

Town Hall

Feb 2021

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

Agenda 2-3 PM

Welcome

Leadership Update

Story from the Field

Wellness break

UC ANR@Work Survey

Close



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!

Abbors, Alison M	Alameda
Barajas-Diaz, Alejandra	Kearney
Barman, Apurba Kumar	Imperial
Bocco, Roland	SLO
Bono, Holly M	San Mateo
Campos, Jose A	Merced
Dudley, Sam Edward	UCSC
Garay, Doralicia	Strat Com.
Goldstein, Brita	Humboldt
Haydon, Kelsey R	CalNat
Jardon, Grace H	Fresno/Madera
Loof, Beth A	San Mateo
Low, Kathryn E	Operations

Maberry, Ryan J	Humboldt
Matousek, Erik	San Mateo
Mckenzie, Ariana M	Sth Coast
Mohamed, Abdelmoneim	Kearney
Oliver, Adrianna	Lindcove
Pacheco, Terri L	San Mateo
Shortt, Robert J	Operations
Smith, Evelyn E	Capital Corridor
Stewart, Wanda	Alameda
Tian, Tian	Kern
Vang, Douzong	HR
Weston, Wendi	Capital Corridor
Woodmansee, Grace	Siskiyou

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



Stories from the Field

About the video:

Maricarmen **Anaya-Rodriguez**



CalFresh Healthy Living San Joaquin County



Maricarmen Anaya
Nutrition Educator

Henry Elementary School Adult Nutrition Classes

San Joaquin County

CalFresh HEALTHY LIVING | UNIVERSITY OF CALIFORNIA

Free Nutrition Classes

EATING SMART BEING ACTIVE

Maricarmen Anaya
Family Nutrition Educator
UC Cooperative Extension

8:00 am – 9:30 am
Henry Elementary School
1107 S. Wagner Ave

For more information call:
(209) 9536105

Don't Miss Out!
You Will Learn to...

- Make positive food and physical activity choices
- Increase consumption of fruits and veggies with new and creative recipes
- Understand Nutrition Food Labels
- Shop and cook healthy on a budget

This material was produced by the University of California CalFresh Nutrition Education Program with funding from USDA SNAP, WIC and CalFresh (University Food Stamps). These institutions are initial opportunity providers and employees. CalFresh provides assistance to low-income households and can help buy nutritious foods for better health. For CalFresh information, call 1-877-387-3663.

USDA



- 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”

CalFresh HL

Eating Smart Being Active



Black History Month
Final Session: February 24th
2pm – 3pm

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

BLACK
HISTORY
MONTH



Dennis Hutson
Allensworth, CA



Donald Sherman
Central Valley, CA

"The Priorities & Experiences of Black Farmers"

February 24, 2021
2pm-3pm

Planning Committee



Keith Nathaniel



Esther Mosase



LeChé McGill



Will Smith
Albany & El Sobrante, CA

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

Mary Blackburn wins NEAFCS Hall of Fame award



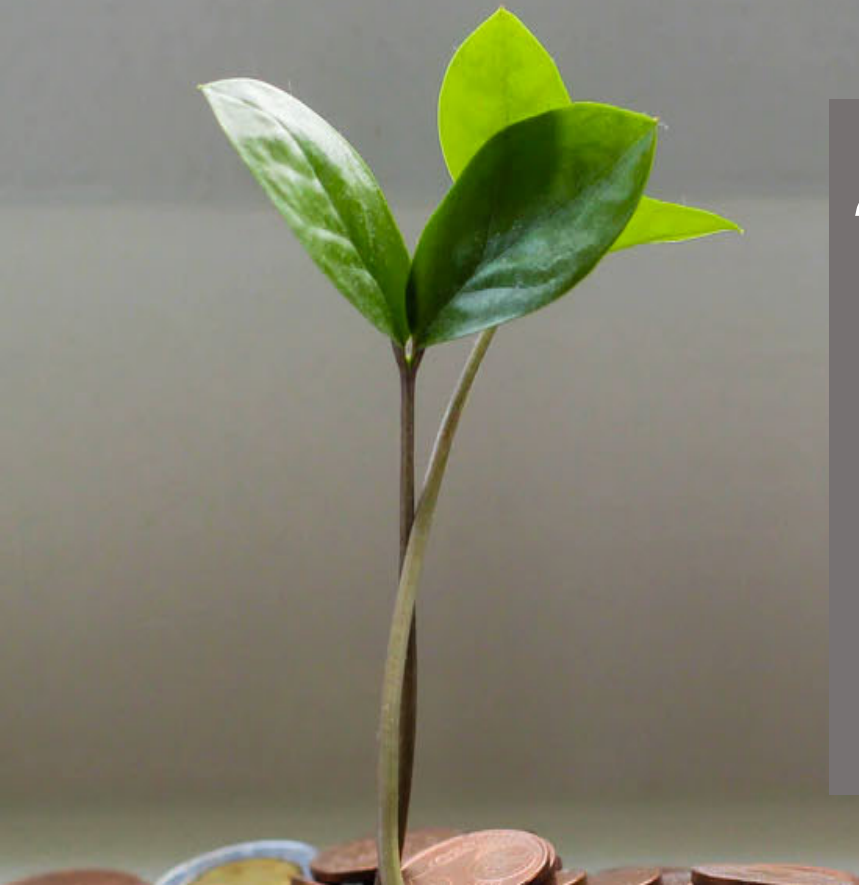
National Extension Association of Family and Consumer Sciences Hall of Fame award.

