

Agenda

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



UC RIVERSIDE

Photo credits: Stan Lim (all)

## **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



3

## **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





### **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



5

## **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



## **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			
	Furlough Days		Equivalent Salary
		Academic Year	Reduction
Eligible Compensation	Staff	Faculty*	(Approx.)
\$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.



7



**UC** RIVERSIDE

### COVID-19

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





9

# **COVID-19 Questions?**





## **Rankings & Recognition**



Social Mobility
Second year in a row;
From #35 to #34 am ong
national public universities



#15

Public University #27 overallbased on upward mobility, research, and civic engagement



11

NSF CAREER Awards Received by UCR faculty m em bers in 2019; seven were wom en



11

## **Employee Engagement Workgroup**



Imran Ghori



**Darron Pinkney** 





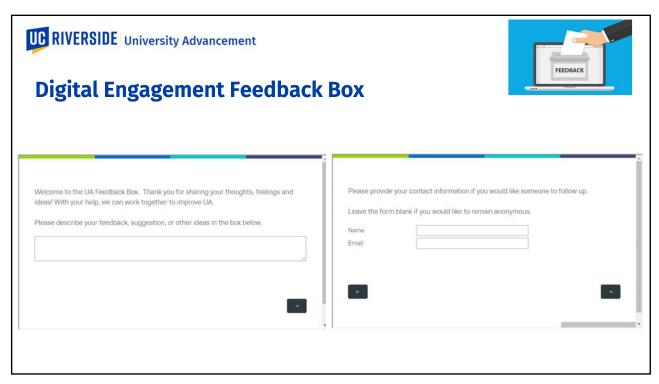


### **Digital Engagement Feedback Box**

- 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





Alex Airhart
Austin Quick
Brad Rowe
Clyde Derrick
Darron Pinkney
Delma Lee
Dounia Sadeghi
Erika Bernal
Erin Schuster

Eveleen Samayoa
Jorge Ancona
Kaitlyn Keating
Kathy Kim
Kristi Bieber
Krysta Guerrero
Maite Zabala-Alday
Marianne Paek
Munawar Rangoonwala

Nesha Crossman Omar Shamout Peter Hayashida Rachel Pulido Ratna Goradia Ruben Fierro Sandra Mora Sarah Karson

15

### **EMPLOYEE ENGAGEMENT WORKGROUP**



Erika Bayless



Anya Looper



Darron Pinkney



Imran Ghori



Lavonda Lowe



Luis Sanz



**Amanda Gomes** 



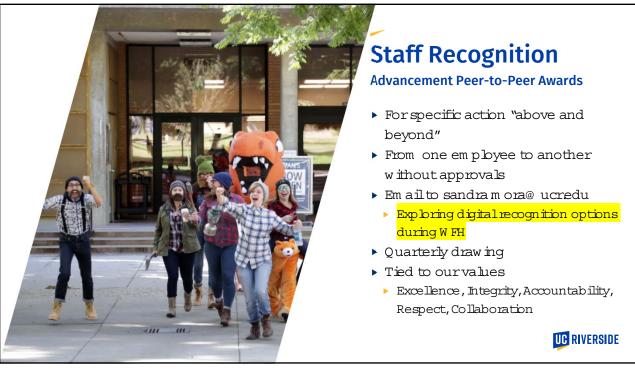
**Sandra Mora** Coordinator



Essam Ulhaq

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

