Town Hall
Feb 2021

Agenda 2-3 PM
- Welcome
- Leadership Update
- Story from the Field
- Wellness break
- UC ANR@Work Survey
- Close

As we get started (1-2 words in chat)
“Two months in, how are you feeling about 2021?”

(Central-share screen)
This is your meeting.

Please use...

1. Chat for comments
   “panelists” or
   “All panelists and attendees”

2. Q&A for questions

“UC ANR – Making a positive difference in the lives of All Californians”
New Hires: Welcome to UC ANR

At least 25 since 1/1/21
Say Hi and please let us know who we are missing!

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Vision & News

Updates from Leadership (15mins)
Prioritizing Employees and Building Financial Stability

UC ANR Updates

Bethanie Brown
Jennifer Bunge

February 17, 2021
Positive Impact to UC ANR

With the support of all UC ANR employees and leadership, we have been able to prioritize current employees while reducing expenditures, resulting in:

• No organizational wide furloughs
• No reductions or layoffs related to COVID to date
• Built in ramp-up time for units to explore new revenue, efficiencies and reduce costs
• Dozens of employees redeployed into new roles
Ongoing Stability Building Measures

**Redeployment** – Employees may be provided new opportunities for work if their duties have been impacted due to COVID.

**Hiring Freeze** – Hiring is frozen and only exceptions are being approved.
  - Each exceptional request is reviewed to balance fund availability and organizational need
  - Prioritizing hiring UC ANR employees wherever feasible to avoid layoffs
  - Prioritizing program delivery hiring
  - Supervisors are asked to redeploy available staff if possible
  - Additional process is critical to ensure a systematic and fair way to avoid bias or appearance of same

**Salary Freeze** – Salary increases are frozen-only exceptions are based on equity, contractual or legal requirements
  - Each exception request is evaluated to ensure long term stability and to ensure organizational needs are met. (Note: Does not apply to bargaining units agreements, systemwide approved salary programs – fair works, fair wages or academic merit & promotions)
Ongoing Stability Building Measures

Additional budget strategies include:
- Reduction in operational support funding
- Limited Budget Call
- Deploying one-time funding (one-time liquid assets)
Next Steps

As we continue to balance the need for disciplined financial control measures with the need to continue to operate, HR and RPM will be reaching out to Directors and Leaders throughout ANR to discuss strategies and options.

Questions or feedback:
Bethanie Brown, brbbrown@ucanr.edu
Jennifer Bunge, Jennifer.Bunge@ucop.edu
Thank you!
Stories from the Field

About the video:
Maricarmen Anaya-Rodriguez
Henry Elementary School
Adult Nutrition Classes

- Collaboration
- Partnership
- Community
Henry Elementary School
Quotes:

• “I learned how to include more fruits and vegetables into my meals and how to cook healthier”
• “I learned how to read the nutrition facts labels”
• “Now I know more about nutrition and wellness”
• “Since attending these classes I have made some healthy changes”
• “My family enjoys these new recipes”
Eating Smart Being Active
Black History Month
Final Session: February 24th
2pm – 3pm

"The Priorities & Experiences of Black Farmers"
February 24, 2021
2pm–3pm

Planning Committee
Keith Nathaniel
Esther Mosase
LaChe McGill

Dennis Hutson
Allensworth, CA
Donald Sherman
Central Valley, CA
Will Smith
Albany & El Sobrante, CA
Mary Blackburn wins NEAFCS Hall of Fame award

National Extension Association of Family and Consumer Sciences Hall of Fame award.

“Mary Blackburn has really made a difference in the lives of Bay Area residents. Her work with local communities makes it easier for people to stay active and eat healthy food,”

Glenda Humiston VP UC ANR
Donor Feedback:
People care about what we do.

“Keep up the great work in educating the public on sustainable gardening, IPM and ways to reduce our climate impact.”

- Nancy C., Windsor, CA
Wellness break.
Practicing what we preach
David Ritz
Remember to stretch (David Ritz)

10, 2 and 4 stretches

https://safetyservices.ucdavis.edu/units/occupational-health/ergonomics/office-computer/stretches
Strategic focus

UCANR@work survey
ANR@Work Survey – 2020 Highlights

Inclusive
All UC ANR Academics, Staff and County-Paid Employees invited to participate

74% say they are a "satisfied" or "extremely satisfied" UC ANR employee

Top Strengths of UC ANR
- I feel valued by my department
- My department supports work life balance
- I have the opportunity to participate in making decisions that affect my work

CELEBRATE
32 people were mentioned three or more times for their impact on creating a positive work environment

Primary Opportunities for Improvement
- I feel valued as a member of the UC ANR community
- I feel I have a voice to provide my ideas & suggestions on how to improve UC ANR
- Senior Leaders have adequately communicated long-range goals and strategic direction
Using the 2020 Survey Results

- Results led to multiple input sessions on ANR’s 2020 Strategic Plan refresh, and contributed to
  - Metrics and targets for Goal 6: Improve Diversity, Equity, and Inclusion
    - Increase overall Employee Net Promoter Score
    - Decrease gap between marginalized and dominant identity groups
    - Increase overall satisfaction mean scores among marginalized groups
  - Strategies for Goal 7: Recruit, Develop, and Retain People, to increase diversity and advance equity in hiring practices
- Results will also inform the UC ANR DEI Advisory Council work
2020 ANR@Work Survey – Using the Results
We took the survey in 2020, now what?

- Survey is to identify action items and show change over time
- 2020 results established baseline

- All levels of ANR can and should discuss results
  - Unit level results are available
    - Units = geographic regions, statewide programs, etc.
  - What’s working
  - What we can do better
ANR@Work Survey Access Guide

• DEI Evaluation committee created a downloadable guide and meeting template ([click here to view and download](#))

• The guide includes:
  • how to get your unit’s results if you haven’t seen them
  • suggestions for how to lead your unit through the conversation
  • a template for the conversation and action planning
  • feedback opportunities about the process
ANR@Work Survey Access Guide

• Take the 2021 survey so that you can track change over time!

• Please consider including your demographics (they are optional)
  • They are completely anonymous
  • Help track how closely we reflect California’s demographics
  • Help identify trends in experiences and perceptions - ensure equal opportunities and treatment
    • Identify areas of critical need for action
Other updates
ANR Grows

Welcome UC ANR staff
Let’s fight COVID-19 together

Find the answers:
- Microchips?
- Sterility?
- Is it safe
- …?

COVID-19 Vaccine Myths and Facts:
ucanr.edu/covid19
At UC ANR, we make recommendations based on science.

Our intent is not to convince you to get vaccinated, but to present information to help you make an informed decision.

ucanr.edu/covid19
Integrated Web Platform

Progressing well

The development team is working with a group to pilot and validate approaches.

Note: If you haven’t heard from the IWP core team, your content will not move into the IWP until after July

Learn more on the L&D

Look for the link to the IWP (front page)
As you sign off:

Share feedback &/or suggestions for the Town halls

Stay safe & well

Next Town Hall - Vaccination
Always 2 PM
3rd Thursday, 2021