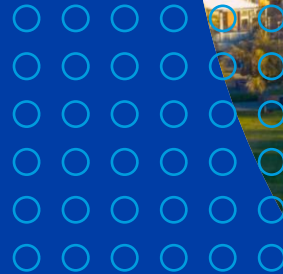


WELCOME



SEPTEMBER 21, 2023

UNIVERSITY ADVANCEMENT
ALL-STAFF MEETING

SEPTEMBER 21, 2023

University Advancement All-Staff

WELCOME

Monique M. Dozier

Vice Chancellor, University Advancement



NEW HIRES

WELCOME!



Annie Cao



Luke Chen



Brendan Jones



Christina Magalona



Deana Mesa



Sarah Miller



Dalyn Montgomery



Christina Robles



Katelin Tseng



Mai Vang



Dolores Ybarra



Christine Zepeda

CONGRATULATIONS!



Crystal Sankey



EMPLOYEE ENGAGEMENT GROUP



EMPLOYEE ENGAGEMENT GROUP



Brock Cavett



Anna Gonzalez



Weston Hall



Kodi Klein



Jeremy McWells



Erin Staley



Alexis Szewczuga



Vanessa Torrez



Brandon Westenberger



**Sandra Mora,
Coordinator**

**Employee
Engagement
Committee
Recommendations**



**Employee
Engagement
Committee
Focus Questions**



What conclusions can we draw from the UA Employee Engagement Survey data?

- Seeking:
 - Psychological safety
 - Ability to give input
 - Clarity / Communication
 - Training
 - Outward encouragement of collaboration
- Invest in new technology or utilize current technology to be more impactful
- What do departments do well?

What current employee engagement activities should we continue?

- Hear more from Monique
- More outings
- Engage colleagues who are 100% remote

What three things should we focus on for improvement this year?

- Improved culture
 - Engagement Activities
 - Lunch and Learns
 - Psychological Safety
- Clarity
 - Know what is expected
 - SOP (Standard operating procedures)
 - Training departmental
- Exit Survey

How can we learn more about the items that continue to score the lowest on the UA Employee Engagement Survey?

- Time and commitment
- Activities that garner the most interest
- Cross training / lunch and learns
- What do other departments do well?

Items in Motion

- Monique's Newsletter
- Employee Engagement Survey
- DEIB Survey
- Cookie Exchange
- Brown Bags
- Thanksgiving Potluck
- Psychological Safety Activity
- Exit Survey