“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)

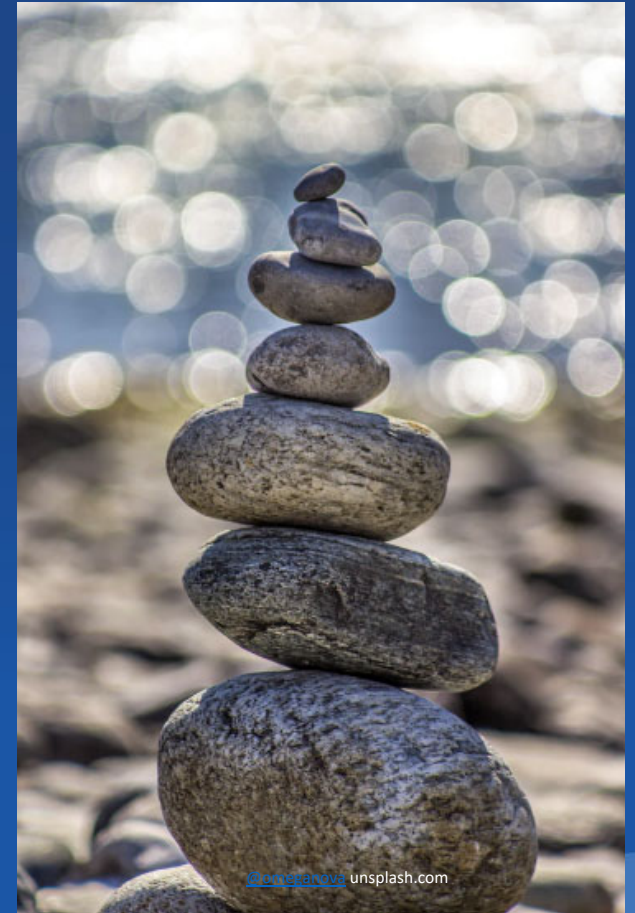
10, 2 and 4 stretches

<https://safetyervices.ucdavis.edu/units/occupational-health/ergonomics/office-computer/stretch>



Strategic focus

UCANR@work survey



ANR@Work Survey – 2020 Highlights



Inclusive

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

CELEBRATE

32
people

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



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

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

ANR@Work Survey Access Guide

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

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Agriculture and Natural Resources

Learn more about UC ANR

Search



SHARE

UC ANR Staff Assembly

Home

ANR Staff Assembly Council



News

Ambassadors



CUCSA

Subcommittees



More



Welcome UC ANR staff

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

Let's fight COVID-19 together

Find the answers:

- Microchips?
- Sterility?
- Is it safe
-?

**COVID-19 Vaccine
Myths and Facts:**
ucanr.edu/covid19



Photo by [@jassonzi](#) from unsplash.com

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 groups 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)

[@tma](#)





Dani Lee



Sustainable Natural Ecosystems



Sustainable Food Systems



Dustin Blakey



Water



Pests (EIPD)



Healthy Families & Communities



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**

(Central share screen)