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**Agenda**

- ✓ Updates
  - Budget
  - COVID-19
  - Rankings & Recognition
- ✓ Reports
  - Engagement Workgroup
  - Talent Management Plan
- ✓ Staff Recognition



A photograph showing a blue banner with the UC Riverside logo and name hanging across a street. In the background, there is a multi-story brick building, a tall palm tree, and some street signs.

Photo credits: Stan Lim (all)



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## Budget



- ✓ Process
  - Budget Advisory Committee
  - Cut Scenarios
  - BAC Hearing (October 7)
- ✓ Scenarios
  - 10% permanent cut + additional 5% permanent cut over two fiscal years (2020-21 and 2021-22)
- ✓ Final Decisions in October
  - Enrollment census
  - Federal stimulus bill



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## Budget

- ✓ Scenarios will be submitted tomorrow
- ✓ No proposed elimination of filled positions
- ✓ No consideration of uniform pay reductions
- ✓ Final reduction target confirmed in late October may be higher or lower



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## Budget



- ✓ \$20.8 million base budget
- ✓ 10% Scenario (~\$2 million)
  - Permanent elimination of current vacancies (\$1.6 million)
  - Programmatic cuts (\$495K)
- ✓ Additional 5% (~\$1 million)
  - Additional position eliminations through normal attrition (\$375K)
  - Programmatic cuts (\$660K)

\* Numbers may not exactly total due to rounding



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## Budget



- ✓ Enrollment census
  - Entering students
    - Targets 4,800F/2,400T
    - Current 4,700F/2,350T
  - Continuing students
- ✓ Federal stimulus
  - Postpone? Reduce? Nothing?
- ✓ COVID-19 trajectory
  - Vaccine timing
  - Development of treatments
  - Greater adoption of mitigation



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## Budget

- ✓ Pay reduction possibility
  - Regents reviewed mitigation efforts taken during Great Recession last week
  - UCOP will bring action items to board in November
  - If approved, reductions would likely begin January 1, 2021
  - Currently support for furlough program similar to 2009
    - Progressive, time-limited
    - Reduction in hours, commensurate reduction in pay

**Display 2: Furlough Days by Salary Tier, 2009 Plan**

Eligible Compensation	Furlough Days		Equivalent Salary Reduction (Approx.)
	Staff	Academic Year Faculty*	
\$40,000 or below	11	7	4%
\$40,001 to \$46,000	13	9	5%
\$46,001 to \$60,000	16	10	6%
\$60,001 to \$90,000	18	12	7%
\$90,001 to \$180,000	21	14	8%
\$180,001 to \$240,000	24	15	9%
\$240,001 or higher	26	17	10%

\*Furlough days for faculty paid on a fiscal year basis were generally similar to those for staff.



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## Budget Questions?



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## COVID-19

- ✓ Symptom tracking
- ✓ Testing (surveillance)
  - Students
    - Residential
    - Non-residential
  - Staff and faculty
- ✓ Tracing
  - Case investigation, contact tracing
- ✓ Isolation/quarantine
- ✓ Return to campus
  - Staff with location-dependent jobs
  - Staff who can work remotely



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## COVID-19 Questions?

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## Rankings & Recognition

# #1

### Social Mobility

Second year in a row ;  
From #35 to #34 among  
national public universities



# #15

### Public University

#27 overall based on  
upward mobility, research,  
and civic engagement



# 11

### NSF CAREER Awards

Received by UCR faculty  
members in 2019; seven  
were women



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## Employee Engagement Workgroup





**Imran  
Ghori**



**Darron Pinkney**

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## Digital Engagement Feedback Box

- Located on the UA4U website under the “Engagement Group” tab
- Hosted by Qualtrics to ensure submissions are 100% anonymous

### Process

- Comments are recorded in Qualtrics and then are accessible by Sandra Mora (UA Human Resources Manager) as well as all current members of the Employee Engagement Committee
- When a comment is received, it is reviewed by Sandra and the Engagement Committee members and then forwarded to the appropriate party (oftentimes Peter) so that a written response can be drafted and posted to UA4U to be shared with the entire UA team

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## Digital Engagement Feedback Box

Welcome to the UA Feedback Box. Thank you for sharing your thoughts, feelings and ideas! With your help, we can work together to improve UA.

Please describe your feedback, suggestion, or other ideas in the box below.

Please provide your contact information if you would like someone to follow up.

Leave the form blank if you would like to remain anonymous.

Name

Email

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## Work Anniversaries

<p>Alex Airhart Austin Quick Brad Rowe Clyde Derrick Darron Pinkney Delma Lee Dounia Sadeghi Erika Bernal Erin Schuster</p>	<p>Eveleen Samayoa Jorge Ancona Kaitlyn Keating Kathy Kim Kristi Bieber Krysta Guerrero Maite Zabala-Alday Marianne Paek Munawar Rangoonwala</p>	<p>Nesha Crossman Omar Shamout Peter Hayashida Rachel Pulido Ratna Goradia Ruben Fierro Sandra Mora Sarah Karson</p>
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## EMPLOYEE ENGAGEMENT WORKGROUP

	<b>Erika Bayless</b>		<b>Anya Looper</b>		<b>Darron Pinkney</b>
	<b>Imran Ghor</b>		<b>Lavonda Lowe</b>		<b>Luis Sanz</b>
	<b>Amanda Gomes</b>		<b>Sandra Mora</b> <i>Coordinator</i>		<b>Essam Ulhaq</b>



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## UCR Advancement Talent Management Plan



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## Staff Recognition

### Advancement Peer-to-Peer Awards

- ▶ For specific action "above and beyond"
- ▶ From one employee to another without approvals
- ▶ Email to [sandra.mora@ucr.edu](mailto:sandra.mora@ucr.edu)
  - ▶ Exploring digital recognition options during WFH
- ▶ Quarterly drawing
- ▶ Tied to our values
  - ▶ Excellence, Integrity, Accountability, Respect, Collaboration



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**UC RIVERSIDE**  
**Summer 2020 Peer-to-Peer Award Recipients**

Arturo Rodriguez      Tami Richardson  
Andrew Neri      Krissy Danforth      Holly Ober  
Tracy Bush      Ian Foster      Emily Rankin  
Matt Heimdahl      Iqbal Pittalwala  
Deidre Kowalczyk-Stowell      Amy Kim

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