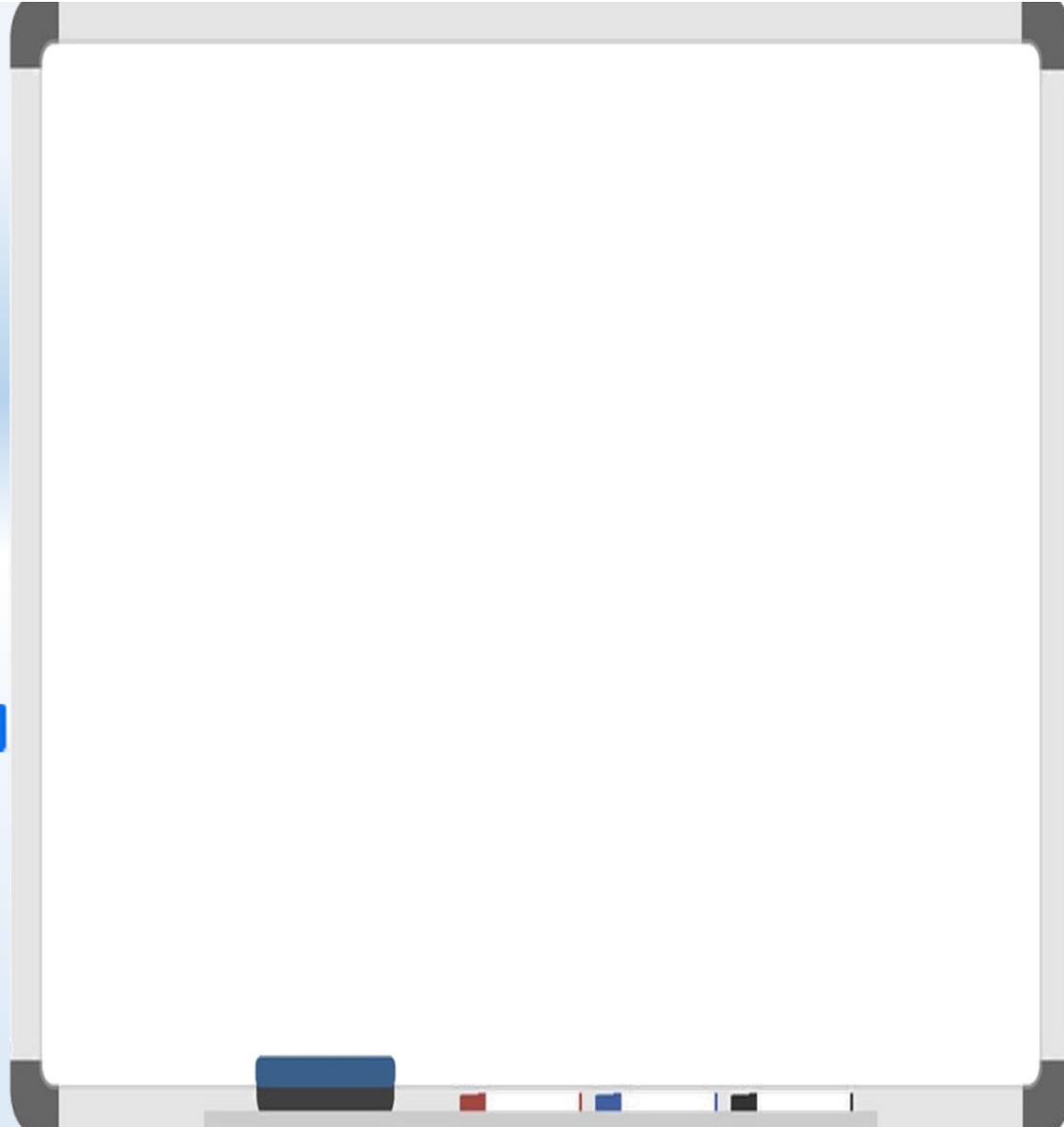


WELCOME!

2020 UC ANR Strategic Plan Input Session #3:

While we wait for everyone to join...

