Agenda

- Team transitions

- Campus updates

- Advancement Initiatives

- Employee engagement

- Staff recognition

Photo credits: Stan Lim

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Recruitments

Director, Alumni Events
Alumni Engagement Office

Financial Analyst
Finance & Administration

Senior Director of Development
College of Natural & Agricultural Sciences

Welcome

Student Affairs Marketing & Communications

CAMPUS UPDATE

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Budget   FY2021-22

- Budget passed by legislature, still being negotiated with Governor

- Full restoration of $300 million+ prior year budget cut

- $173.2 million (5%) unallocated perm funding increase

- $325 million one-time for deferred maintenance

- $4 billion one-time funds to fund campus expansions at UC and CSU

- No funding (yet) for enrollment growth

- UC still implementing 3% COLA for non-represented staff

- Final budget should be signed by 7/1, trailer bills ongoing

Leadership Updates

- VPAR

- VPIA

- AVC/CHRO

- AVC/CIO

- AVC/Enrollment Svcs

- SOE Dean

- CHASS Dean – Daryle Williams

Campus Construction

Plant Research Building 1

Completed

Parking Structure 1

Completed

Student Success Center

Opens Fall 2021

North District Residential Complex

Phase One Opens Fall 2021

STEM High School

Planning

Planning

- **OASIS:** Opportunities to Advance Sustainability, Innovation, and Social Inclusion
- **School of Business**
- **School of Medicine Education Building II**
- **Student Health and Counseling Center**

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Other Updates

☞ Strategic Plan

☞ Campus Safety

☞ Athletics

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QUESTIONS?

Chat Box

Raise Hand

Email Later
peter.hayashida@ucr.edu

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ADVANCEMENT INITIATIVES

Good Day UA Recap

19

Social Gatherings
The purpose of the gatherings were to keep colleagues engaged and connected to one another through a virtual platform.

15

All-staff professional Development
Taking place of our Lunch and Learn series, these sessions encompassed many areas of professional development.

11

Manager Trainings
This series focused on managing staff remotely. It was an open forum for current managers to share and learn from their peers.

90%

Overall
90% of staff have attended at least one Good Day UA session. 77% have attended more than one.

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A Closer Look

Good Day UA Recap

01 Top Attended Good Day UA Sessions

- SharePoint/OneDrive Training
  - Hosted by CMT
- Planning, Writing, and Preparing for Performance Evaluations
  - Hosted by Marie Schultz, Kim McDade, and Lisa Rabenstein
- Chancellor/Provost Briefing Process
  - Hosted by Erin Schuster

02 Top Attended Good Day UA Gathering Sessions

- Ask CMT
  - Hosted by CMT
- Unknown Suffragettes: Deeds not Words
  - Hosted by Emily Rankin
- Black History Month, Information and Trivia
  - Hosted by DuBron Rabb

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A Special Thank You

Emily Rankin	Sandra Mora	Vanessa Soriano
Austin Quick	Elliot Emmer	DuBron Rabb
Lily Barger	Bryan Carlson	Kristi Bieber
Jan Wildman	Brittany Wray	Essam Ulhaq
Kate Beach	Erin Schuster	Heather Morales
Rachel Jones	Munawar Rangoonwala	Brandon Westenberger

Scotty-up Buddy Program

Overview

University Advancement (UA) is implementing the Scotty-up program as an onboarding and knowledge-sharing method to orient and acculturate new employees in the early months of their tenure.

Scotty-up Buddy Role

- Partner with a new employee during their first six months of employment

- Provide advice and guidance regarding the day-to-day aspects of working at UC Riverside and UA

- Be an ambassador for UA and communicate UA and UCR culture

Scotty-up Buddy Program

Scotty-up program expectations

- The relationship between both parties should be open, supportive, and respectful.

- The frequency and timing of the meetings vary by month. The frequency of these queries should subside over time. Details are outlined in the buddy packet.

How to apply

An application will be accessible through the UA4U Scotty-up sub-page for individuals who wish to be a buddy. The questions below will be in an open question box.

- Why do you want to be a buddy?
- Based on your knowledge of the Scotty-up program, how would you define success as a buddy in the program?

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Looking ahead with Talent Management

2021 - 2022

Good Day UA continues
- Three sessions a month
- Finalizing a fiscal year calendar that will include gatherings, professional development, and tech trainings.

Recruitments and sourcing of candidates
- Ongoing recruitments
- Onboarding of new employees

Scotty-up buddy program
- Don't forget to apply on UA4U!

University Advancement Mentorship program
The Mentorship Program will provide opportunities for growth both for mentors and mentees.
- Mentors - opportunity to share their knowledge, experience, and lessons learned with mentees.
- Mentees - the program will pair them with someone to provide professional guidance and the framework to discuss and explore their professional goals.

