5.00	3.92	4.08	3.75	3.83	4.13	4.21	4.05	4.18
	Balance Work Life	4.43	4.33	3.88	4.25	4.28	4.08	4.43	4.80	4.17	4.48	4.09	4.17	4.34	4.37	4.30	4.36
	Resolves Staff Issues	4.29	3.67	3.24	3.80	3.81	3.72	4.00	4.80	3.80	3.83	3.66	3.55	3.90	3.89	3.70	3.83
	Better Ways Recognized	4.00	4.00	3.45	3.94	3.86	3.60	3.86	4.60	3.83	3.88	3.59	3.48	4.05	4.04	3.78	3.93

		AVP Business Operations				AVP Programs and Initiatives											
		AVP Bus Ops Direct Reports		Business Units		All CE Specialists		AVP Direct Reports		Program Units		Research and Extension Centers		Strategic Institutes and Statewide Programs		UC Cooperative Extension Offices	
		2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Supervisor Effectiveness	Recommends without Fear	4.14	4.67	4.10	4.50	4.25	4.16	4.14	4.80	4.14	4.32	3.98	3.85	4.32	4.51	4.14	4.19
	Sufficient Freedom	4.29	4.67	4.00	4.31	4.54	4.62	4.29	5.00	4.09	4.36	4.11	4.26	4.46	4.46	4.32	4.40
	Communicates Essential Info	4.14	4.50	3.85	4.13	4.08	4.15	4.14	4.20	3.94	4.08	3.83	3.55	4.38	4.18	4.07	4.10
	Work Assigned Equitably	4.14	4.40	3.63	3.70	3.74	3.77	4.14	4.40	3.77	3.92	3.62	3.71	3.78	3.79	3.93	4.04
	Gives Praise for Work	3.57	4.50	3.93	4.35	3.56	3.88	3.86	4.20	3.89	4.04	3.89	3.95	4.30	4.28	3.97	4.06
	Suggestions for Improvement	3.86	4.67	3.88	4.25	3.32	3.55	3.57	4.00	3.78	4.04	3.76	3.86	4.02	4.09	3.89	3.92
	Evaluated Fairly	4.00	4.17	3.94	4.21	4.02	4.12	4.00	4.40	3.89	4.20	3.83	3.88	4.16	4.21	4.09	4.10
	Performance Evaluation	4.14	4.40	3.51	3.92	3.61	3.77	3.86	4.20	3.69	3.70	3.57	3.50	3.73	3.85	3.75	3.70
	Advancement Opportunities	3.86	4.33	3.56	4.00	3.64	3.69	3.86	4.00	3.47	3.73	3.49	3.45	3.84	3.74	3.81	3.78
	Supports Training	4.00	4.50	3.98	4.47	3.62	3.77	4.43	4.40	4.14	4.13	3.91	4.03	4.27	4.23	4.29	4.33
	Treats with Respect	4.43	4.50	4.28	4.54	4.37	4.44	4.29	4.60	4.33	4.36	4.38	4.37	4.46	4.58	4.41	4.48
	Supportive of Personal Issues	4.43	4.50	4.39	4.71	4.26	4.34	4.57	4.60	4.42	4.64	4.41	4.38	4.68	4.62	4.43	4.52
	Disability Accommodation	4.57	4.67	4.24	4.69	4.30	4.29	4.57	4.60	4.18	4.52	4.28	4.36	4.60	4.55	4.35	4.40
Employee Effectiveness	Appropriate Stress	3.86	4.17	3.20	3.26	3.45	3.46	4.00	4.20	3.61	3.84	3.43	3.12	3.36	3.21	3.34	3.36
	Total Compensation	3.71	3.50	2.87	3.17	3.56	3.49	3.57	2.80	3.11	3.48	3.02	2.60	2.87	2.67	2.93	2.77
	Get Information	4.57	4.33	4.05	4.27	4.10	4.28	4.43	4.40	4.06	4.16	4.04	3.95	4.05	3.94	4.03	4.07
	Good Use of Skills	4.29	4.33	3.53	4.08	4.22	4.41	4.00	4.80	3.83	3.92	4.11	4.05	4.07	3.87	4.04	4.11
	Know How To Use Tools	4.43	4.50	4.32	4.35	4.25	4.32	4.86	4.80	4.17	4.28	4.33	4.24	4.40	4.29	4.29	4.31
	Manage Workload	4.14	4.17	3.92	3.83	3.70	3.72	4.43	4.60	4.03	4.16	3.94	3.95	3.71	3.66	3.85	3.88
	Valuable Training	4.00	3.80	3.47	3.89	3.17	2.94	4.14	4.20	3.49	3.78	3.52	3.10	3.42	3.50	3.67	3.80
	Enjoy Working with Coworkers	4.43	4.17	4.20	4.46	4.28	4.47	4.71	4.80	4.25	4.52	4.37	4.45	4.52	4.46	4.44	4.51
	Promotes Employee Wellness	4.29	4.33	3.61	4.25	3.58	3.69	4.29	4.80	4.03	4.40	3.57	3.78	3.80	4.06	3.75	4.09
	Diversity and Climate	Feel Valued	4.43	4.50	3.72	4.19	4.05	4.22	3.86	4.80	4.09	4.12	3.84	4.00	4.21	4.16	4.07
Satisfied with Diversity Programs		3.83	4.17	3.66	3.91	3.57	3.66	3.86	4.60	3.63	4.04	3.77	3.79	3.11	3.30	3.73	3.86
University All Welcomed		4.43	4.33	3.75	4.17	3.88	3.81	4.14	4.40	4.08	4.28	4.00	4.18	3.55	3.53	4.04	4.05
Committed to Diversity		3.86	4.00	3.47	4.11	3.66	3.51	4.43	4.80	3.82	4.17	3.83	3.92	3.23	3.49	3.80	3.90
All Cultures - Fair		4.57	4.33	3.90	4.39	4.10	4.16	4.71	4.80	4.29	4.52	4.11	4.00	4.07	3.90	4.25	4.26
Sexual Orientation - Fair		4.57	4.60	4.11	4.43	4.29	4.32	4.71	5.00	4.29	4.57	4.15	4.21	4.19	3.98	4.31	4.34
Support Diversity		4.43	4.50	3.88	4.44	4.05	4.27	4.71	4.80	4.20	4.38	4.13	4.03	3.98	3.82	4.20	4.24
Community- Excellence-Professional	4.57	4.67	3.82	4.44	4.20	4.20	4.71	4.80	4.14	4.39	4.16	4.03	4.20	4.09	4.14	4.24	