Employee Engagement Event Email Survey Results



Event Survey Responses, by Office

Total Responses: 42

Administrative Services: 11

Alumni Engagement: 5

Development: 8

University Relations: 12

VCUA Office: 4

Event Type Interest

Athletic Events: 38

UCR Tours: 25

Performances: 25

Employee Recognition: 23

Happy Hours: 31

City of Riverside Events: 20

Games in Person: 24

Work Anniversaries: 17

Zoom Trivia/Bingo: 14

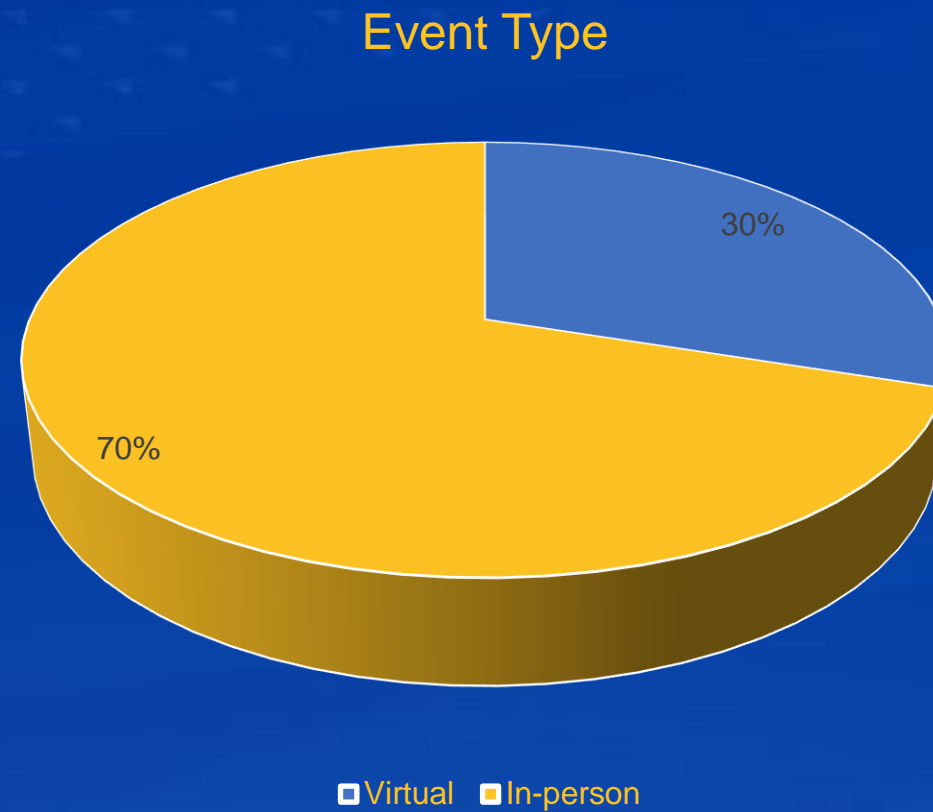
Event Frequency

Semimonthly: 7

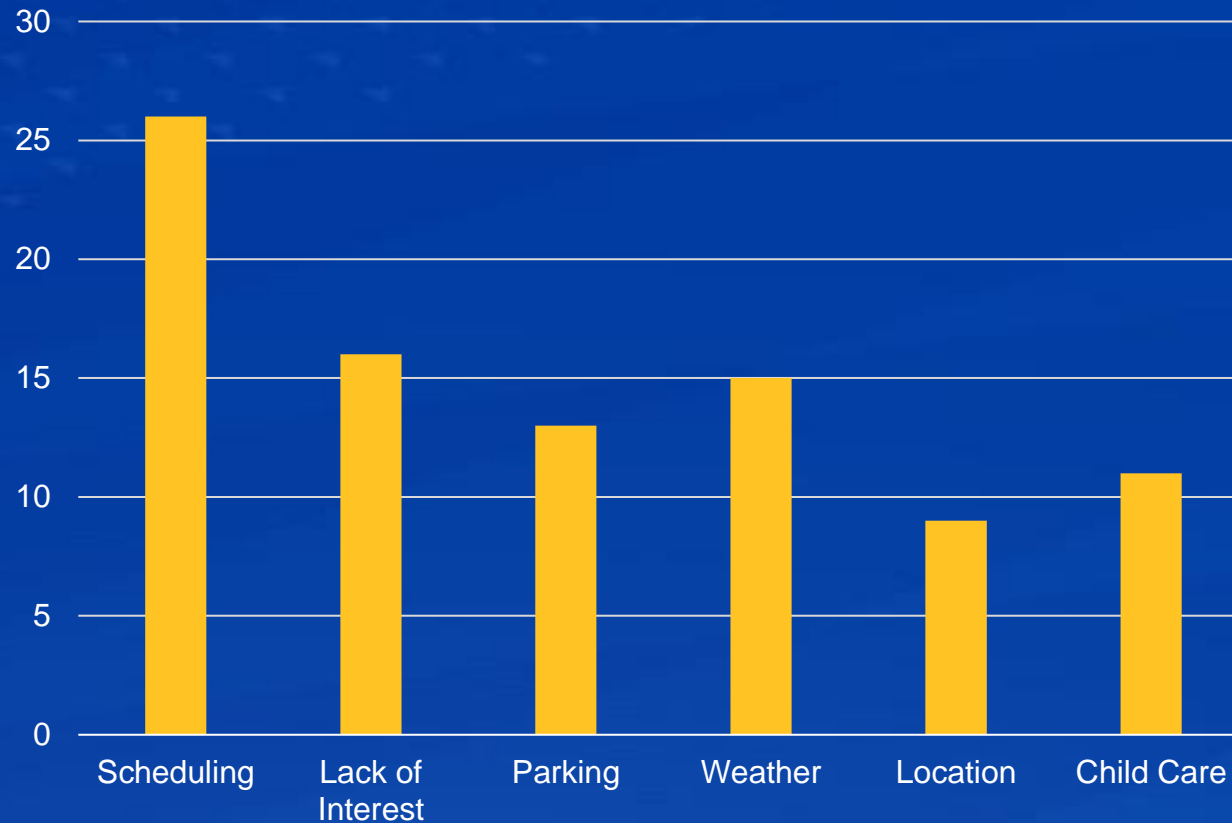
Quarterly: 23

Monthly: 12

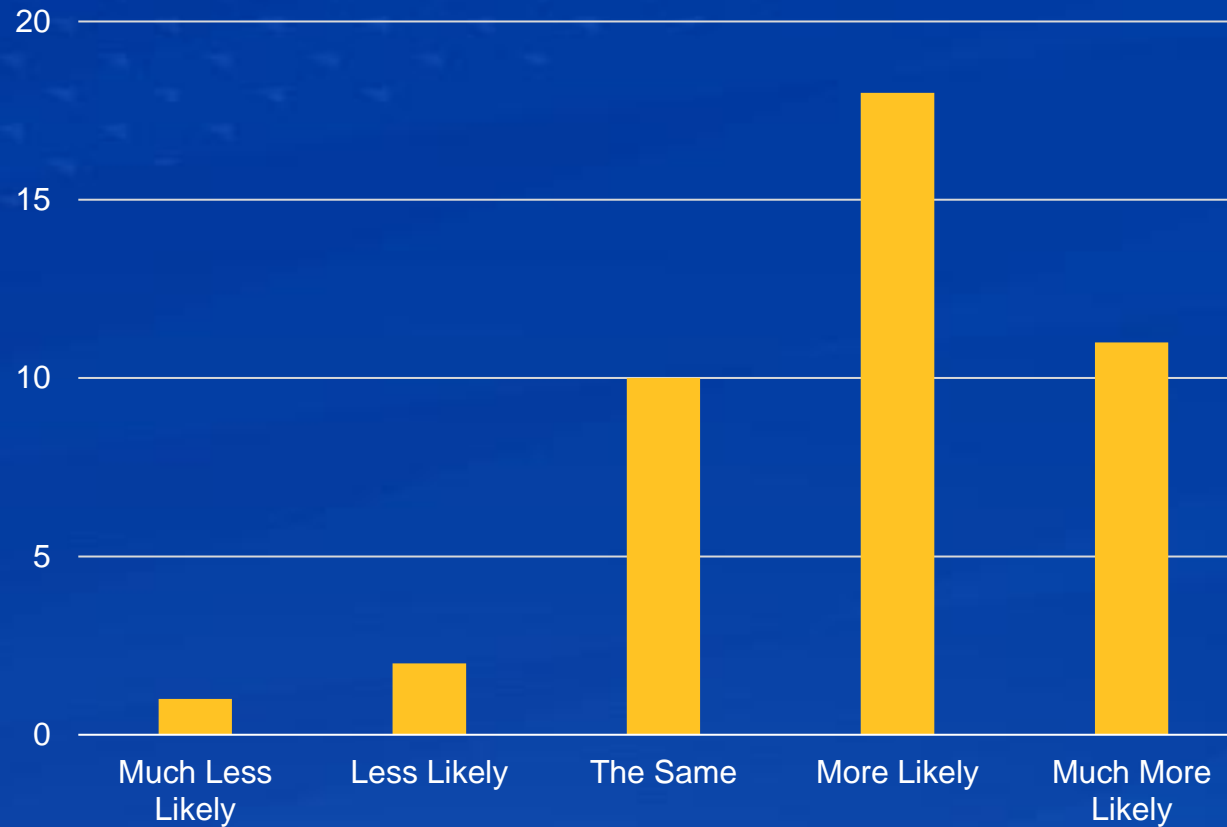
In Person or Virtual?



What impediments would keep you from attending?



Would you be more likely to attend an event if it was the same day as an All-Staff meeting or retreat?





**HAPPY WORK
ANNIVERSARY!**



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

DIVERSITY, EQUITY, INCLUSION & BELONGING

UC RIVERSIDE

BOLD HEARTS. BRILLIANT MINDS.



Diversity, Equity, Inclusion & Belonging Committee Members

Jorge Ancona (exec. sponsor)

Brock Cavett (co-chair)

Melissa Cordoba-Carranza (Chair)

Elliot L Emmer

Ruben Fierro

DuBron Rabb

Melbert Sebeyan

Austin Quick

Maite Zabala-Alday

Interested in joining? Reach out to Melissa or Brock!



