

UC RIVERSIDE UNIVERSITY OF CALIFORNIA



University Advancement Fall Kickoff Meeting

September 5, 2019



Agenda

- › New staff welcome
- › Updates
 - › Campus
 - › *Living The Promise Campaign*
 - › Strategic Planning
- › Reports
 - › Online Giving Experience
 - › Engagement Survey
 - › Talent Management Metrics
- › Staff Recognition



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Office of Alumni
Engagement

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Development

UNIVERSITY OF CALIFORNIA
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Alumni Association



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Foundation

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Communications

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Office of
Adminstration

Campus Update

- › General Obligation Bond (March 2020)
- › Black Student Experience Workgroup
- › Rankings season



204th among all universities
75th in the United States



15th among public universities
27th among public and private

Money

Most Transformative Universities
1st among public universities
4th among public and private

Overall Ranking
9th among public universities
12th among public and private

Campus Update

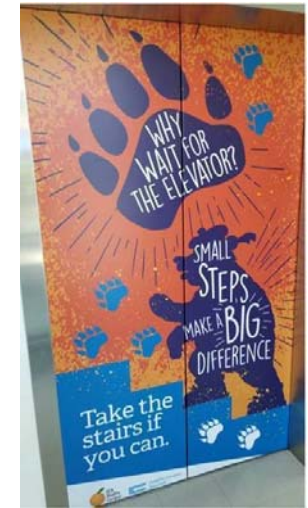
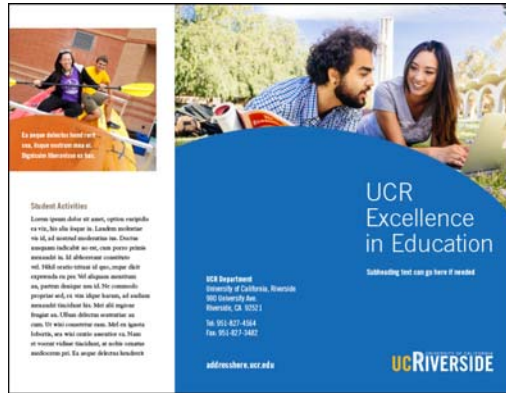
- New VCRED
- Searches (PEVC)
- Campus Culture Workgroup
- Construction
 - Things Change Change Things
 - The Barn
 - Dundee/Glasgow
 - Structure 1



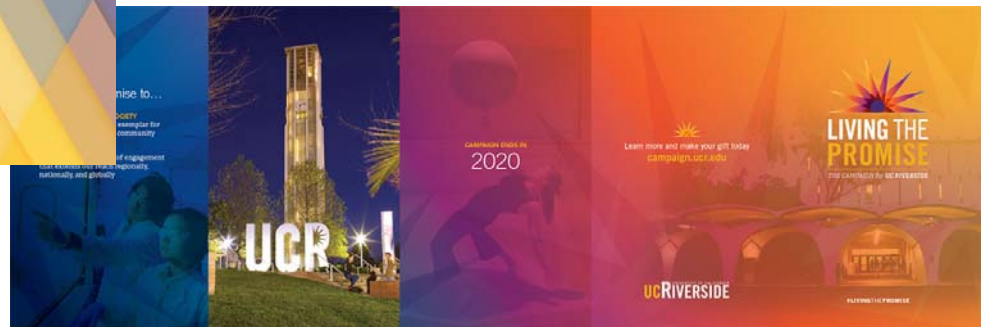
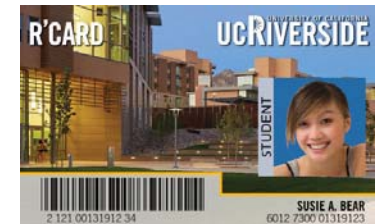
Student Success Center