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EMPLOYEE ENGAGEMENT WORKGROUP

KELLY KRAUS LEE

LUIS SANZ

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Engagement committee

Q1.   Know what's expected

Q3.   Opportunities to do best

Q12 Learn & Grow

Work Anniversaries

Adrian Stevens	Holly Ober	Maribel Arbaiza
Brandon Milder	Javier Morales	Marie Schultz
Brock Cavett	Jed Schwendiman	Norelia Huerta
Crystal Sankey	Jessica Martinez	Sandra Martinez
DanNY Arbanas	John Warren	Sharilyn Berry
Denise Wolf	Krissy Danforth	Tracy Bush
Diane Viero	Kristin Seiler	Vanessa Soriano
Edna Yohannes	Lisa Cusick	Vanessa Torrez
Erika Bayless	Lisa Rabenstein	Zareen Rahman

EMPLOYEE ENGAGEMENT WORKGROUP

Imran Ghori

Rachel Jones

Kelly Kraus-Lee

Anya Looper

Lavonda Lowe

Heather Morales

Luis Sanz

Essam Ulhaq

Sandra Mora
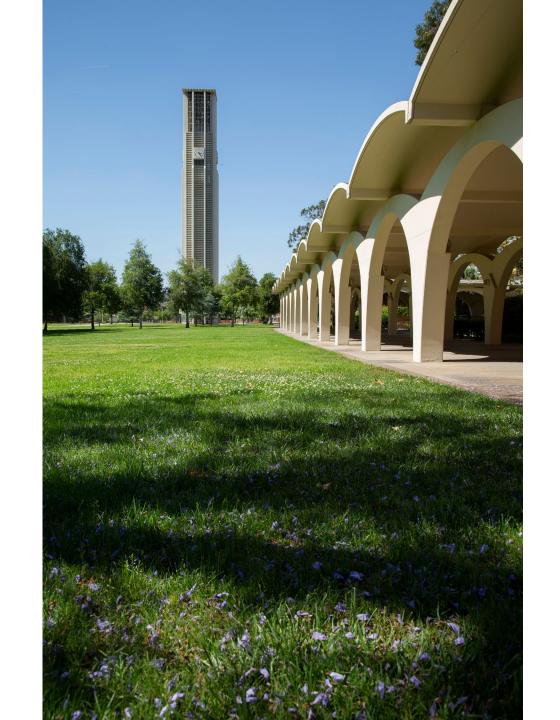*Coordinator*

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Advancement DEI Committee

Maite Zabala-Alday

Austin Quick

Christina Bristol

DuBron Rabb

Christine Anaya

Dounia Sadeghi

Elliot Emmer

Return to Campus Committee

Return to Campus Committee

Committee Efforts

- 12 committee members from all departments
- Created three subcommittees
  - Equity, Health, Operations
- Conducted UA staff survey
- Subcommittees crafted recommendations
- Convened as full committee to consolidate and finalize recommendations to UALT
- Recommendations submitted to UALT on June 4th

Recommendations Summary

- Flexibility guide UALT's approach
- Offer off-campus work for all staff, as determined by specific job duties and through ongoing conversations between managers and direct reports
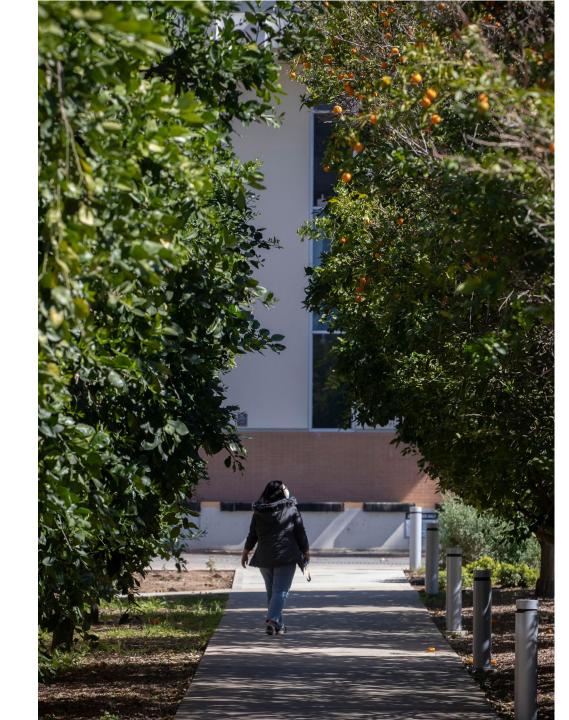- Full Recommendations Report on UA4U

Return to Campus Next Steps

UALT

- Reviewed and discussed recommendations report
- Building guidelines to distribute by mid   -July
  - Provide direction as conversations around remote arrangements between direct reports and supervisors begin

Return to campus preparation over the summer/early fall include:

- Creating UA specific flexible work agreement template
- Outfitting conference rooms with equipment for hybrid meetings
- Offering supervisor training related to Managing in the Modern Workplace
- And more that will be determined as additional decisions are made