Post-Pride Month: How do I support my LGBTQ+ Colleagues

July 26, 2023



The Supreme Court, State Law, and the Effects on DEI in the USA hosted by Dana Savage

Sept. 22, 2022





[Advancement Ally - Heather Michelle Morales](#)

Advancement Ally - Heather Michelle Morales Assistant Director, Prospect Development 1. What is your full name and is there a meaning or story behind it? Heather Michelle Morales. My mom's name is Rose, when I was born, my dad said he wanted to be surrounded by flowers and mom wasn't going to name me Daisy...

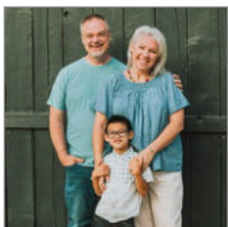
JUNE 21, 2023



[Advancement Ally - Kelly Kraus-Lee](#)

Advancement Ally - Kelly Kraus-Lee Director of Development, Education & Policy, Development 1. What is your full name and is there a meaning or story behind it? Kelly Kraus-Lee. I'm the Kraus half and my wife Rachel is the Lee half. I won't share my middle name because that's a security question and I don't...

JANUARY 18, 2023



[Advancement Ally - Kimberley Jean Harvie](#)

Advancement Ally - Kimberley Jean Harvie Director of Constituent Research & Development, Development 1. What is your full name and is there a meaning or story behind it? Kimberley Jean Harvie. I have the extra "e" in my first name because I was named after a man my father served in the Army with when...

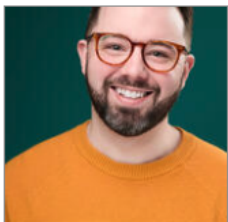
JANUARY 18, 2023



[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

Diversity, Equity, Inclusion & Belonging Projects

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

Civil Rights Institute Tour – TODAY @ 2 pm

Join the DEIB Committee for a private tour of the new Civil Rights Institute in downtown Riverside.

Spirit of the Tribes 5K, Nov 18 @ 8 am

DEIB Committee will sponsor numerous teams for the 5k. The Spirit of the Tribes 5K is a fundraising event for UC Riverside student scholarships. Interested in running? Scan the QR code!