- 1. What is your “superpower”?!**
 - Under View Options, click “Annotate”
 - Select “Text” and add your superpower to the whiteboard
- 2. Check Your Zoom Name**
 - On your square-right corner-click blue box 
 - Select “Rename”
 - Enter full first and last name (if not already listed)



2020

UC ANR Strategic Plan Refresh

Input Session #3: Fostering a Positive Work Environment

Tuesday, Aug 18, 2020

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources



Today's Desired Outcomes

Area of Focus: Fostering a Positive Work Environment

1. Shared understanding of UC ANR's current challenges and proposed actions to address these challenges
2. Gain input on ways to strengthen/improve UC ANR to inform UC ANR's 2020-2025 strategic plan goals

Agenda

TIME	TOPIC
10:00 – 10:10	Agenda & Intro 10 min
10:10 – 10:45	Fostering a Positive Work Environment 35 min <ul style="list-style-type: none">▪ Challenges▪ 2016-2020 Accomplishments▪ 2020-2025 Proposed Actions▪ Clarifying Q&A (10 min)
10:45 – 10:50	Break 5 min
10:50 – 11:35	Breakout Discussion 45 min <ul style="list-style-type: none">▪ Anything missing? What other ideas do you have?▪ How can we collectively contribute to shared success?
11:35 – 11:55	Summary Comments / Q&A 20 min
11:55 – 12:00	Close 5 min

Increasing Employee Engagement



Areas of Opportunity from ANR@Work Survey

- I have a voice to provide my ideas and suggestions on how to improve UC ANR
- I feel senior leaders have adequately communicated long-range goals and strategic direction
- I feel valued as a member of the UC ANR community

2020-2025 Strategic Plan Employee Input Sessions

- **8/4 (10-12)** - Increasing Program Resources (Goals 9, 10, 11, 12)
- **8/11 (1-3)** - Strengthening Partnerships (Goals 1, 3, 4)
- **8/18 (10-12)** - Fostering a Positive Work Environment (Goals 6, 7, 8)
- **8/25 (1-3)** - Expanding Virtual Reach (Goals 2 and 5)

UC ANR Strategic Plan Overview

Kathy Eftekhari, Chief of Staff

UC ANR “Big Audacious Goal” - Draft

UC ANR will be recognized by EVERY Californian for having made a positive difference in their lives.

Vivid Description:

Our commitment to building an inclusive and equitable society will contribute to a stronger California; our people will mirror the diverse populations we serve. We will be proud, inspired, and motivated, knowing that our work has tangible local and global impact. We will develop a youth and adult population of science-minded critical thinkers with 21st century skills who are leaders in their communities. We will be a key player in California’s workforce development and economic prosperity. We will fearlessly catalyze both rural and urban partners to make California the world’s leader in agricultural production, food safety, security and distribution, and in natural resource management. Through engagement with our communities, we will strengthen California’s preparedness and resilience to disease, climate change, fires, and drought. Others around the world will emulate the UC ANR model and implement its practical and affordable solutions.

UC ANR *Draft* Division Goal Snapshot – 2020-2025

Strategic Objective	Goal #	Owner	Goal Topic
Research and Extension	1	Powers	Strengthen Research and Extension Partnerships
	2	Bell	Increase UC ANR's Virtual Reach
	3	Humiston	Build Sustainable Economies for Working Landscapes
	4	Youtsey	Scale-up the Innovation and Entrepreneurship Program
	5	Forbes/Bell	Modernize Digital Information Delivery System
People	6	Fox	Improve Diversity, Equity, and Inclusion
	7	Brown	Recruit, Develop and Retain People
	8	Gable/Miner	Support Volunteerism
Financial Stability	9	Tran	Generate Revenue and Optimize Resource Deployment
	10	Krkich	Expand and Diversify Fund Development
Operational Excellence	11	Tran	Improve Efficiency and Strengthen Infrastructure
Policy & Advocacy	12	Forbes/Megaro	Strengthen Communication and Advocacy

Focus: Fostering a Positive Work Environment

Presenters:

