

# UCR

## Campus Conversations

Kim A. Wilcox

Chancellor

Wednesday, May 10, 2017

UNIVERSITY OF CALIFORNIA, RIVERSIDE

# Update

- Reviewed and summarized themes on **Human Resources**.
- Next Campus Conversation is **Monday, May 22** from 12 to 1 p.m. in HUB 302.
  - Will provide a summary of all conversation topics, themes, recommendations, and follow-up actions.

# Human Resources

1. Strengthen central HR functions, including support for onboarding and recruitment, better communication with units/departments, and automated systems.
2. Increase staff retention and morale by offering more opportunities for professional development, internal promotion, and career advancement.
3. Address staff workload to ensure student and faculty needs are met.
4. Provide pathways to hire UCR undergraduate and graduate students upon graduation.

# Current Activities

- HR has added capacity in recruitment and employee development.
- iRecruit will be replaced by an applicant tracking system in Summer 2018.
- Since 2015, 30 additional, new professional development courses have been offered, and employee participation has doubled.
- HR is one of several units on campus engaged in designing a “College to Career” initiative, aimed at hiring UCR students and graduates.

# Communications – Sample Comments

- *Balance between celebrating success vs. solving internal problems.*
- *Develop feedback system within a culture/environment where the feedback is used and shared in an ongoing matter.*
- *Faculty and staff engagement: addressing the needs of all.*
- *Increasing trust through more communication and consultation.*



# Communications

Background information on senior leadership communications during this academic year (2016-17).

1. What current forms of communication work well, and how should we improve communication across the campus?

Submit comments to (link available on Chancellor's web site):

[http://ucriverside.az1.qualtrics.com/jfe/form/SV\\_5BGAhZwJLMc3JJj](http://ucriverside.az1.qualtrics.com/jfe/form/SV_5BGAhZwJLMc3JJj)

# Communications

2. How should we organize communication processes to solicit input from faculty, staff, and students?

For example:

- To/from Chancellor, Provost, and Vice Chancellors
- To/from Deans, Associate Deans, and Department Chairs
- To/from Directors and Managers of staff units
- To/from Academic Senate, Staff Assembly, ASUCR, and GSA
- To/from others

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