Visual Identity Project



THE HIGHLANDER CHALLENGE: A PUBLIC SPEAKING CONTEST



Visual Identity Project





LIVING THE PROMISE

THE CAMPAIGN for UC RIVERSIDE

Milestones

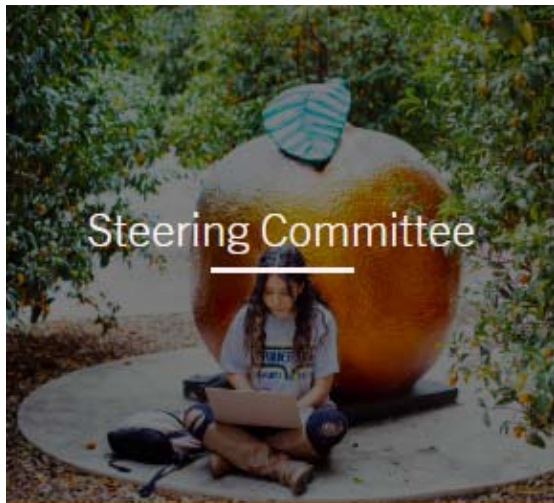
- Progress to date: \$ 249.5 million (83.2%)
- Final FY2018-19: \$33.8 million
- FY2019-20 goal: \$40 million
- Time remaining: 1 yr, 3 months, 25 days
- \$2.3 million raised so far in FY2020





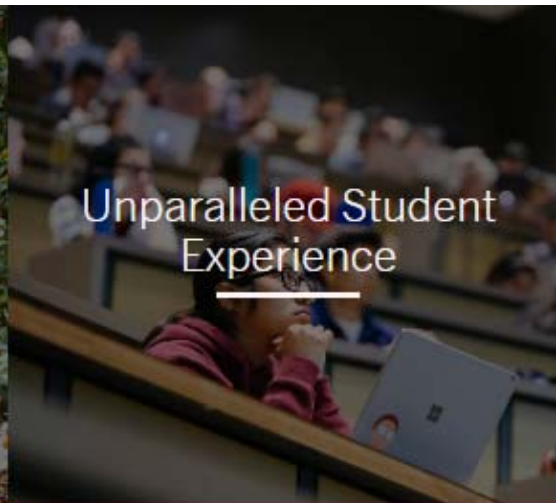
Questions?

UCR Strategic Plan



Steering Committee

[MORE INFORMATION](#)



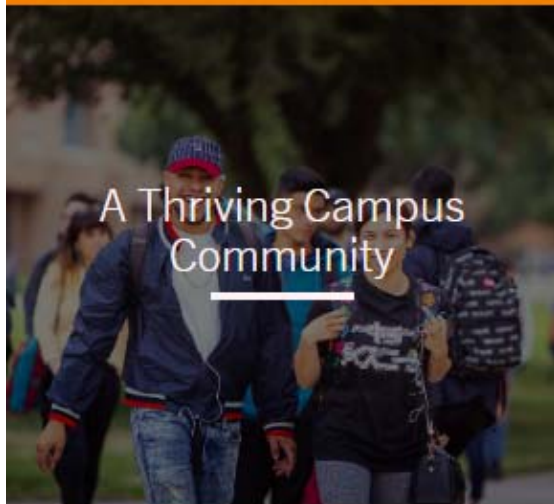
Unparalleled Student Experience

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Research & Scholarly Distinction

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A Thriving Campus Community

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Contributions to the Public Good

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Sustainable Infrastructure, Operations & Finance

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UA Strategic Plan



- › Mission
 - › To inspire pride, commitment, and investment in UCR
- › Vision
 - › To be the standard for quality service, integrity, and accountability
- › Values
 - › Integrity, Excellence, Accountability, Respect
 - › Collaboration, Professional Growth, Diversity

UCR 2020 Goals

1. Build a sustainable culture of philanthropy;
2. Heighten UCR's national profile; and
3. Plan and execute a comprehensive fundraising campaign.



2019-20 UA Sample Objectives

1. Generate at least \$40 million in private support (gifts and new pledges, including reportable bequest intentions) during fiscal year 2019-20 (\$3.33 million+/month)
2. Fully implement brand strategy and messaging, and successfully complete update to visual identity.
3. Finish giving form to simplify and streamline the donor experience
4. Execute comprehensive alumni census in Winter 2020 with data incorporated into RE and analytical insights shared with UA Senior Leadership by June 30, 2020.

