

Campus Climate Survey

De Acker, Director of
Campus Climate
with

Mike Riley, Interim
Vice Chancellor and
Chief Financial Officer



Campus Climate Survey: Background



Engagement Survey

- Sponsored by UCOP & CUCSA
 - 2 Year Cycle
 - Pulse survey
- Non-Represented Staff



Climate Survey

- Commissioned by the Office of Campus Climate at UC Merced
 - Sent to all Staff
- Non-represented **and Represented Staff**

Campus Climate Survey: Overview



Respondents Representative
of UC Merced Staff



Staff are generally
happy with Work
Environment

- Colleagues
- Work Life Balance
- Ability to Work Independently

Campus Climate Survey: Opportunities for Improvement

Staff Satisfaction & Sources of Stress	Campus Climate	Work Environment
<p>1 <i>Stressed with Increasing Workload & Responsibilities</i></p> <p>2 <i>Dissatisfied with Career Issues like Prospects for Advancement</i></p>	<p>1 Discrimination or Exclusion due to Job Classification/Level of Education</p> <p>2 Lacking Diversity of Faculty and Staff</p> <p>3 Some Differences are not Respected on Campus</p>	<p>1 Approx. 1/3 of Staff said they are Considering Leaving their Position/Institution</p> <p>2 Professional Development is Not an Institutional Priority</p>

Campus Climate Survey: Current Efforts

Staff Satisfaction & Sources of Stress	Campus Climate	Work Environment
Staff and Faculty Well-being Council Stress Free UC*	Hiring Associate Chancellor for Diversity and Inclusion	Human Resource Employee Relations (e.g. “Engagement Coach,” Supervisor Training)

*Sign up for Stress Free UC here: <https://www.stressfreeuc.org/uc-merced>



Division of Finance & Administration

Mike Riley, Interim Vice Chancellor and Chief Financial Officer

Employee Morale & Organizational Health



**Comprehensive
Communication
Plans**

**Change
Management
Support**

**Employee
Engagement &
Support**

Comprehensive Communication Plan

Key Efforts

- **Regularly Scheduled** Campus Wide **Updates**
- **Communication Plans** for Division initiatives
- Biannual **Division meetings**
- Updated **Website**
- Increase **Visibility and Access to VC/CFO**
 - Rotate attendance at Dept. staff meetings
 - “VCs Desk” on the website where feedback can be received and information shared



Be In The Know

All the latest updates from Interim Vice Chancellor and CFO Mike Riley.

Welcome to the Division of Finance and Administration

The Division of Finance and Administration develops operating and capital budgets, provides business guidance, and conducts long range forecasting to support UC Merced's teaching, research and public service mission.

Our team is comprised of talented professionals who oversee Financial Planning and Analysis, Business and Financial Services, Human Resources and Center of Institutional Effectiveness.



Projects



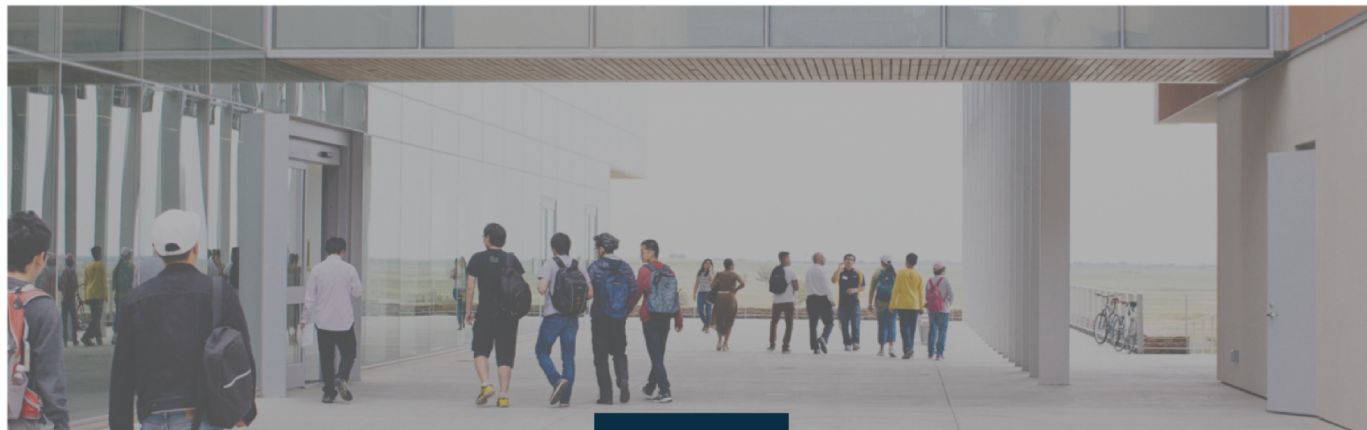
Bobcat Buy



Academic Budget Planning



Financial System Replacement



**From the VC's Desk**

- Announcements
- Upcoming Engagements
- Comment Box

Comment Box

Comments or Questions?

