

We Heard You

Your opinion matters! UC ANR employees are central to the success of our organization and mission and we strive to provide opportunities to gather your feedback. The 2020 and 2021 ANR@Work Surveys generated division wide feedback that helped facilitate positive change in multiple key areas for improvement.

We reached out to employees in a variety of ways, such as the UC ANR Town Halls, Staff and Academic Assembly sessions, and discussions with VP Council. Those discussions yielded additional opportunities to take action for improvement.

We all have the right to work in an environment that promotes fairness, trust, respect, and physical and emotional safety and security.



We Value Our Employees!



Nothing beets the ANR community.

Development Opportunities

- Approved 180 new positions, including supervisory roles and higher-level professional positions
- Implicit Bias training provided for all managers, and supervisors
- Hiring Committee Best Practices training provided for search committees
- Collaborated with workgroups to develop growth opportunities

Compensation

- Coming Soon: 2022 Policy Covered Staff Market Adjustment Program
- Reinstated 4th year of Cooperative Extension equity adjustments (2021)
- Coordinated ANR Employee Recognition events

Employee and Organizational Wellness

- Increased promotion of wellness and self-care across ANR (town halls, meetings, email)
- Increased Wellness support; Weekly Wellness newsletters
- Under Recruitment: Director of Diversity, Equity, Inclusion & Belonging
- Coming Soon: Ombuds Services

We Engage and Include Our Employees!



Berry happy to hear your thoughts.

Outreach and Listening Opportunities

- Supported the establishment of Staff Assembly Council
- Sponsored Diversity, Equity & Inclusion (DEI) Alliance engagement
- Established Diversity, Equity & Inclusion (DEI) Advisory Council
- Provided support and budget for Employee Resource Groups
- Launched the ANR Customer Service Survey

Events and Activities

- Leadership engagement in monthly DEI sessions
- Supported and organized cultural monthly events
- Facilitated quarterly conversations with senior leadership
- Held ANR Strategic Plan engagement sessions
- Convened monthly ANR Town Hall Meetings and issued ANR Update newsletters
- Continuing engagement with Staff and Academic Assembly

With your feedback we were able to accomplish noteworthy and impactful changes to enhance our work experience at ANR.

Let's keep the momentum going! We are planning to launch the 2022 ANR@Work Survey soon. Your participation is highly encouraged.

Remember, your anonymous survey responses will contribute to efforts to create the best possible work environment for all of us. You will receive information about the 2022 survey in April.