

# University Advancement Spring Meeting

April 14, 2022

# Agenda

- ✓ Campus Updates
- ✓ Impact23
- ✓ Employee Engagement Survey
- ✓ Reports
  - Fundraising Update
  - VCUA Search
  - Engagement Workgroup
  - DEIB Committee
- ✓ Staff Recognition



# Transitions

## Welcome!

- ❖ Jill Barber
- ❖ Robyn Martinelli

## Congratulations!

- ❖ Danny Arbanas
- ❖ Stephanie Nguyen
- ❖ Devlin Smith
- ❖ Gwen Thibeaux



# Campus Update



- ✓ Strategic Plan
- ✓ State Budget/Legislative Session
- ✓ Changes to Human Resources
- ✓ COVID-19



# Campus Update



- ✓ Leadership Searches
  - ✓ Dean of SPP
  - ✓ Dean of SOE
  - ✓ AVC for DEI
  - ✓ Chief Human Resources Officer
  - ✓ Graduate Division Dean



# Questions



# Impact23

# Impact23 Program



- ✓ Multi-year initiative that will transform the way UCR:
  - ✓ Transacts
  - ✓ Develops budgets
  - ✓ Tracks spending/revenue
  - ✓ Performs financial reporting
- ✓ Implement Common Chart of Accounts
- ✓ Standardize business processes
- ✓ Replace existing systems with cloud-based applications





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- ✓ Travel and Expense Management
  - ✓ Increase efficiencies for travelers, cardholders, and department representatives
  - ✓ Book trips directly using Travel Module
  - ✓ Related expenses managed in Expense Module
- ✓ Two Phases:
  - ✓ I. Migrate travel-related business activities to Concur by June 2022
  - ✓ II. Migrate ePay reimbursement activities to Concur by July 2023

# Kuali Sponsored Programs



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- ✓ Proposal submission
- ✓ Research compliance
- ✓ Grants management
- ✓ Streamlines grant proposal submissions and award administration
  
- ✓ Replaces portions of PAMIS and Pre-award processes
  
- ✓ Launch Date: July 2023

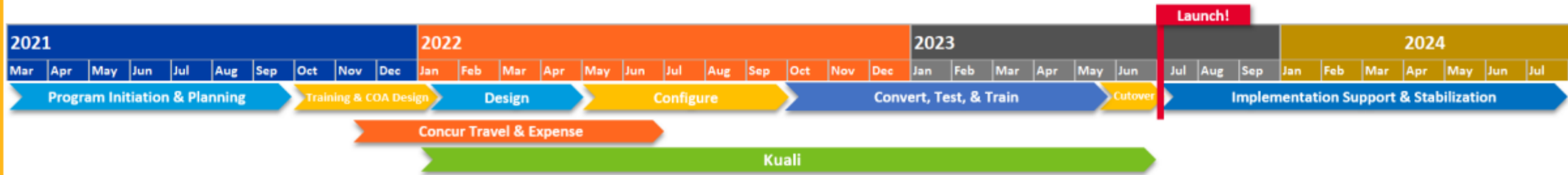
# Oracle



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- ✓ Replaces PeopleSoft Financial System
  - ✓ Incorporate:
    - ✓ General Ledgers
    - ✓ Procurement
    - ✓ Accounts Payable
    - ✓ Accounts Receivable
    - ✓ Financial Reporting
    - ✓ Supplier Management
    - ✓ Asset Management
    - ✓ Banking
  
