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Chancellor's Committee on Campus Morale – University of California, Riverside

Report on Committee Progress

Presented by Maggie Souder, Chair

February 21, 2002

Based upon the survey responses and follow-up comments, a series of recommendations were drafted. At the invitation of the Chancellor, I attended a meeting of the Chancellor's Coffee Hours group. This group is comprised of UCR's top executives (including the Executive and Associate Executive Vice Chancellors, Vice Chancellors, Assistant and Associate Vice Chancellors, Athletic Director, University Librarian, Executive Director of University Relations, Chair of the Academic Senate, and Deans).

At this meeting, the 10 most positive and the 10 most negative survey results were presented along with the list of recommendations. I am very pleased to tell you that the response from the Coffee Hour Group was overwhelmingly supportive. There was a lengthy discussion at that meeting during which some tough questions were raised and as a result, the effort toward morale improvement is being spearheaded on several fronts.

This effort includes the following projects:

1. Executive Director of University Relations Jack Chappell has assisted the Morale Committee by improving the Morale web site. The address in the Staff Assembly newsletter unfortunately contained a typo. The correct address is:
<http://www.morale.ucr.edu/>.
2. Interim Vice Chancellor for University Advancement Robert Nava has generated an employee satisfaction survey for his staff. Vice Chancellor Nava has also implemented meetings dedicated to discussing budget in order to inform his staff as well as gain their input for future budget planning. VC Nava has offered to share his team's progress as part of the best practices project.
3. Vice Chancellor Mike Webster asked that the presentation given to the Coffee Hour also be given at his Team-VCA meeting. As a result, Team VCA is sharing their best practices with one another as well as the Morale Committee.
4. Vice Chancellor of Computing and Communications, Chuck Rowley has worked to bring together the necessary resources in order to identify funding and placement of additional computer kiosks and improvement of existing kiosks. The final outcome is not yet certain, but if successful, the kiosks will improve communication for persons who do not have routine access to computers. Special thanks on this project must be extended to Vice Chancellor Rowley's staff, Cheryl Sautter, Barbara Cooper and Marilyn Voce.
5. Executive Vice Chancellor Dave Warren has attended a recent Morale Committee meeting. In addition to extending his overall support, he has expressed special interest in improved staff communication. His insightful questions and candid responses to Committee questions are providing valuable guidance.
6. Associate Executive Vice Chancellor Yates is championing the mediation effort and is taking the first steps toward determining what type of program will best serve UCR.

7. Additional discussions include the possibility of an independent periodical to present up-to-date campus information to campus personnel. Some serious consideration must be given to how best to provide the necessary resources for such an endeavor, so this project is very much in the drawing-board stage.
8. The Committee is developing a list of tasks for each of the recommendations. We expect these tasks to evolve as we learn from our successes and failures. These tasks will be posted on the Committee Web site.
9. Last but certainly not least, Chancellor Orbach continues to provide his continued support, guidance and leadership.

These are just a few of the ongoing projects. Campus personnel can help the Committee by contacting me with suggestions either by phone (x6303) or via email at margaret.souder@ucr.edu. We are extremely interested in how best to deliver information and how best to encourage and incorporate your ideas and concerns. The degree of our success will be directly related to the level of your participation.