UC ANR IMPACT ANALYSIS- AII

Correlation Coefficient Average = **0.38**, Mean Average = **3.97**

n/N = 560/980



DIV	52. University All Welcomed	4.01	0.47	IS
SAT	4. Staff Value Contributions	4.03	0.42	IS
EMP	49. Promotes Employee Wellness	4.08	0.49	IS
DEP	20. Spirit Of Cooperation	4.13	0.39	IS
DIV	50. Feel Valued	4.18	0.38	IS
SAT	7. Contribute to University Mission	4.19	0.41	IS
DEP	25. Balance Work Life	4.33	0.39	IS

SAT	9. Career Advancement	3.09	0.46	PO
SAT	8. Have a Voice	3.36	0.61	PO
EMP	41. Appropriate Stress	3.36	0.49	PO
SAT	6. Opportunities for Contact	3.37	0.55	PO
SAT	5. Sr. Leaders Communicate Goals	3.60	0.57	PO
EMP	47. Valuable Training	3.66	0.46	PO
SAT	2. Valued Member	3.67	0.75	PO
DEP	17. Have Tools	3.72	0.39	PO
SAT	3. Campus Faculty Value	3.80	0.41	PO
DIV	51. Satisfied with Diversity Programs	3.80	0.44	PO
DEP	26. Resolves Staff Issues	3.82	0.38	PO
DIV	53. Committed to Diversity	3.88	0.43	PO
SUP	31. Work Assigned Equitably	3.94	0.40	PO

Influential Strengths Comparison

Influential strengths from 2020 all increased... Keep doing what you've been doing!

Influential Strengths in 2020	2020	2021
50 I feel valued by my department	4.04	4.18
+2021 52 UC ANR promotes a work environment where all people are welcomed	3.95	4.01 ★
+2021 25 My department supports work-life balance	4.25	4.33
57 My department practices principles of community	4.14	4.24
24 I have the opportunity to participate in making decisions that affect my work	3.99	4.15 ★

Influential Strengths in 2021	2020	2021
#52 and #25 (see above)	See above	See above
49 UC ANR promotes employee wellness	3.75	4.08 ★
7 I understand how I contribute to the University's mission	4.18	4.19
4 Staff members value my contributions	3.95	4.03

★ Statistically Significant Increase

Primary Opportunities Comparison

- ❑ In spite of (or maybe helped by) COVID remote status, your collective efforts may have contributed to increases in these scores.
- ❑ However, these are still the same 5 opportunities for 2021