- Bethanie Brown, Human Resources
- John Fox, Human Resources
- Missy Gable, Master Gardener Program
- Gemma Miner, 4-H Youth Development Program

People Are Our Most Valuable Asset

1,300 talented UC ANR personnel work around the state at:

- 58 UC Cooperative Extension offices
- 9 Research and Extension Centers
- 6 UC campuses
- UC ANR offices in Davis and Oakland



People Are Our Most Valuable Asset

Over **26,300** dedicated volunteers work as agents of UC ANR through:

- 4-H Youth Development Program
- Master Gardener Program
- Master Food Preserver Program
- California Naturalist Program

Volunteer time represents a **\$71M** *annual* contribution to UC ANR programs.



People Are Our Most Valuable Asset

UC ANR Human Capital

- Collectively, over **27,500 people** work together to make UC ANR flourish.
- Strategic investment in human capital is **critical** to continuing our 100 year history of excellence in community-centric research, education & outreach.



Then and now, the 100 year evolution of UC ANR community-based education.

Drivers of Engagement

Drivers of Engagement

68% → 74%

“Engaged”
staff employees

Source: Bi-annual CUCSA
Staff Engagement Survey
change from 2017 to 2019



Employee engagement, such that people will stay and continue to be motivated and productive, is determined by several key drivers:

- Dedication to Organizational **Mission** (UC’s land grant charter)
- Opportunities for **Development**
- Effective **Supervisors**
- Sense of **Belonging**
- **Compensation** (salary and benefits)

Drivers of Engagement



“If our hopes of building a better and safer world are to become more than wishful thinking, we will need the engagement of volunteers more than ever.” — Kofi Annan

Volunteer satisfaction, such that they will stay, be productive, and continue to invest in an organization is determined by 4 key indicators:

1. Participation efficacy
2. Support
3. Group integration
4. Empowerment

2016-2020 Accomplishments

2016-2020 Accomplishments



Number of staff below market pay reduced from 29% to 9%



Gap between CE Advisor pay & target goals reduced from 9.3% to 3.6%



40+ Supervisors have completed People Management Certificate program



Staff Assembly Wellness Committee promoting UC Walks and healthy meetings



Volunteer engagement e-training developed, 100% of UC Master Gardener Program staff have completed the training



UC ANR volunteers rate their satisfaction 5.5 out of 7 pts

2020 – 2025 Priority Focus Areas

Priority Focus Area – Diversity, Equity & Inclusion

To meet our mission, we must:

- Critically examine our workplace and programs through **racial and gender equity lenses**
- Build **accountability structures** toward becoming a truly multicultural organization



Priority Focus Area – Diversity, Equity & Inclusion

Emerging Priorities

- Required **development programs** to manage implicit bias and improve cultural competency
- Critical review of how we **address incidents** of racism, harassment and discrimination



Priority Focus Area – Recruit, Develop, and Retain People

Improve our ability to recruit, develop and retain employees by:

- Expanding/developing **diverse applicant pools**
- Expand employee development efforts to **improve employee promotion and retention rates**
- Maintain sustainable compensation and rewards programs



Priority Focus Area – Recruit, Develop, and Retain People

Emerging Priorities:

- Partnering with hiring managers to **build diverse outreach strategies** and improve search committee development opportunities
- Develop a strong employee value proposition.
- Researching which positions have the lowest internal recruitment rates and consider **opportunities for development**



Priority Focus Area – Volunteerism

Unleash full potential of UC ANR volunteer programs by:

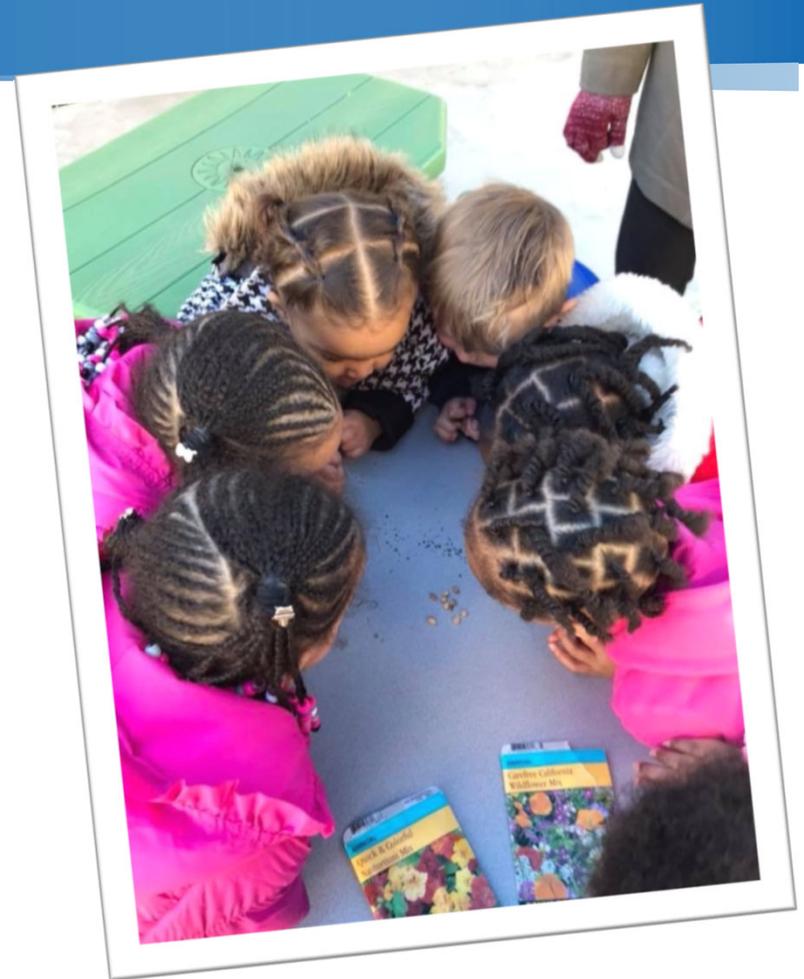
- **Increasing awareness** of UC ANR volunteer programs, missions, impacts, and alignment with condition changes
- **Forging meaningful relationships** with community partners, state agencies, and donors that support program funding



Priority Focus Area – Volunteerism

(continued) Unleash full potential of UC ANR volunteer programs by:

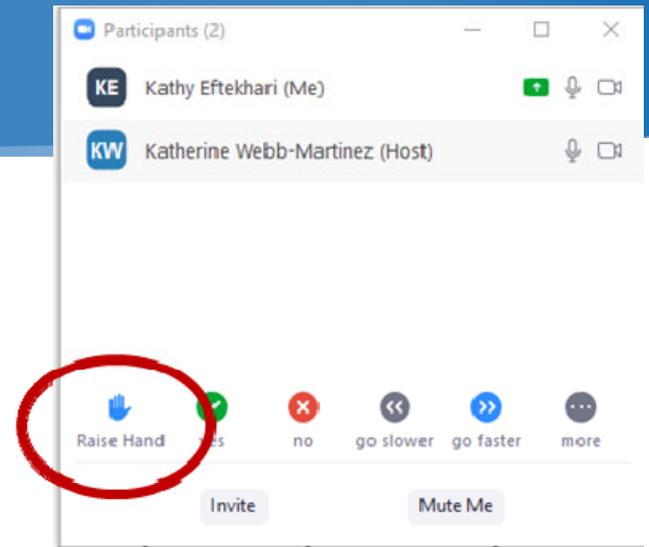
- Providing **training** resources in volunteer engagement, implicit bias, racial equity, and virtual extension methods
- Pursuing greater **programmatic alignment** with community needs and UC ANR strategic initiatives



Clarifying Q&A

Any clarifying questions?

- Please “raise your hand”; Katherine will call on you.