DEIB Training, TBD

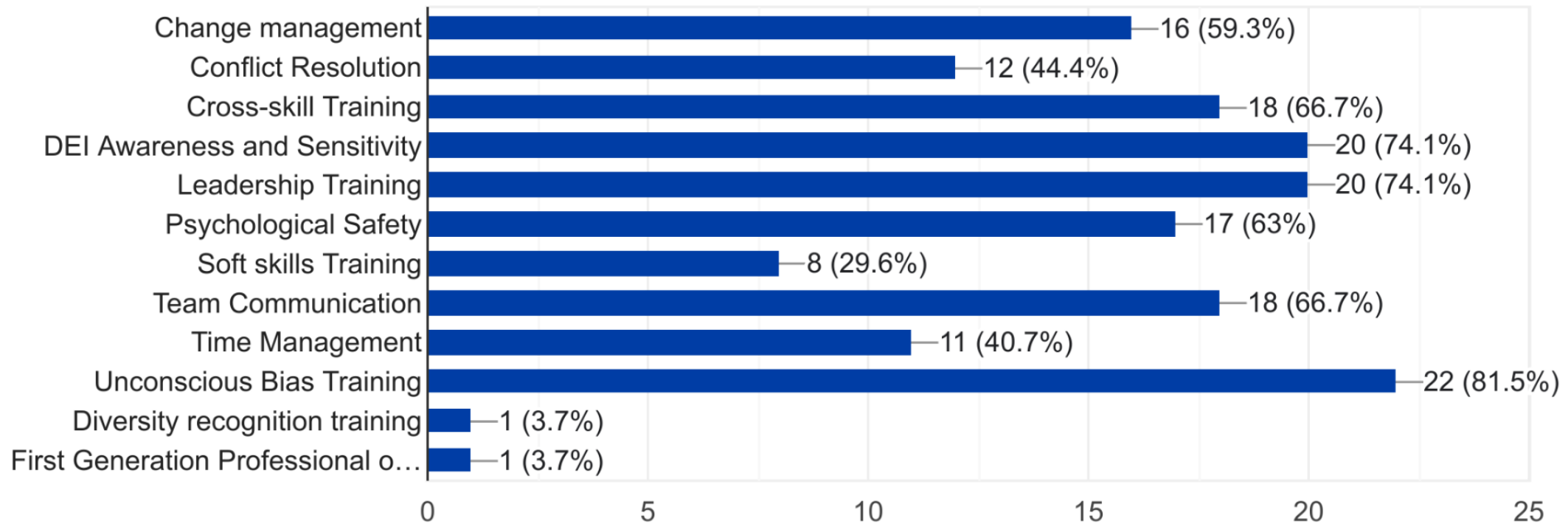
5K Interest Form



Survey Results

Please indicate your interest in the following training topics (check all that apply)

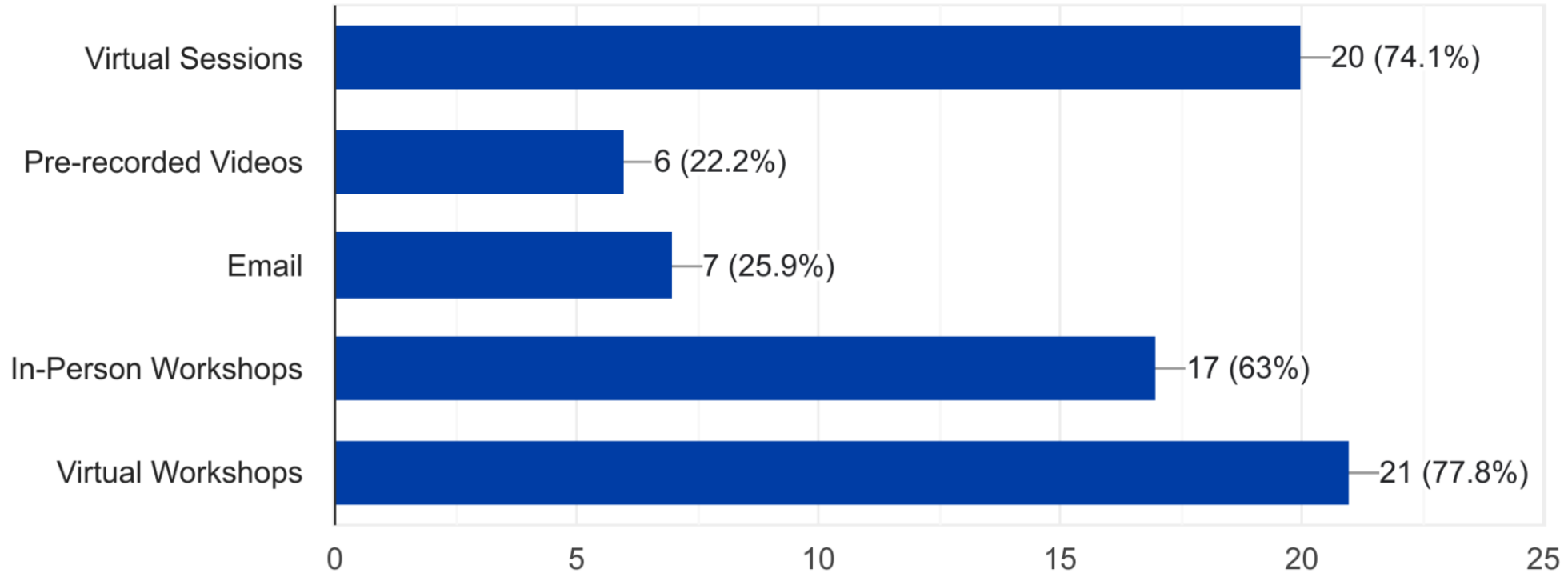
27 responses



Survey Results

What format would you prefer the content to be delivered?

27 responses



HARP AWARDS

Recognition

Highlander Advancement Recognition Program (HARP)

Leadership awards

- ▶ Holistic review of contributions
- ▶ Tied to our core values:
 - ▶ Excellence
 - ▶ Integrity
 - ▶ Respect
 - ▶ Accountability
 - ▶ Collaboration
- ▶ Determined by the UA Leadership Team



**University
Advancement
Leadership
Awards**



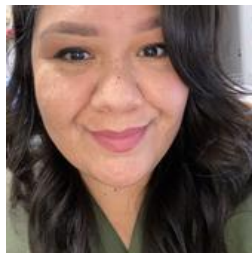
Anna Gonzalez



Jill Huff



Stephanie Nguyen



Zenaida Nunez



Edna Ychannes

INTRODUCTION OF SPECIAL GUEST SPEAKER

Edna Yohannes

UCR Health

Clinical Enterprise Overview

Timothy J. Collins, Ed.D.