Thank you to the Return to Campus Committee Members

Lily Barger
Erika Bayless
Jules Bernstein
Nesha Crossman
Clyde Derrick
Jill Huff
Sandra Mora
Dounia Sadeghi
Kristin Seiler
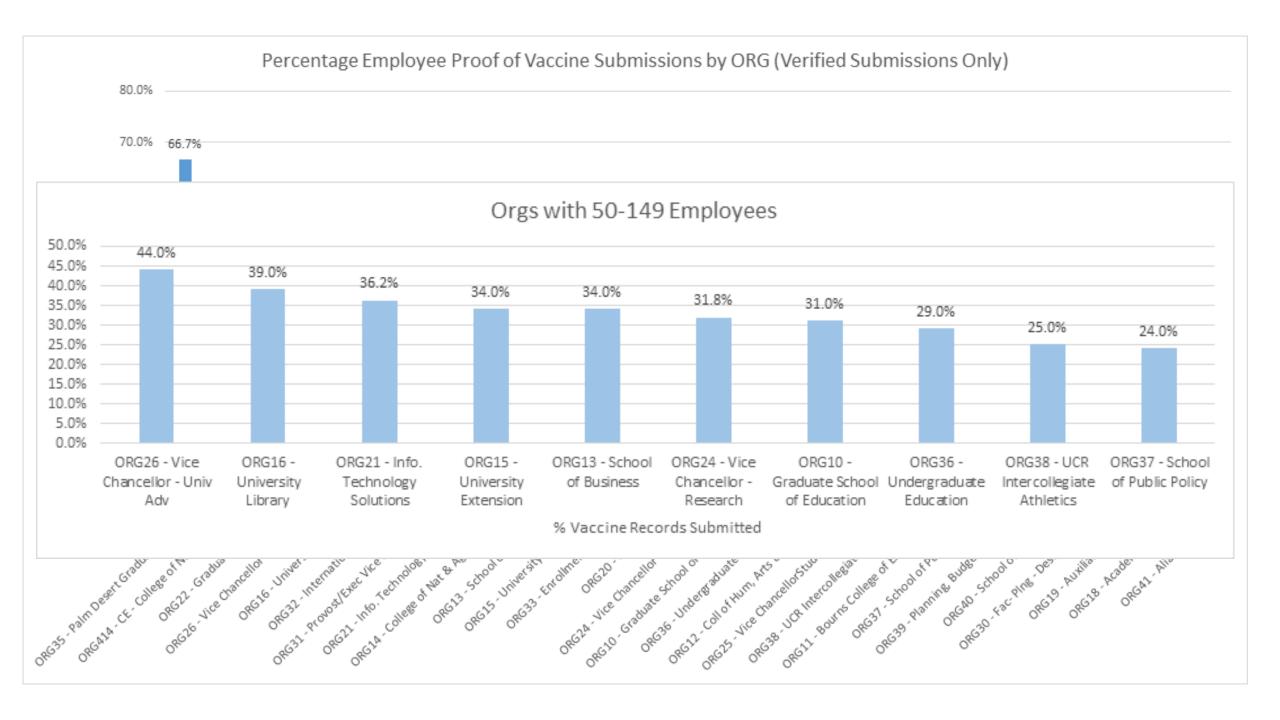Iris Tam
Christy Zwicke

Return to Campus

https://campusreturn.ucr.edu/vaccines

Vaccine Verification

Percentage Employee Proof of Vaccine Submissions by ORG (Verified Submissions Only)

Orgs with 50-149 Employees

% Vaccine Records Submitted

QUESTIONS?

Chat Box

Raise Hand

Email Later
peter.hayashida@ucr.edu

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Recognition

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

Matt Heimdahl

Amy Kim

Stan Lim

Munawar Rangoonwala

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
  - Digital sign and Barnes and Noble E-gift card to recipient
- Quarterly drawing
- Tied to our values
  - Excellence, Integrity, Accountability, Respect, Collaboration

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Spring 2021 Peer-to-Peer Award Recipients

Kendall Burks

Austin Quick

Darron Pinkney

Lisa Wilson Maribel Arbañil Rachel Pulido

Krysta Guerra Beach Jones

Rachel Oetenberger

Ratsada Goradia Jessica Weber

Erin Schuster Heather Mendez Schwendiman

Sheree Winslow Jodi

Erika Bayless

DuBron Rabb Taylor Amanda Gomes

Brand Visual Identity Initiative

Year: 2021
Award Level: Bronze
Award Winner(s): University of California, Riverside
Award: Circle of Excellence
Category: Marketing | Branding Programs | Institutional

From the Nominator

Following a creative development process that involved hundreds of UC Riverside students, faculty, staff, and friends, the new UCR brand visual identity launched in June 2020. The new identity updated the university's logo, monogram, graphic icons, typography, color palette, and design guidelines. UC Riverside's new institutional identity served as the creative inspiration for an update to its athletics identity, which launched one month later. As a result, the university has an institutional and athletics look that is much more aligned than many of its counterparts nationwide.

Transitions

Thank you and best wishes!

Madeline Adamo
3+ years

Vanessa Soriano
4+ years

Lee Brostrom
7+ years

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Here since the 90s, ready to party

Delma Lee
26+ years

Diane Viero
27+ years