



Our People: Staff Engagement + Belonging

FY22 Metrics & Targets



Rationale

- Metric 1 • +.01 slightly lower than Health target of +.02.
- Metric 2 • Tactics developed by FAS DEIA-AR Steering Committee and FET in alignment with Health (see next page).
- Metric 3 • Target set based on services with 67+ (good/v. good) ratings in FY21 sustaining those ratings in FY22. Assume resumed 7 CLS services and 1 PMO service will achieve 67+ ratings.
- Metric 4 • Target set to sustain or decrease injuries per capita from FY21; likely a stretch given the increase in on-site workers. Denominator adjusted to FTE from headcount for consistency with Health. Results in target shift from 2.1 to 3.1 injuries per capita.
- Metric 5 • Return to variance from plan metric (as a percent of planned revenue) to reflect the importance of good planning with an eye on opportunity cost for unused funds. FY22 has a planned deficit of -\$29.3M due to 1) higher planned project spend and 2) COVID-19 recovery spend. Results in planned final Ending Net Position of \$53.3M.
- Metric 6 • Target adds \$2M to original 3-year program target. See [Value Improvement](#) website for call for proposals.

FAS action planning FY22 timeline



By the numbers

FAS progress toward Racial Equity and Belonging Tactic 2

- **227** plans
- **202** FAS managers required to have action plans
- **100%** FAS departments input action plan into Gallup
- **100%** FAS departments submitted action plan summaries – **Tactic 2 (a) complete!**



Tactic 2: a) 100% FAS departments reporting to SVC submit summary of department's action plans to address DEIA-AR, Engagement and Belonging by 12/1/21 and b) complete 90% of the actions by June 30, 2022

FAS action plans by the numbers (as of Dec. 2021)

	# Managers required to have a plan	# action plans per department
AAS	1	3
CLS	23	26
FIN	30	12
HR	51	50
IT	54	72
PMO	1	1
POLICE	15	21
RE	26	39
SVCO	1	3
TOTAL	202	227

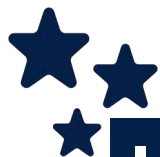
Please note: Managers may have more than one plan, and multiple managers may be contributing to one plan.

FAS Department Action Plan Leads FY22

DEPARTMENT	ACTION PLANNING LEAD
Campus Life Services (CLS)	Elicia Rozic
Finance – Budget Resource Management (BRM)	Angie Marinello
Finance – Controller’s Office (CO)	Ally Jalali
Finance – Supply Chain Management (SCM)	Leo Ortiz
Human Resources (HR)	Millo Pasquini
Information Technology (IT)	Shelby Dantzler
Police Department (PD)	Michelle Hamilton 2021, Denis Ibarra 2022
Program Management Office (PMO)	Paul Sullivan 2021, Goshen Chan 2022
Real Estate (RE)	Cristina Morrison
Audit & Advisory Services (AAS)	Zuleikha Shakoor and Sales Sh Sharma
Office of the Senior Vice Chancellor (SVCO)	Kim LaPean

Trends of FAS action plan focus areas

FY22 Top 10 Topics



Inclusiveness
is the #1 topic
focus area



Trends of FAS action plan focus areas

*FY22
Top 10
Q12+*



Trends of FAS action plan focus areas

FY22 Top 10 Q12+



Belonging Index
questions feature
heavily in Top 10

- Q12. Learn and Grow
- Q04. Recognition
- Q06. Development
- Q01. Know What's Expected
- Q03. Opportunity to Do Best
- Q05. Cares About Me
- Q07. Opinions Count
- Q09. Committed to Quality
- Q02. Materials and Equipment
- Know where to find info/resources
- Manager tries to help me progress.

Fostering “belonging”

The Belonging Index = 10 questions



Engagement*

Q04. In the last 7 days, I have received recognition or praise for doing good work

Q05. My supervisor or someone at work, seems to care about me

Q07. At work, my opinions seem to count

Q12. This last year, I have had opportunities at work to learn and grow



Roadmap

A clear **roadmap** that helps employees navigate UCSF's complex structure

I know where to find information and resources that I need to be effective

I have a clearly defined path for development and growth



Manager Advocate

Strong **support** and **advocacy** from managers to drive growth and progress

My manager or supervisor serves as a strong advocate for our unit/department

My manager or supervisor is consistently trying to help me progress in my role



Unconscious Bias

Breaking **unconscious bias** and driving respect for **diverse** backgrounds and viewpoints

I am respected for who I am as a person

I have the same opportunities for advancement as other employees at my organization with similar experience and qualifications

Next steps for action planning

- Implement action plans
Now- June 30, 2022
Talk about your plans and make them visible
- 2022 UCSF Gallup Staff Engagement Survey
April 12-May 6, 2022
- FAS DEIA-AR Tactic 2b: 90% actions completed
June 30, 2022



FAS DEIA-AR Speaker Series

featuring **Dr. Camara Jones,**
Tuesday, March 29, 2022, 12:10-1pm

Meet [Dr. Camara Jones](#), family physician, epidemiologist, and Past President of the American Public Health Association whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of our nation and the world. Dr. Jones is currently the 2021-2022 UCSF Presidential Chair at the University of California, San Francisco (UCSF). Her allegories on "race" and racism illuminate topics that are otherwise difficult for many Americans to understand or discuss.



Event Details

Date: Tuesday, March 29, 2022

Time: 12:10 pm – 1:00 pm

Where: Virtual Event

<https://fas.ucsf.edu/fas-deia-ar-education-and-events>
Join the Diversity, Equity, Inclusion, Accessibility & Anti-Racism Steering Committee for our second event in the 2021-2022 Speaker Series. The speaker series features distinguished guests with expertise in various areas of DEIA, COVID-19, and other topics of interest.

Attendees at this event will count towards the FAS Education and Dining goal of 15% staff participation in at least one DEIA-AR education event.



Meet our Guest Speaker!

Dr. Camara Jones is a family physician, epidemiologist, and Past President of the American Public Health Association whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of our nation and the world. Dr. Jones is currently the 2021-2022 UCSF Presidential Chair at the University of California, San Francisco (UCSF). Her allegories on "race" and racism illuminate topics that are otherwise difficult for many Americans to understand or discuss.
(For more information on Dr. Camara Jones, please visit <https://facultyacademicaffairs.ucsf.edu/node/81>)

Thank you FAS DEIA-AR Steering Committee

Diversity, Equity, Inclusion, Accessibility and Anti-Racism



Ailene Estallilla



Jon Giacomi



Gina Abrams



Adrienne Chambers



Jennifer Chan



Rebecca Daro



Laura Dillon



Armanda
Edwards-Newman



Kira Kwan



Tim McNeil



Kimberly Romero



Lian Sussmann



Sean Williams



Eric Banares



Nicole Ho



Elicia Rozic