- ✓ Launch Date: July 2023

# Modernizing UC Riverside's Financial Systems





# Questions





# 2022 Employee Engagement Survey

# Background

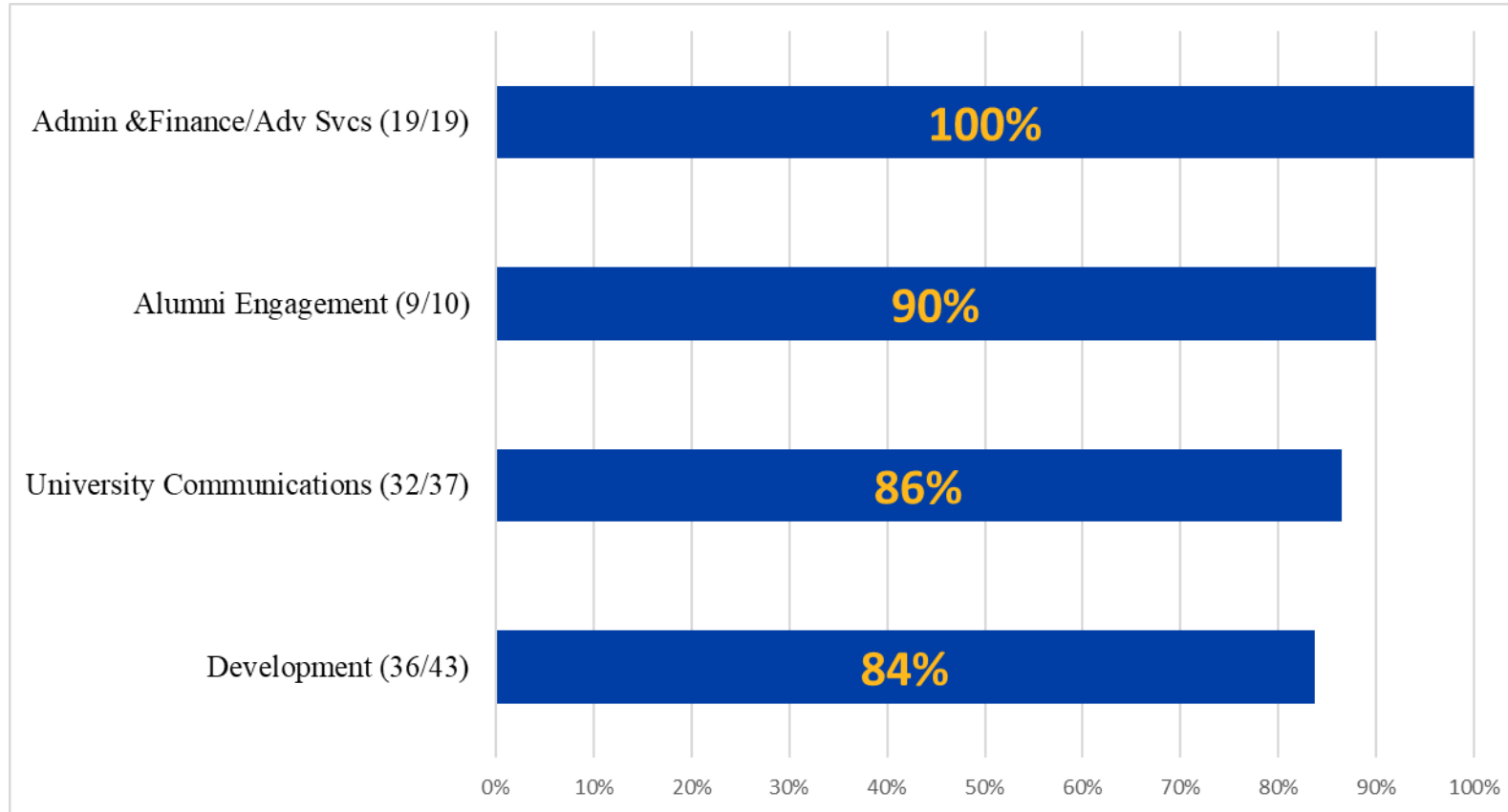
- Employee engagement is the emotional commitment an employee has to the organization and its goals
- Gallup defines engaged employees as those who are involved in, enthusiastic about and committed to their work and workplace
- Survey is not punitive
- Designed to highlight areas of success, inform areas for improvement, benchmark progress over time



# Key Metrics

- 109 invitations sent
  - Invitations sent to employees who have been part of UA >90 days
- 96 surveys submitted (88%)
- Survey period: 2/18 – 3/4/2022
- 19 closed-ended questions

# Participation Rate of Units



Employee Engagement

# 2022 UCR UA Engagement Survey

Feb 18, 2022 - Mar 09, 2022

Reporting Group: Direct | All - All



# Q<sup>12</sup> Mean

The Gallup Q<sup>12</sup> score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.