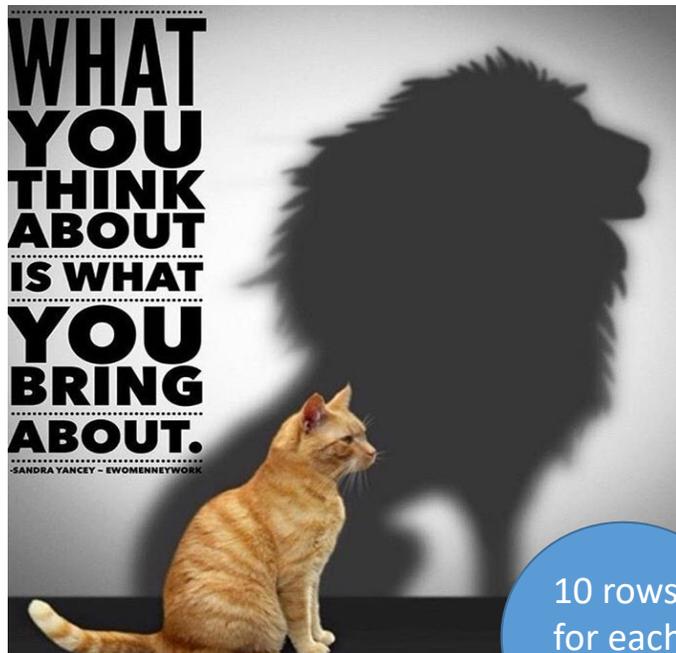
Note: You will have the opportunity to provide input during today’s breakout sessions.

A young girl with dark hair, wearing a pink shirt, is drinking from a pink plastic cup. In the foreground, there is a bowl of red grapes. The background is a blue chalkboard. The word "BREAK!" is written in purple text on the right side of the image.

BREAK!

Breakout Discussion

Goal Breakout Group Instructions

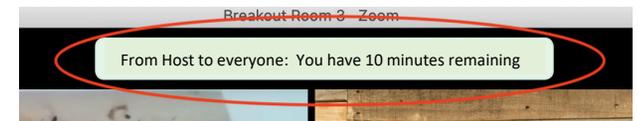
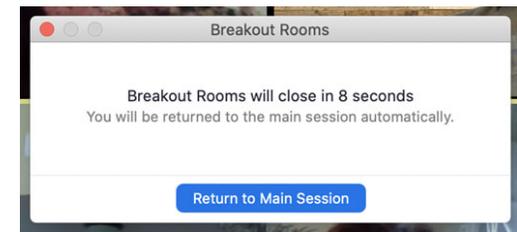


10 rows
for each
question

1. You will be assigned to a breakout group
2. Choose a recorder
3. Recorder - open “Chat” and click on survey link
<https://www.surveymonkey.com/r/UCANRWorkEnvironment>
 - This PPT sent in advance; also in chat; use as reference during discussion
4. Recorder - share screen and capture group’s input in the survey (submit only one survey per group)
 - How can UC ANR better foster a sense of belonging/being valued for our people, including employees and volunteers?
 - How do/can individual UC ANR staff, academics and volunteers contribute to a positive work environment?
 - Other things to consider....

Additional Zoom Information

- You will have 40 min in your break-out room
 - You will automatically re-join the main room when the time is up
 - 10 and 5 minute warnings will be given
 - If you have a question, click the “Ask for Help” button and one of us will join your group



- Click “Done” before exiting the survey!!!!