You are in the right place.

We want to hear from you. This is where you can submit comments or questions for Interim Vice Chancellor Riley or the Division of Finance and Administration.

First Name

Last Name *

Email Address

Key Efforts

- Engagement Coach (including conflict resolution)
- Implicit Bias Training
- Training & Development Manager and Instructional Designer (e.g. supervisor training)
- Lynda.com
- Growth Opportunities for Existing Staff

Key Efforts

- Major Division initiatives have Resourcing Plans and where needed Contractor Support brought in. This is critical for managing reasonable workloads for staff while designing and implementing new solutions.
- Major Division initiatives have a **Change Management and Communications Plan** as well as dedicated Change Management/Communications resources.
- **Transition Monitoring Team** – Group of F&A staff who participate in a bi-monthly discussion of issues or challenges in the Division. Intended to provide “eyes and ears” to concerns generally felt in the Division particularly related to how people are coping with or experiencing change and transition.



Introducing BobcatBuy

Josh Dubroff, Chief Procurement Officer

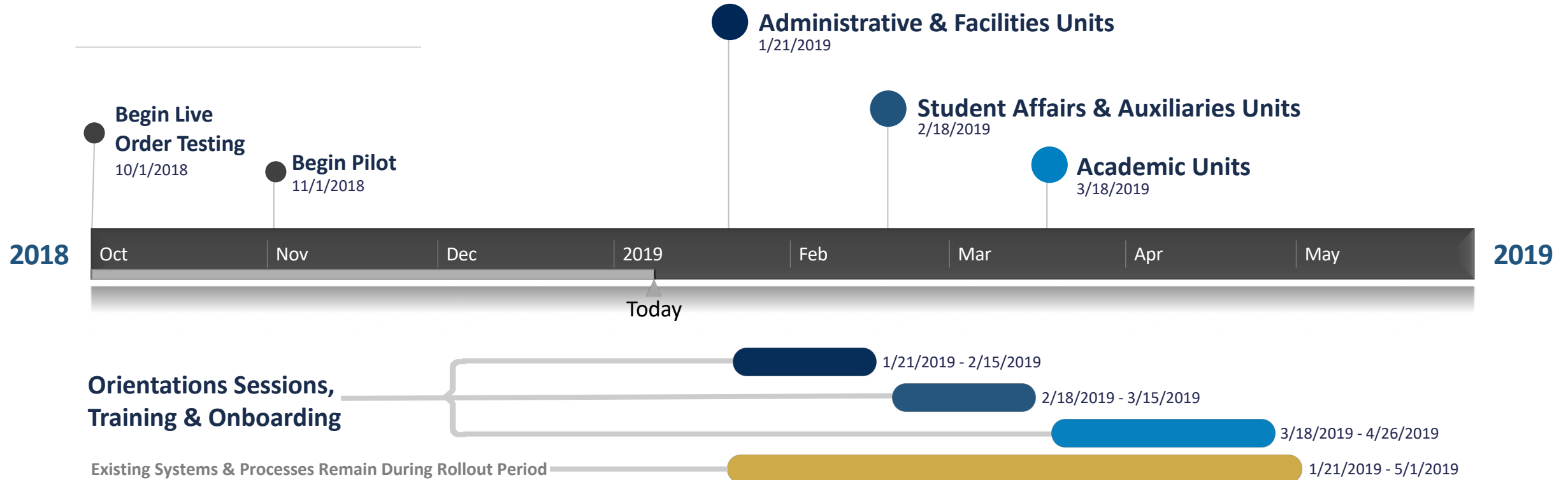








BobcatBuy Timeline



Home

Shop

Documents

Catalogs and Contracts

Accounts Payable


Suppliers

Reporting

Administer

Setup

Menu Search (Alt+M)

TEST SITE

Shop > Shopping > Shopping Home > UC Merced Dashboard 1

Search Hosted Products

Search

Everything

Product Keywords, Description, Supplier, Manufacturer

Advanced Search

Shortcuts

Favorites | Forms | Non-Catalog Item | Quick Order

Browse

Suppliers | Categories | Contracts

Shop Catalogs

Research and Lab Supplies

BIO-RAD

Fisher Scientific

GE Healthcare Dharmacon

MEDLINE

MILLIPORE SIGMA

NEW ENGLAND BioLabs

QIAGEN

ThermoFisher Scientific formerly Life

VWR INTERNATIONAL

Office and Building Supplies

amazon

GRAINGER

FASTENAL

Office DEPOT

WAXIE

Computer Hardware/Software/Accessories

News

Merced Welcome Message. Hello

Support & Training

Access the Product Release Library

Get Help from Your Peers

Search for an answer, review and FAQs

Submit an incident

Supplier Enablement Process Overview

View end user training snippets

Action Items

Administrative Items

Modernizing Systems and Processes

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MERCED | DIVISION OF FINANCE
AND ADMINISTRATION