Q#	2020 & 2021 Primary Opportunities	2020	2021
2	I feel valued as a member of the UC ANR community	3.60	3.67
8	I feel I have a voice to provide my ideas and suggestions on how to improve UC ANR	3.18	3.36
5	Senior leaders have adequately communicated long-range goals and strategic direction	3.43	3.60
6	There are sufficient opportunities for contact with senior leadership	3.24	3.37
9	I am satisfied with my opportunities for career advancement	3.13	3.09

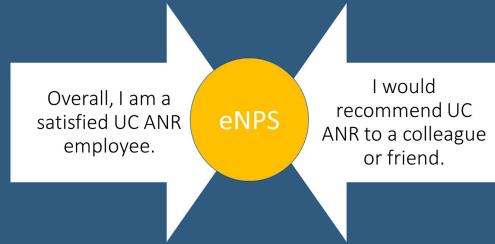
★ Statistically Significant Increase

Employee Net Promoter Score (eNPS)

UC ANR Goal = Net Promoter Score to 75 by May 2024

2020 eNPS: 59

2021 eNPS: 60



Employee Net Promoter Score (eNPS)

"Overall, I am a satisfied employee...." by "How likely is it that you would recommend working..."

60 eNPS*

66.4% - 6.8%

Below 40 - Low
40 to 59 - Marginal
60 to 79 - Good
80 & above - Excellent

		Likelihood to Recommend											Total
		0	1	2	3	4	5	6	7	8	9	10	
Satisfied Employee	5					1	2	1	3	12	32	63	114
	4	1			2	5	17	19	59	105	53	34	295
	3	1		1	5	8	18	16	15	7	4		75
	2	3	3	7	11	4	11	6	3	2			50
	1	1	3	2	3				1				10
Total		6	6	10	21	18	48	42	81	126	89	97	544

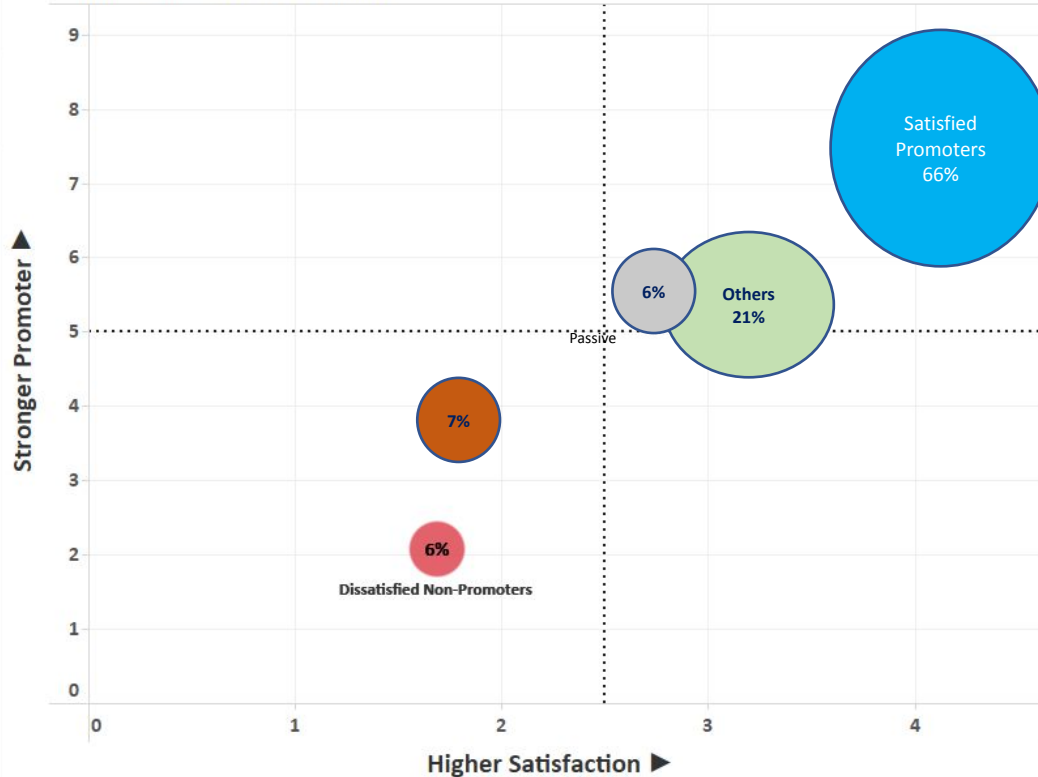
Satisfied Promoters score 4-5 on the "Satisfied" item and 7-10 on the "Recommend" item. **Dissatisfied Non-Promoters** score 1-2 on the "Satisfied" item and 0-4 on the "Recommend" item. Subtract the percentage of Dissatisfied Non-Promoters from the percentage of Satisfied Promoters to calculate eNPS. **Passives** score 3 on the "Satisfied" item and 5-6 on the "Recommend" item.