TOTAL RESPONDENTS

96

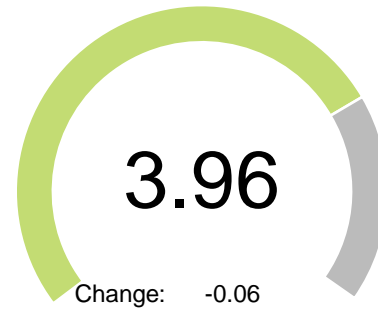
MEAN PERCENTILE RANK

61

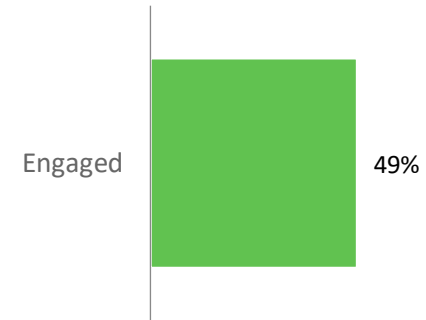


Database: Industry - Education - Postsecondary/Higher Education

ENGAGEMENT MEAN



ENGAGEMENT INDEX



\*All text analytics are machine generated. Because we use machine learning to generate sentiments, results may not be 100% accurate.

\*Percent Engaged available when n ≥ 30. All categories available when n ≥ 100.

\* - Scores are not available due to data suppression. Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ ≥ 90th Percentile

# Gallup Q<sup>12</sup> Items

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q00: Overall Satisfaction	95	3.94	4.13	-0.19	57	3.94
Q01: Know What's Expected	96	4.28	4.17	+0.11	47	4.28
Q02: Materials and Equipment	95	4.15	4.16	-0.01	57	4.15
Q03: Opportunity to do Best	96	4.01	3.97	+0.04	59	4.01
Q04: Recognition	95	3.91	3.87	+0.04	75	3.91
Q05: Cares About Me	95	4.34	4.52	-0.18	61	4.34
Q06: Development	96	3.86	3.94	-0.08	55	3.86
Q07: Opinions Count	95	3.79	3.88	-0.09	55	3.79
Q08: Mission/Purpose	96	4.27	4.37	-0.10	73	4.27
Q09: Committed to Quality	96	4.15	4.37	▼-0.22	52	4.15
Q10: Best Friend	89	3.39	3.30	+0.09	60	3.39

\*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

\* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile



■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ >= 90th Percentile

# Gallup Q<sup>12</sup> Items


Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q11: Progress	94	3.67	3.85	-0.18	48 	3.67
Q12: Learn and Grow	95	3.74	3.90	-0.16	36 	3.74


\*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.


\* - Scores are not available due to data suppression.


Respondents can select multiple responses for multi-select questions.


Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

 < 25th Percentile

 25-49th Percentile

 50-74th Percentile

 75-89th Percentile

 >= 90th Percentile

## Custom Questions

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
There is open communication throughout all levels of my organization.	94	3.20	3.53	▼-0.33	*	3.20
The performance appraisal process at my organization is transparent and fair.	90	3.28	3.39	-0.11	*	3.28
My supervisor inspires me to do more than I thought I could.	96	3.60	3.66	-0.06	*	3.60
My workplace has systems in place to encourage collaboration.	95	3.97	3.91	+0.06	*	3.97
I am asked for my input regarding changes that affect my work.	93	3.57	3.56	+0.01	*	3.57
My current UA flexible work arrangement contributes to my job satisfaction.	96	4.77	*	*	*	4.77
I am satisfied with my ability to engage with UA colleagues in our current environment.	94	4.50	*	*	*	4.50

\*Sentiment Distribution is not available when n<50

\*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

\* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ >= 90th Percentile

# Heatmap

## 2022 UCR UA Engagement Survey

### Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

Direct | Current Mean

■ < 25th Percentile 
 ■ 25-49th Percentile 
 ■ 50-74th Percentile 
 ■ 75-89th Percentile 
 ■ >= 90th Percentile