Chief Executive Officer

UCR Health



To watch the video, [click here](#).

Strategic Vision for the Community

- To improve the health of individuals in Inland Southern California, expanding access to critical, high-quality specialties and developing innovative and accessible healthcare programs and services that will transform healthcare delivery within the community
 - ✓ Increased access for patients in the Inland Empire region
 - ✓ Improved quality performance
 - ✓ Improved service and programmatic capabilities
 - ✓ Expanded partnerships in the market
 - ✓ Community health improvement and research
 - ✓ Tertiary services coordination
 - ✓ Increased education of medical students and residents
 - ✓ Physician organization development/expansion

UCR Health Community Clinic – Hulen Place

2880 Hulen Place, Riverside Ca



UCR HEALTH COMMUNITY CLINIC
HULEN PLACE



UCR Health Growth & Alignment Model

- High-cost resources
- Low volume
- Procedurally-based
- Investment to support

Trauma
Transplant
BMT
Neurosurgery

Anesthesiologist
Spine Surgery | Cardiac Surgery

Interventional Cardiology
General Surgery | Orthopedic Surgery

Radiology | Radiation Oncology | Interventional Radiology

- Hospital OR
HOPD / ASC-based care
- Costly infrastructure

3 Ophthalmology | Dermatology | Allergy | Infectious Disease

2 Oncology | Urology | Pain Management | Nephrology | General Surgery | Pulmonology | ENT
| Hepatology | Podiatry
Rheumatology | Gyn | Neurology | Office-based Cardiology | Endocrinology | GI

UCR Health

1 Internal Medicine | Family Medicine | Psychiatry | Pediatrics | Geriatric Medicine | OB

How You Can Help

1. Federally qualified health center development
2. New clinic funding
3. Physician recruitment
4. Education and training of staff
5. Clinical education partnerships (MA/NP/LVN)
6. Research (Pediatrics / Translational)
7. Equipment
8. Program development
9. Community healthcare education
10. Street Medicine Program (with Hulen Clinic)

An aerial photograph of a city at dusk, featuring a prominent tall, perforated tower in the center. The sky is a deep blue with some clouds, and mountains are visible in the distance. The text "Thank You!" is overlaid in white on the tower.

Thank You!

FUNDRAISING UPDATE

Development Updates

FY24 Recognition of gifts secured

- 01** \$1,000,000 Estate Gift to establish the Citrus and Avocado Holistic Research Initiative Fund and the Agri-Innovation Endowed Scholarship Fund. *DuBron Rabb*

- 02** \$200k Gift from James and Lia Whitehead to support the Whitehead Family RISE Scholars Endowed Fund. *DuBron Rabb and Robyn Martinelli*

- 03** \$60K Pledge from Chuck Cole to support the Ronald Loveridge Tribute Fund Closing out the \$500K Ron Loveridge Campaign. *Eveleen Samayoa*

- 04** \$25k Gift from Susan Miller to support Women's Basketball Excellence Endowed Fund. *Krysta Guerrero*

EVENTS CALENDAR

UC RIVERSIDE

BOLD HEARTS. BRILLIANT MINDS.

EVENTS CALENDAR

9/22

**Student Health & Counseling Center
Ribbon Cutting**

9/26

**School of Medicine Education II
Ribbon Cutting**

10/12

Faculty Scholars Day

10/21

School of Medicine 10th Anniversary Gala

11/2-4

Homecoming

11/7

DOE to the People

11/16-17

UCR on the Road: Chapel Hill

Nov-Dec.

Riverside Festival of Lights

11/30

UCR on the Road: Los Angeles

Winter

NoCal & SoCal Regional Events

4/6

Annual UCR Gala

June 24

Commencement

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Q&A WITH UALT

ADJOURN – THANK YOU!

CATCH UP WITH UA COLLEAGUES

- Enjoy refreshments