*How eNPS Works ▶

UC ANR EMPLOYEE NET PROMOTER SCORE- All

2021

UCANR - eNPS Category Breakdown



2020

eNPS Category Breakdown

eNPS Segment	Response Count	% of Total
Satisfied Promoter	439.0	64.8%
Passive	49.0	7.2%
Dissatisfied Non-Promoters	42.0	6.2%
Other	147.0	21.7%
Grand Total	677.0	100.0%

2021

eNPS Segment	Response Count	% of Total
Satisfied Promoter	361.0	66.4%
Passive	34.0	6.3%
Dissatisfied Non-Promoters	37.0	6.8%
Other	112.0	20.6%
Grand Total	544.0	100.0%

What is UC ANR Doing With the 2021 Survey Results?

1. Unit level summary reports shared with Directors to facilitate small group discussions
 - Discuss differences between local results and overall UC ANR results
 - How can we use the survey to improve our local work environment?
 - Look to identify new systemwide goals to address key opportunities
2. Continue conversations between leadership and ANR community through Town Halls and other Zoom sessions
3. Analysis of survey results by employee demographic categories (DEI Advisory Council)
4. Work with Staff Assembly Council to cross reference ANR@Work Survey with CUCSA survey
5. Continued engagement with the Strategic Planning Committee and alignment of survey results with organizational goals

Questions?

Principles of Community

Strategic Plan DEI Goal

Public Value statements

DEI => JEDI (all responsible)

Internal & External focus Elements

Vice Provost APIE

DEI Advisory Committee

DEI Alliance

Employee Resource Groups

Black and Allied Group
BICOP
LGBTQ+

HR: HDAPP; David White

(compliance role & how respond to complaints)

Statewide Programs and Initiatives

Programs have a range of DEI activities and strategies (both internal and external)

UC 4-H; NPI; UC MG, UC Cal Nat; UC MFP; CIWR; UC IPM; UC SAREP; CFHL, EFNEP

Various individuals

Highly active: Professional, personal and Program development

Sl; Program Teams (Workgroup)

DEIJ Program Team (New & approved)

Recruitment

Trialing "blind" review; Including implicit bias elements in committee preparation

Other

Multitude of trainings, L&D resources; ANR@work

DEI and Seasonal thoughts

Here's a video for you to view
(given time we may have to leave in chat for you for after).

Halloween costumes that culturally appropriate

<https://www.youtube.com/watch?v=yDA0GzMH9xc>

(4 minutes, from University of Michigan)

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

UNIVERSIDAD DE CALIFORNIA
Agricultura y Recursos Naturales

Updates

Olympic

Sept-Oct Hires: Welcome to UC ANR

Send a greeting

Cabrera, Daniel	Lindcove
Cisneros-Aguilar, Angelita	Sutter/Yuba
Frost, William	Operations
Gandy, James	Lindcove
Gu, Ping	Operations
Hernandez, Paulina	Suguey
Horan, Maria	STA Clara
James, Richard	BOC
Martin, Thang-Dung	Thu
Ouyang, Yuling	Operations
Pierce, Curt	Allen
Romero, Alma	Rosa
Sanchez Gelista, Genesis	Operations
	Imperial

Sankovitz, Madison	Admin
Anne	
Schneider IV, Clifford	Imperial
Von Zastrow, Geoffrey	BUS OPS
Williams, Kelsi	Cent. Sierra
Zepeda, Amelia	Sutter/Yuba



**Closing - thanks to our
speakers.**

Stay safe & well

Next Town Hall

(3rd Thursday, 2021 @2 pm)

Join the fight against Covid-19 and other diseases!

Take the vaccine
when it is offered to you.

It will help prevent you
from getting sick.



Wear a mask.

Germs travel in your breath,
and get trapped this way.

Wash your hands.

Soap kills germs.



Stay 6 feet away
from other people.

You breathe in fewer germs
farther away from people.

ucanr.edu/covid19

Español and English
Access covid messaging, Slides,
email footers, etc.

Land Acknowledgement

This is a placeholder for possible inclusion at some stage.

Many of our organizations were created on and created from land of several indigenous Tribal Nations. These lands were the traditional birthright of indigenous people. People who knew the land and the creatures of the land, and had the knowledge to sustain the land. Indigenous people have faced two centuries of struggle for survival and identity in the wake of dispossession. May we all begin to address our history to recognize our responsibilities to the people of these lands and undertake significant efforts at reconciliation. May this work guide the present and future.

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Approaching 150 sites registered.

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