Teams	Variables	Variable Values	Total Respondents	Q12 Mean	Q00. Overall Satisfaction	Q01. Know What's Expected	Q02. Materials and Equipment	Q03. Opportunity to do Best	Q04. Recognition	Q05. Cares About Me	Q06. Development	Q07. Opinions Count	Q08. Mission/Purpose	Q09. Committed to Quality	Q10. Best Friend	Q11. Progress	Q12. Learn and Grow	There is open communication throughout all levels of my organization.	The performance appraisal process at my organization is transparent and fair.	My supervisor inspires me to do more than I thought I could.	My workplace has systems in place to encourage collaboration.	I am asked for my input regarding changes that affect my work.	My current UA flexible work arrangement contributes to my job satisfaction.	I am satisfied with my ability to engage with UA colleagues in our current environment.
Overall			96	3.96	3.94	4.28	4.15	4.01	3.91	4.34	3.86	3.79	4.27	4.15	3.39	3.67	3.74	3.20	3.28	3.60	3.97	3.57	4.77	4.50
Overall	Department	Advancement Finance & Admin	18	3.77	3.78	4.39	4.33	4.00	3.53	4.24	3.56	3.50	4.00	3.44	3.00	3.61	3.67	3.22	3.18	3.56	3.83	3.67	4.83	4.59
		Alumni Engagement	9	4.12	4.00	4.44	4.22	4.44	3.67	4.67	3.78	3.88	4.33	4.11	3.88	3.75	4.25	3.56	4.00	4.00	4.22	4.33	4.78	4.33
		Development	36	3.83	3.69	4.11	3.91	3.64	4.08	4.22	3.83	3.56	4.25	4.11	3.21	3.58	3.44	2.66	2.97	3.44	3.86	3.20	4.67	4.36
		University Communications	31	4.17	4.29	4.39	4.26	4.32	3.94	4.45	4.10	4.19	4.42	4.58	3.70	3.77	3.94	3.67	3.48	3.71	4.06	3.69	4.84	4.67
	Length of Employment	<3 years	33	4.10	4.03	4.21	4.09	4.09	4.15	4.34	4.06	3.97	4.52	4.42	3.59	3.84	3.94	3.31	3.24	3.79	4.00	3.60	4.76	4.47
		3-6.99 years	34	3.86	3.74	4.24	4.09	3.74	3.94	4.24	3.88	3.62	4.12	3.94	3.09	3.62	3.76	2.97	3.24	3.50	4.03	3.32	4.71	4.41
		7 years or more	29	3.93	4.07	4.41	4.28	4.24	3.57	4.45	3.62	3.79	4.17	4.07	3.54	3.55	3.48	3.36	3.36	3.52	3.86	3.83	4.86	4.64



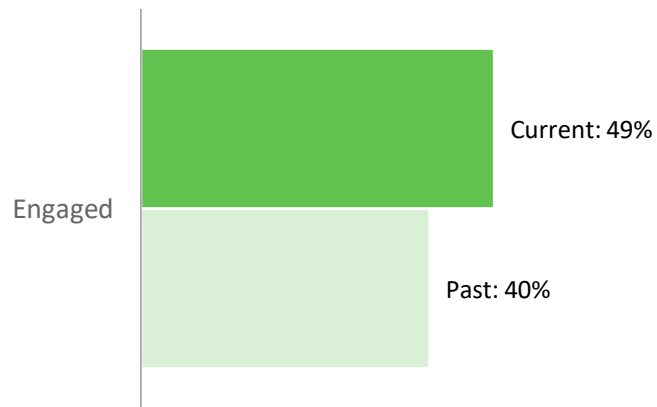
# Engagement Index

There is a powerful link between employees who are engaged in their jobs and the achievement of crucial business outcomes.

## ENGAGEMENT INDEX RATIO

\*

## ENGAGEMENT INDEX



### Engaged

Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners", drive performance, innovation, and move the organization forward.

### Not Engaged

Employees are essentially psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time – but not energy or passion – into their work.

### Actively Disengaged

Employees aren't just unhappy at work – they are resentful that their needs are not being met and are busy acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

\*Percent Engaged available when  $n \geq 30$ . All categories available when  $n \geq 100$ .

\* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

# Next Steps

- Employee Engagement Group has been given the dataset
- Employee Engagement Group to identify two or three things that we should focus on for improvements this year



# Vice Chancellor Search Update

# Vice Chancellor Search Update

- ✓ Search Committee Interviews with several candidates 3/11 and 3/15
- ✓ Four candidates on-campus interviews:
  - ✓ 4/11 - 4/12
  - ✓ 4/13 - 4/14
  - ✓ 4/18 - 4/19
  - ✓ 4/20 - 4/21
- ✓ Search Committee Debrief week of 5/2



Questions?