Online Giving Workgroup

GIFT BASKET



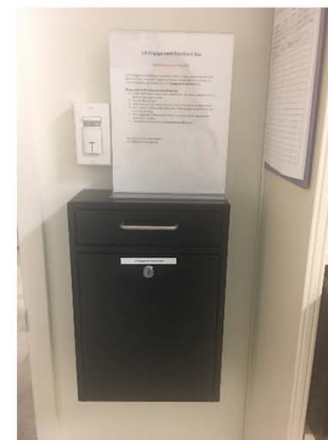
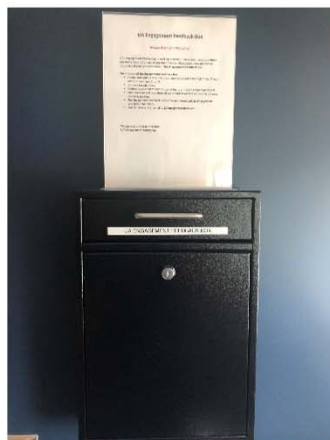
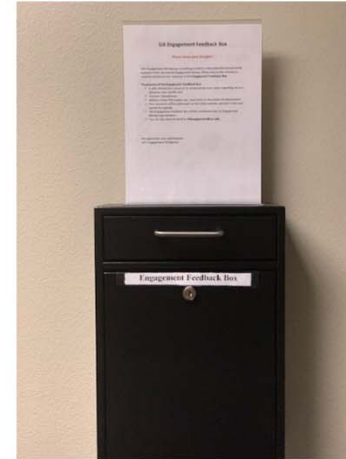
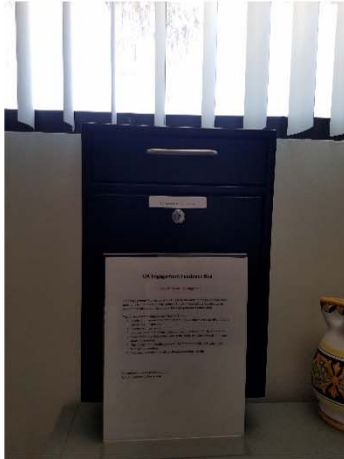
Giving



