

Division of Agriculture and Natural Resources (UC ANR)

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The UC ANR survey contained 95 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from October 29, 2012 through November 23, 2012 through a secure on-line portal.ⁱⁱ Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at UC ANR

UC ANR community members completed 606 surveys for a final response rate of 64%. Response rates by constituent group varied: 65% for Staff non-Union ($n = 284$), 52% for Staff Union ($n = 149$), 75% for Faculty/Academics ($n = 147$), and over 100% for Other Academic Series ($n = 26$). Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.ⁱⁱ Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. **High levels of comfort with the climate at UC ANR**
 - 73% of all respondents ($n = 444$) of all respondents were “comfortable” or “very comfortable” with the climate at UC ANR while 11% ($n = 67$) were “uncomfortable” or “very uncomfortable.”
 - 73% of all respondents ($n = 442$) of all respondents were “comfortable” or “very comfortable” with the climate for diversity in their work unit while 16% ($n = 140$) were “uncomfortable” or “very uncomfortable.”
2. **Positive attitudes about work-life issues at UC ANR**
 - 79% of all respondents ($n = 469$) offered that the UC ANR values a diverse faculty and 83% offered that the organization values a diverse staff ($n = 494$).
 - 82% of all respondents ($n = 491$) indicate that they were comfortable taking leave that they were entitled to without fear that it may affect their jobs/careers.
 - 83% of Faculty/Academic respondents ($n = 113$) felt their service contributions were important to tenure/promotion.
 - 79% of Faculty/Academic respondents ($n = 110$) believed their work units create a climate that is responsive and supportive of family needs, including usage of work-family policies.
 - 74% of Faculty/Academic and Staff respondents believed that they had colleagues or co-workers ($n = 442$) and supervisors (68%, $n = 405$) at UC ANR who gave them career advice or guidance when they needed it.
 - 71% of Faculty/Academic and Staff respondents ($n = 423$) felt their supervisors provided ongoing feedback to help improve their performance.

Table 1. UC Agriculture and Natural Reserves Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Position Status	Staff non-Union ^{vii}	284	47%
	Staff – Union ^{vii}	149	25%
	Faculty/Academic ^g	147	24%
	Other Academic Series ^h	26	4%
Gender Identity	Women	405	68%
	Men	187	31%
	Transgender ^{ix}	0	<1%
	Genderqueer ^x	2	<1%
Racial Identity	White	386	64%
	Underrepresented Minority ^{xi}	140	23%
	Other People of Color ^{xii}	46	8%
	Multi-Minority ^{xiii}	4	1%
Sexual Identity	Heterosexual	515	92%
	Lesbian, Gay, Bisexual, Queer	18	3%
	Questioning ^{xiv}	2	<1%
	Asexual ^{xv}	27	5%
Citizenship Status	U.S. Citizen	604	99%
	Non-U.S. Citizen	1	<1%
	Undocumented	0	0%
Disability Status	No disability	461	82%
	Disability (physical, learning, mental health/ Psychological condition)	107	18%
Religious/Spiritual Affiliation	Christian affiliation ^{xvi}	293	48%
	Other Religious/Spiritual affiliation ^{xvii}	22	4%
	Muslim ^{xviii}	5	1%
	Jewish ^{xix}	9	2%
	No affiliation ^{xx}	184	30%
	Multiple affiliations ^{xxi}	24	4%
Unknown	69	11%	

Note: The total *n* for each selected demographic characteristic differs due to missing data.

Key Findings - Opportunities for Improvement

1. Some members of the community experience exclusionary conduct

- 31% of respondents ($n = 188$) believed that they had personally experienced exclusionary, intimidating, offensive or hostile conduct; 11% of respondents ($n = 65$) indicated that the conduct interfered with their ability to work or learn.^{xxii}
- Differences emerged based on various demographic characteristics including position status, racial identity, gender, educational level, or age. For example,
 - A higher percentage of women respondents reported experiencing this conduct as compared to men respondents.
 - A higher percentage of Staff respondents reported experiencing this conduct as compared to Faculty/Academic respondents.
 - A higher percentage of racial minorities reported experiencing this conduct as compared to non-minorities.

2. Several constituent groups indicated that they were less comfortable with the overall organizational climate and the climate in their work units

- Staff respondents were less comfortable when compared with Faculty/Academic respondents with the overall organizational climate within UC ANR and with the climate in their work units.
- Underrepresented Minority respondents and Other People of Color respondents were less comfortable than White respondents with the overall organizational climate and the climate in their work units.
- Women respondents were less comfortable when compared with men respondents with the overall organizational climate within UC ANR and with the climate in their work units.

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

Division of Agriculture and Natural Resources (UC ANR)

SUMMARY PREPARED BY UC

Recent efforts in campus climate

- To accommodate the needs of academics and staff who work in over 60 locations in California, UC ANR has a robust **training program** that is delivered both in person and via web-based courses. In new employee orientations as well as all training related to Affirmative Action topics, UC ANR sets the expectation of a safe and inclusive work environment that affirms UC ANR's core values of respect, trust, honesty, integrity, professionalism, teamwork, creativity, and continual improvement.
- The UC ANR **Equal Opportunity Advisory Committee** is made up of both academic and staff personnel from all areas of the state. This committee is charged with (1) making recommendations on how diversity efforts can best be integrated in UC ANR's long-range strategic plan; (2) advising the administration on non-discrimination issues; and (3) making recommendations on sexual harassment prevention training and related issues. This Advisory Committee will play a strategic role in developing the action plan to address opportunities and issues that emerge from the Work Environment Assessment.
- As a recipient of federal funds, USDA Civil Rights regulations require regular inspections to ensure compliance with nondiscrimination and equal opportunity provisions. To prepare for these reviews, UC ANR conducts **routine site visits** to every county-based office.
- In 2012, the **UC ANR Academic Assembly Council** was asked "...to seek broad input from UC ANR academics related to the role(s) and responsibilities of Cooperative Extension Specialists and Advisors in support of the UC ANR Mission and Vision." The project included a web-based survey and six well-attended listening sessions held throughout the state. The results showed that collegiality, networking, training, and mentoring are highly valued; and efforts to promote, expand, and reward those opportunities are appreciated and considered essential. The final

report was released to all employees in August 2013 and UC ANR has already acted on some of the initial findings. It will undertake further analysis of the data from the Work Environment Assessment to enhance their understanding of the Academic Assembly Council report.

Process and next steps for developing actions and initiatives based on survey findings

UC ANR will form a work group with broad representation of academics and staff to create an action plan. Members will be chosen with attention to gender; racial and ethnic diversity; rural and urban local offices; geographic location; and subject matter expertise in building inclusive and welcoming work environments. The work group will share the results of the survey with all UC ANR employees, and there will be multiple opportunities for input as the action plan is being developed. The team will also coordinate and collaborate with other appropriate councils and committees within UC ANR to leverage resources and increase the impact of the action plan.

CONTACT

www.ucanr.edu