Summary Comments/Questions

Goal Owners & Participants

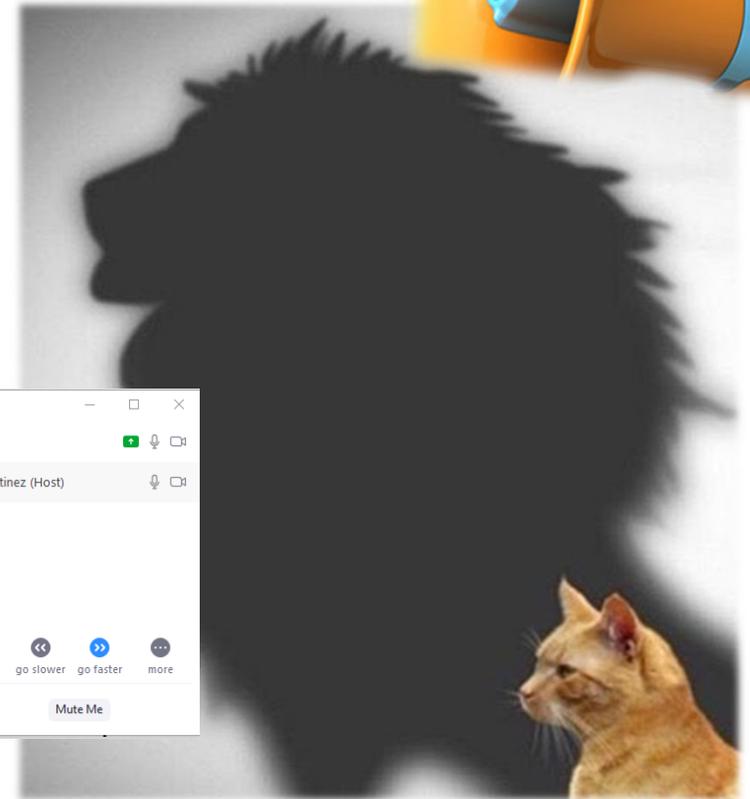
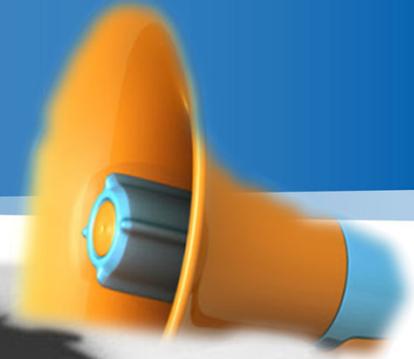
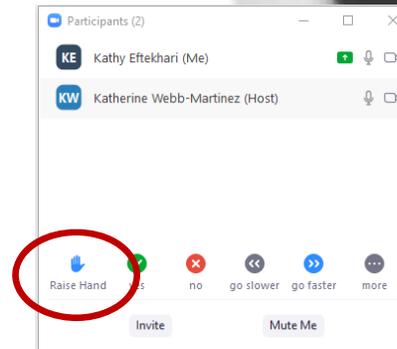
Discussion - Comments/Questions

➤ Each reporter please ensure you have clicked “Done” to save your survey

- Survey link will remain open until COB this Friday if you have additional comments
- Aggregated survey comments will be shared via ANR Update.
- Goal owners will consider all survey comments as they revise/develop the 2020-2025 goals.

➤ Comments/Questions

- If you have an idea, question or reflection from your breakout discussion that you would like to share, please raise your hand and Katherine will call on you.



What Best Describes ANR?

- Write one word in the *Chat* that describes something you value about the UC ANR community.
- We'll create a Word Cloud after each of the Input Sessions and post them in a future ANR Update and on next week's invitation.



Contacts & Additional Opportunities for Input

✓ If you have questions or feedback on the priority focus areas presented today, please contact

- Bethanie Brown, brbbrown@ucanr.edu
- John Fox, jsafox@ucanr.edu
- Missy Gable, mjgable@ucanr.edu or
- Gemma Miner, gmminer@ucanr.edu

✓ If you have any questions regarding the UC ANR Strategic Plan, please contact

- Kathy, kathy.eftekhari@ucop.edu or
- Katherine, katherine.webb-martinez@ucop.edu

We are considering hosting “deeper dive” input sessions on the following topics:

- Career development for UC ANR staff
- Developing a strong employee value proposition to attract future hires
- Increasing public awareness of UC ANR volunteer programs
- Critical review of how we address incidents of racism, harassment and discrimination
- Other?

At the end of this meeting, Zoom will automatically route you to a survey. If interested, please complete the survey to let us know which sessions you might like to join.

Thank You & Next Steps

- ***Thank you*** for your participation and input!
- Today's input will inform the 2020 UC ANR Strategic Plan revision.
- 1 More Input Session:
 - **8/25 (1-3)** - Expanding Virtual Reach (Goals 2 and 5)