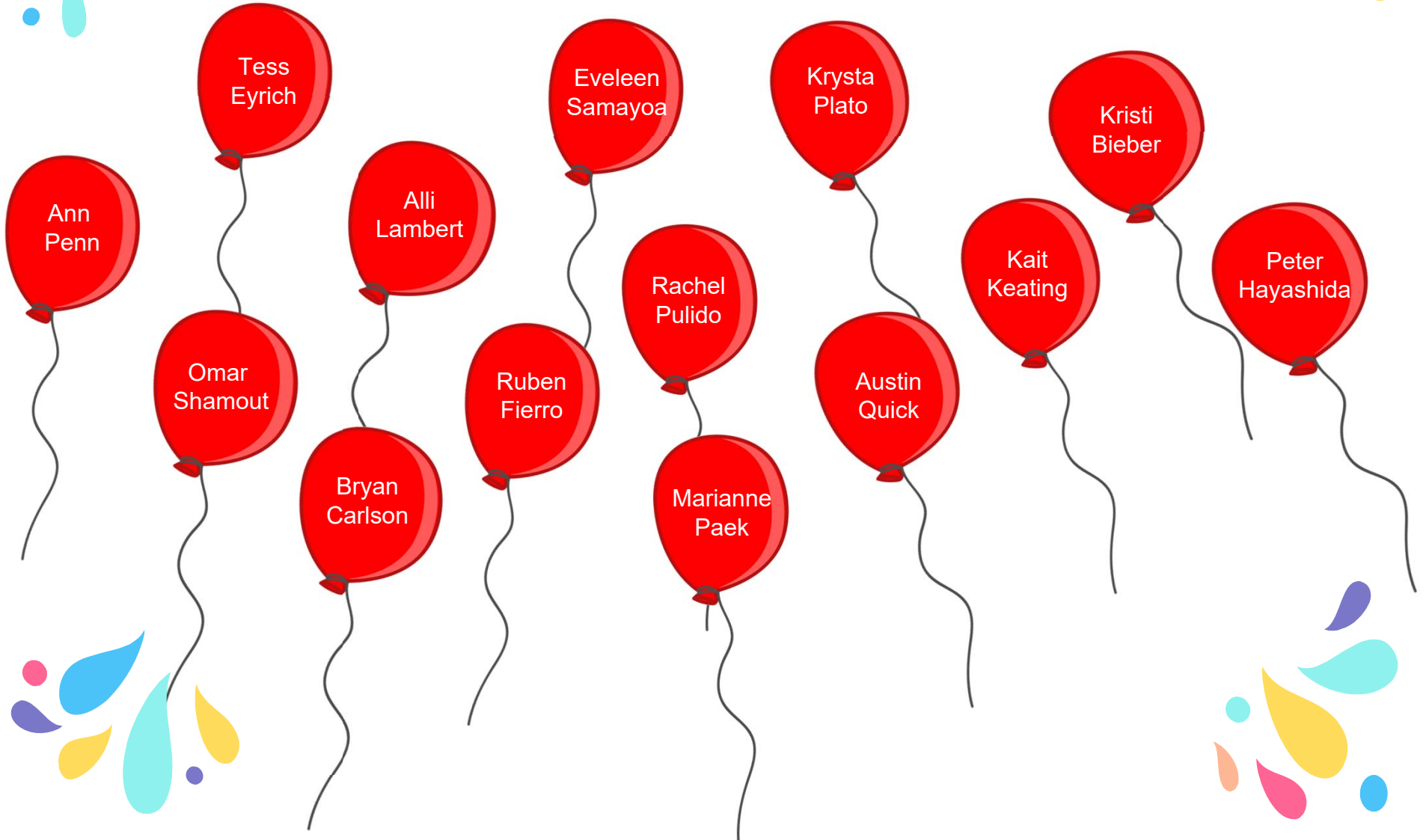
Engagement Survey Workgroup



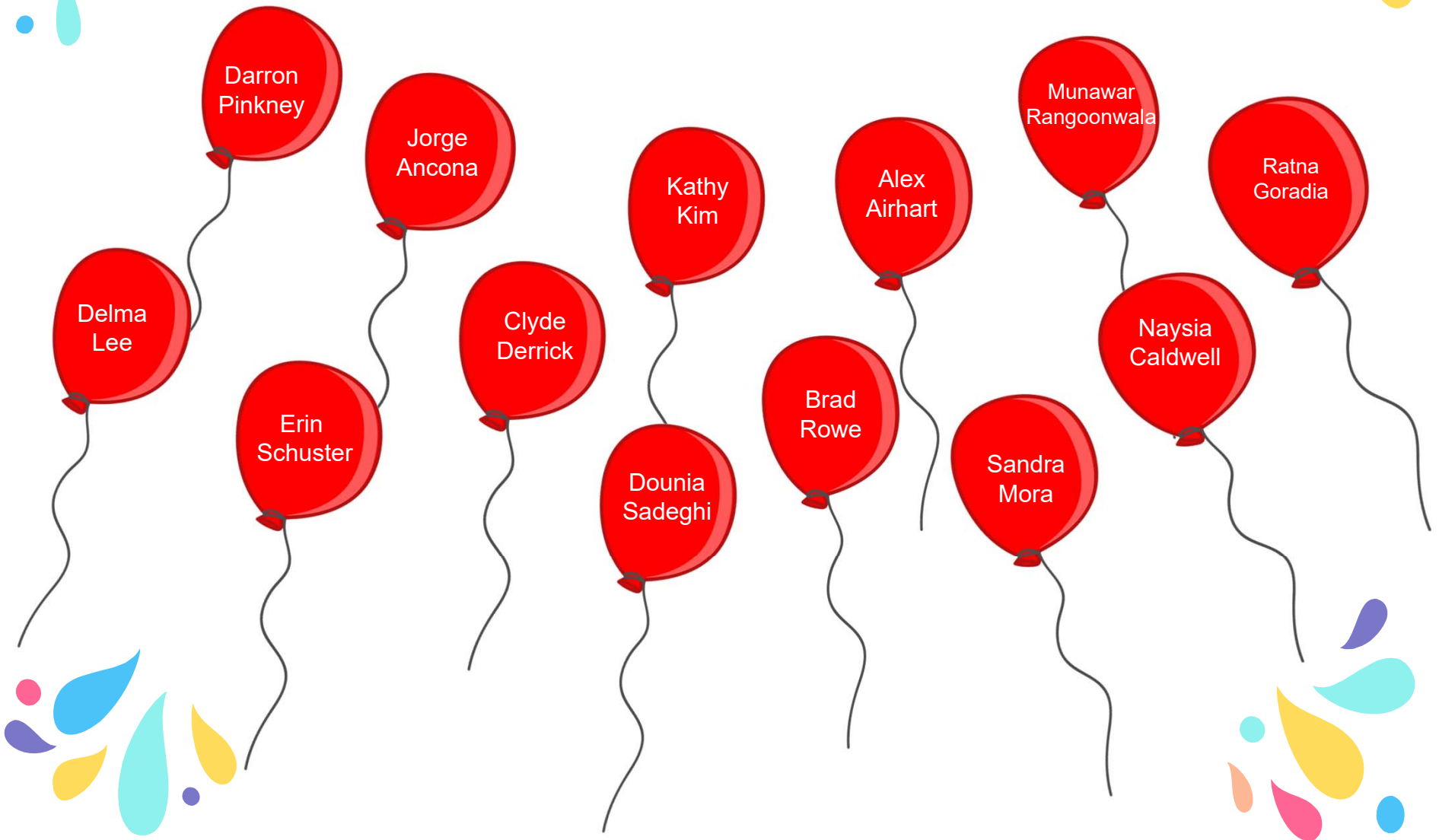
Darron Pinkney and Amanda Gomes



Work Anniversaries



Work Anniversaries



Darron
Pinkney

Jorge
Ancona

Kathy
Kim

Alex
Airhart

Munawar
Rangoonwala

Ratna
Goradia

Delma
Lee

Erin
Schuster

Clyde
Derrick

Brad
Rowe

Naysia
Caldwell

Dounia
Sadeghi

Sandra
Mora

Engagement Survey Workgroup

- › Erika Bayless
- › Krissy Danforth
- › Amanda Gomes
- › Amy Kim
- › Sandra Martinez
- › Darron Pinkney
- › Kanisha Robinson
- › Iris Tam
- › Sandra Mora, *convener*