# Development Updates



## ✓ Fundraising Updates

### *Fiscal Year 22*

- \$28,760,470 (68% to goal)
- \$20M in outstanding solicitations

### *Beyond Brilliant*

- \$37,634,564 (75% to goal)

### *Open Positions*

Admin Coordinator

Dev Coordinator,  
Business

Sr. Data and Prospect  
Research Analyst

Sr. Director of Gift  
Planning

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### *Upcoming...*

Asst. Dean for  
Development, CHASS

Sr. Director of  
Development, Business

# Employee Engagement Workgroup



**Danny Arbanas**



**Imran Ghori**



**Kelly Kraus-Lee**



**Lavonda Lowe**



**Heather Morales**



**Essam Ulhaq**



**Sandra Mora**  
*Coordinator*





# Employee Engagement Workgroup

*Thank You*

- Lavonda Lowe  
Finance and Administration

*welcome*

- Brock Cavett  
Alumni Engagement
- Erin Staley  
University Communications
- Vanessa Torrez  
Finance and Administration

# WORK ANNIVERSARIES

AMANDA GOMES

AMY KIM

BRITTANY LONERO-WRAY

BRYAN CARLSON

CHRISTINA BRISTOL

CHRISTY ZWICKE

DAVID EDGERTON

DEVLIN SMITH

DUBRON RABB

EMILY RANKIN

ESSAM ULHAQ

HEATHER MORALES

JENNIFER MERRETT

JESSICA WEBER

JOHNNY CRUZ

JULES BERNSTEIN

KATE BEACH

KELLY KRAUS-LEE

KELLY MCGRAIL

KENDALL BURKS

KIM MCDADE

KODI KLEIN

LADONNA ARDARY

LISA WILSON

MARGENE MASTIN-SCHEPPS

MATT HEIMDAHL

MELBERT SEBAYAN

NICK DIFILIPPO

OMAR GONZALEZ

PAUL SIMON

SHEREE WINSLOW

STEPHANIE NGUYEN

VICTOR PERRY

# Diversity, Equity, Inclusion & Belonging Committee Members

Jorge Ancona (exec. sponsor)  
Christina Rodriguez-Bristol  
Brock Cavett  
Melissa Córdoba-Carranza  
Elliot L Emmer  
Ruben Fierro  
Jernine McBride

Darron Pinkney  
DuBron Rabb (co-chair)  
Lisa Rabenstein  
Melbert Sebayán  
Austin Quick  
Maite Zabala-Alday (co-chair)


# DEIB on UA4U

Team leads: Melissa, Melbert, Ruben

UNIVERSITY OF CALIFORNIA, RIVERSIDE Search

**UC RIVERSIDE** UA4U FUTURE FLUENT

HOME NEW HIRES & PROMOTIONS ▾ ENGAGEMENT GROUP ▾ QUARTERLY UPDATES PHOTO DIRECTORY RESOURCES ▾



**Diversity, Equity and Inclusion (DEI)**

<https://ucr.edu>

COMMITTEE MEMBERS	SOLIDARITY STATEMENTS	<b>LUNCH &amp; LEARN</b>	RESOURCES	CAMPUS PARTNERS
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# Diversity, Equity, Inclusion & Belonging Projects

1. UA Staff Spotlights – Melissa, Austin, Christina
2. CASE Awards Proposal – DuBron, Lisa, Elliot
3. Lunch & Learns
  - June 2022 - Pride Month
  - “ABCs of Pronouns” with Alexis Ungerer, PhD
  - Team leads: Brock, Melbert





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

# Spring 2022 Peer-to-Peer Award Recipients

Kate Beach

Erika Bernal

Clyde Derrick

David Edgerton

Ian Foster

Jill Huff

Johnny Lam

Kelly Kraus-Lee

Munawar Rangoonwala

Tami Richardson

Eveleen Samayoa

Jordan Snedcof





Goodbye  
&  
Good Luck

**Amanda Gomes**

**Muneeza Tahir**