

UNIVERSITY ADVANCEMENT ALL-STAFF



Welcome



Transitions

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Welcome!

- ❖ Kim Byrd
- ❖ Joshua Carter
- ❖ Jennifer June
- ❖ Jeremy McWells
- ❖ Rudy Rodriguez
- ❖ Yadira Sandoval

Congratulations!

- ❖ Elliot Emmer
- ❖ Omar Gonzalez





DEIB Committee Update

Diversity, Equity, Inclusion & Belonging Committee Members

Jorge Ancona (*exec. sponsor*)
Christina Rodriguez-Bristol
Brock Cavett
Melissa Cordoba-Carranza (*co-chair*)
Elliot L Emmer
Ruben Fierro
Jernine McBride

Darron Pinkney
DuBron Rabb (*chair*)
Lisa Rabenstein
Melbert Sebayán
Austin Quick
Maite Zabala-Alday

ADVANCEMENT ALLIES	DEIB CONVERSATIONS	SOLIDARITY STATEMENTS	LUNCH & LEARN	RESOURCES	CAMPUS PARTNERS	COMMITTEE MEMBERS
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The Supreme Court, State Law, and the Effects on DEI in the USA hosted by Dana Savage

Sept. 22, 2022



LGBTQ+ Pride: ABC's of Gender Pronouns with Alexis Ungerer PhD



[Advancement Ally - Monique Dozier](#)

Advancement Ally - Monique Dozier Vice Chancellor for University Advancement, VCUA Office 1. What is your full name and is there a meaning or story behind it? My name is Monique Michelle Dozier. My first and last name are French, stemming from my Creole ancestry. With that said, my sister's first name is Michoe (Chinese)...

OCTOBER 05, 2022



[Advancement Ally - Joshua Carter](#)

Advancement Ally - Joshua Carter Chief of Staff, VCUA Office 1. What is your full name and is there a meaning or story behind it? My full name is Joshua Emory Carter. I am named after Joshua from the Christian/Hebrew Bible. My middle name is a family name; my paternal grandfather was named Emory. 2...

OCTOBER 04, 2022



[Advancement Ally - Ruben Fierro Jr.](#)

Advancement Ally - Ruben Fierro Jr. Foundation Senior Accountant, Advancement Finance & Admin 1. What is your full name and is there a meaning or story behind it? Ruben Fierro Jr. 2. What is your favorite comfort food? American and Italian food 3. What are your favorite cultural or family traditions? 4th of July is...

Diversity, Equity, Inclusion & Belonging Projects

Happy National Hispanic Heritage Month! - September 15 to October 15

DEIB Committee virtual “Open House” - Thursday, October 13 @ 11:00AM.

All UA staff are invited to attend the DEIB Committee virtual “Open House” to learn more about the committee, ask questions, and share ideas.

Christina Fernandez’s Exhibit Private Tour at UCR Arts, Oct. 25 @ 11am

(Registration: https://myadv.ucr.edu/forms/UCR_ARTS_Tour)



UA Hybrid and Remote Work



OCTOBER 6, 2022

ORGANIZATION STRATEGIC REALIGNMENT | **DISCUSSION + Q&A**
UNIVERSITY ADVANCEMENT

Presented by:
Monique M. Dozier
Vice Chancellor, University Advancement

KEY OBJECTIVE



**Achieve integrated strategy
across University
Advancement driving shared
priorities**

Organizational Capacity

01

Deploy talent, resources, and infrastructure strategically to ensure sustainable growth of University Advancement's impact.



Awareness

02

Tell the story of America's fastest rising university to enhance and protect the reputation of UCR within California, the country, and the world.



Engagement

03

Cultivate the relationships between UCR, its alumni, students, and key stakeholders to promote deeper connections.



Investment

04

Build meaningful relationships with alumni, friends, organizations and other key stakeholders to raise private philanthropic support for UCR.

STRATEGIC REALIGNMENT: TIMELINE



University Advancement
Leadership Team Finalizes
Org Chart Changes



Org Changes announced at
All-Staff Meeting



Org Changes fully realized
(all new reporting lines in
place, job descriptions filed
with HR, etc.)*

*Some teams and units may complete this process in advance of December 31

QUESTIONS?





Employee Engagement Workgroup



EMPLOYEE ENGAGEMENT WORKGROUP



Danny Arbanas



Brock Cavett



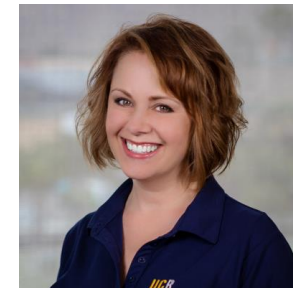
Imran Ghori



Kelly Kraus-Lee



Heather Morales



Erin Staley



Vanessa Torrez



Sandra Mora
Coordinator

UCR Work Anniversaries

Adam Daniels

Alex Airhart

Austin Quick

Brad Rowe

Clyde Derrick

Darron Pinkney

Erika Bernal

Evan Fields

Eveleen Samayoa

Johnny Lam

Jorge Ancona

Kathy Kim

Krysta Guerrero

Maite Zabala-Alday

Marianne Paek

Nesha Crossman

Paige Young

Robert Almanzar

Ruben Fierro

Sandra Mora

Sarah Karson



Recognition



Recognition

Advancement Peer-to-Peer Awards

- ▶ For specific action “above and beyond”
- ▶ Direct Recognition from one employee to another without approvals
- ▶ Peer-to-Peer Recognition Page on UA4U
 - ▶ Digital recognition and Dining Dollars gift card to recipient
- ▶ Quarterly drawing
- ▶ Tied to our values
 - ▶ Excellence, Integrity, Accountability, Respect, Collaboration



Goodbye
&
Good Luck

Alex Airhart

Darron Pinkney

Marie Schultz



Wellness Exercise/Stretch

Ed Marchall, *Occupational Wellness Specialist*



Meeting Adjourned

Next Meeting: January 2023