Talent Management Metrics

Fiscal Year 2019 –

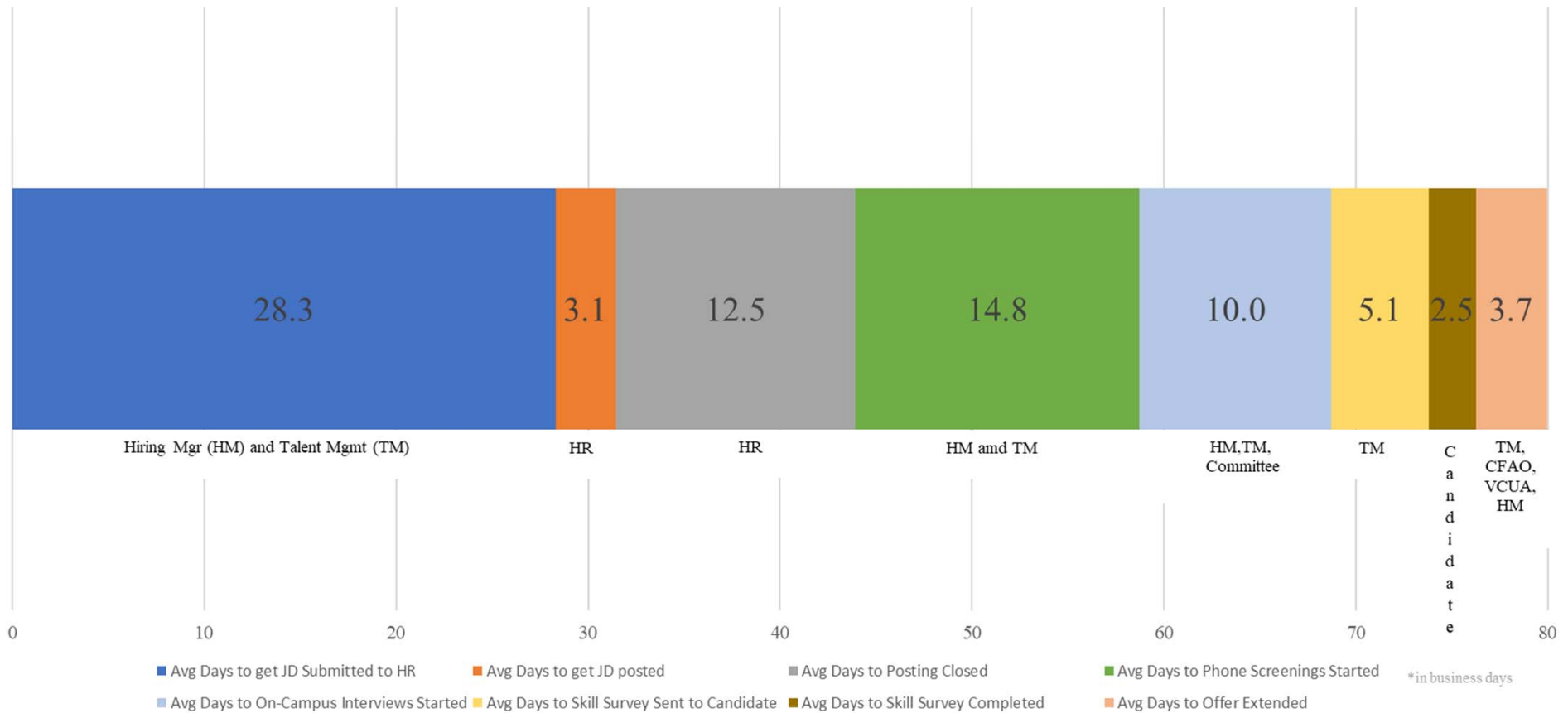
Implemented tracking of two talent management metrics:

- Time to Fill
- Voluntary Turnover Ratio

Time to Fill

- › Why is it important?
- › Tracked several data points within process
- › Calculated average time to fill for FY19 open positions (in business days)
- › What we learned:
 - › Overall average time to fill (76 days)
 - › Shortest (37 days), Longest (126 days), Median (73 days)
 - › What we're doing well
 - › What we need to enhance

University Advancement FY2019 Average Time to Fill Positions*



Voluntary Turnover Ratio

- › Employee turnover rate is the percentage of employees who voluntarily left the organization over a specified period of time.*
- › How is it calculated:

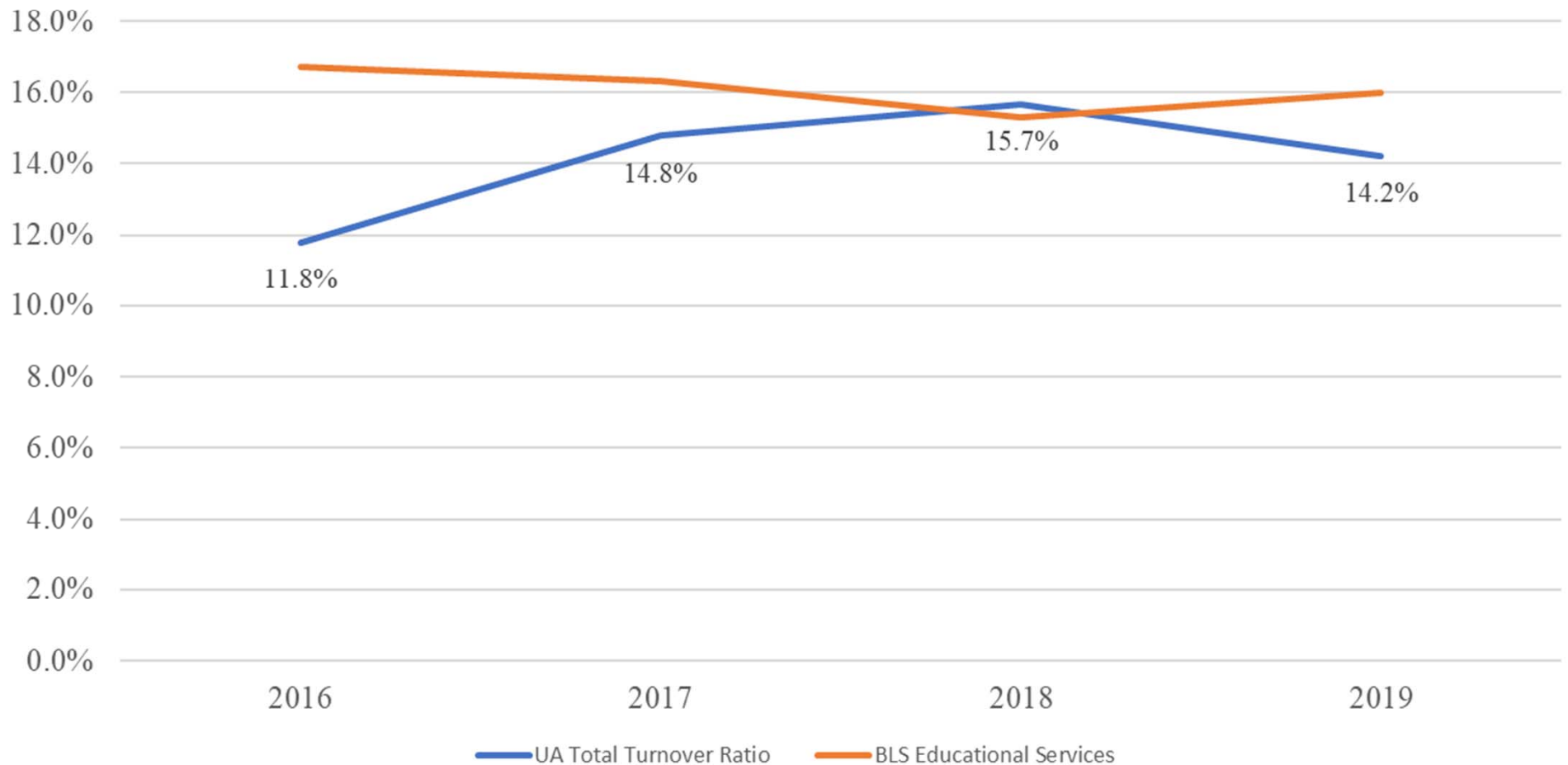
Employee turnover rate formula TALENTLYFT

$$\text{EMPLOYEE TURNOVER RATE} = \frac{\text{Employees who left}}{\text{Average number of employees}} \times 100$$

Voluntary Turnover Ratio

- › Why is it important?
 - › Costly
 - › Productivity Disruption
 - › Time Consuming
- › According to the U.S. Bureau of Labor Statistics, the average turnover rate in the U.S. is about 12% to 15% annually.
 - › U.S. Bureau of Labor Statistics has detailed turnover rates by industry.
- › Calculated FY16 – FY19 University Advancement Turnover Ratios and compared to U.S. Bureau of Labor Statistics Educational Services Industry.

University Advancement Annual Voluntary Turnover Ratio FY16 - FY19



Talent Management Metrics

Fiscal Year 2020 –

Incorporating new metrics:

- Internal Promotions
- Staff Referrals
- Offer Acceptance Rate

Staff Recognition

Highlander Advancement Recognition Program (HARP)

- ▶ Tied to our values

- ▶ Excellence, Accountability, Respect, Integrity

1. Leadership Awards (Spring)

2. Peer to Peer Awards (Quarterly)

- ▶ For specific action “above and beyond”
- ▶ Peer to peer without approvals
- ▶ Email to UA/HR (Sandra), magnet to recipient (3 days)
- ▶ Drawing for gift cards



Peer-to-Peer Drawing



