

UCI ENGAGEMENT AMBASSADOR

SPRING MEETING

APRIL 5, 2024

UCI Human Resources
Empower People Success

WELCOME



Janet Quan
Senior Director
Employee Engagement
UCI Enterprise



Kelly Shedd, MPH
Program Manager
Co-Worker Experience, HR
UCI Health



Lisa Kawachino
Events Analyst
Human Resources
UCI Enterprise

Contact: engagement@hs.uci.edu

AGENDA

1. Engagement at UCI
2. How We Measure Engagement
3. 2023 Gallup Survey
 - Summary of Results (Campus, Health Sciences, Health)
 - Engagement Planning Guide for Supervisors & Managers
4. Engagement Ambassador Program Overview
5. Engagement Ambassador Resources and Toolkit
6. 2024 Engagement and Co-Worker Experience Programs
7. Q&A

WHAT IS EMPLOYEE ENGAGEMENT?

A measurement of an employee's emotional commitment to an organization; it takes into account the amount of discretionary effort an employee expends on behalf of the organization.



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HOW WE MEASURE ENGAGEMENT

GALLUP ENGAGEMENT SURVEY

- Measures overall satisfaction and engagement among UCI coworkers across the enterprise

ONBOARDING SURVEYS

- Focuses on why new coworkers decide to join UCI, the quality of the training received, their understanding of role expectations, and their overall experience with the onboarding process

EXPERIENCE SURVEYS

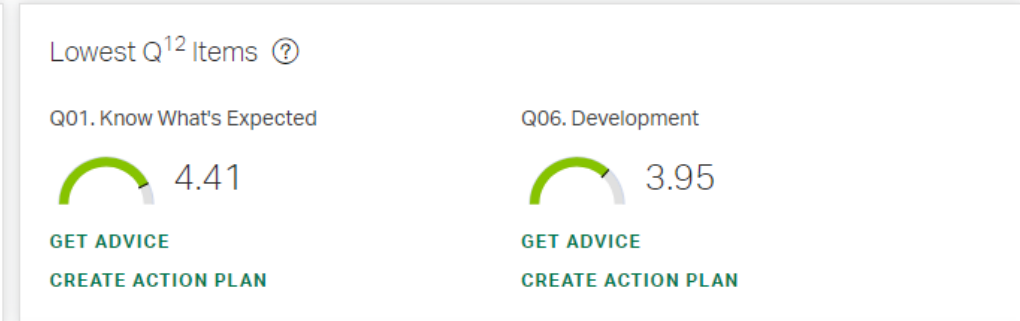
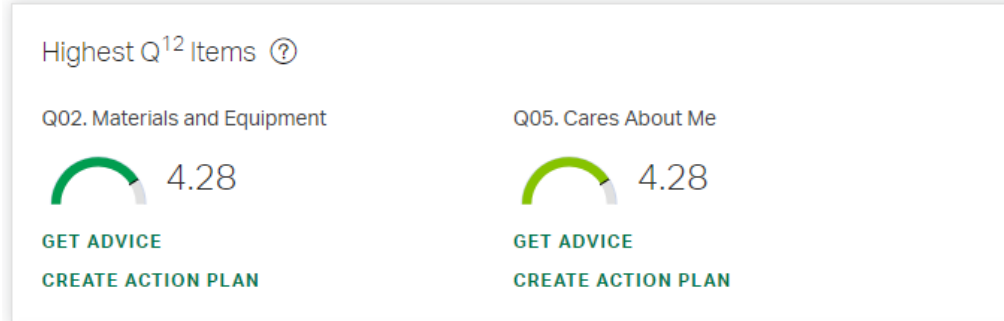
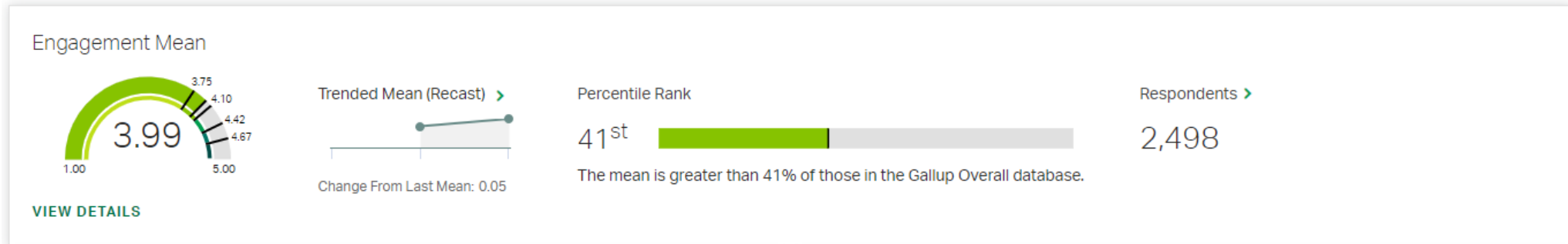
- Focuses on why coworkers stay at UCI and areas of engagement / disengagement

EXIT SURVEYS

- Focuses on the individual's overall experience at UCI, including the workplace culture and reason(s) for joining and leaving UCI

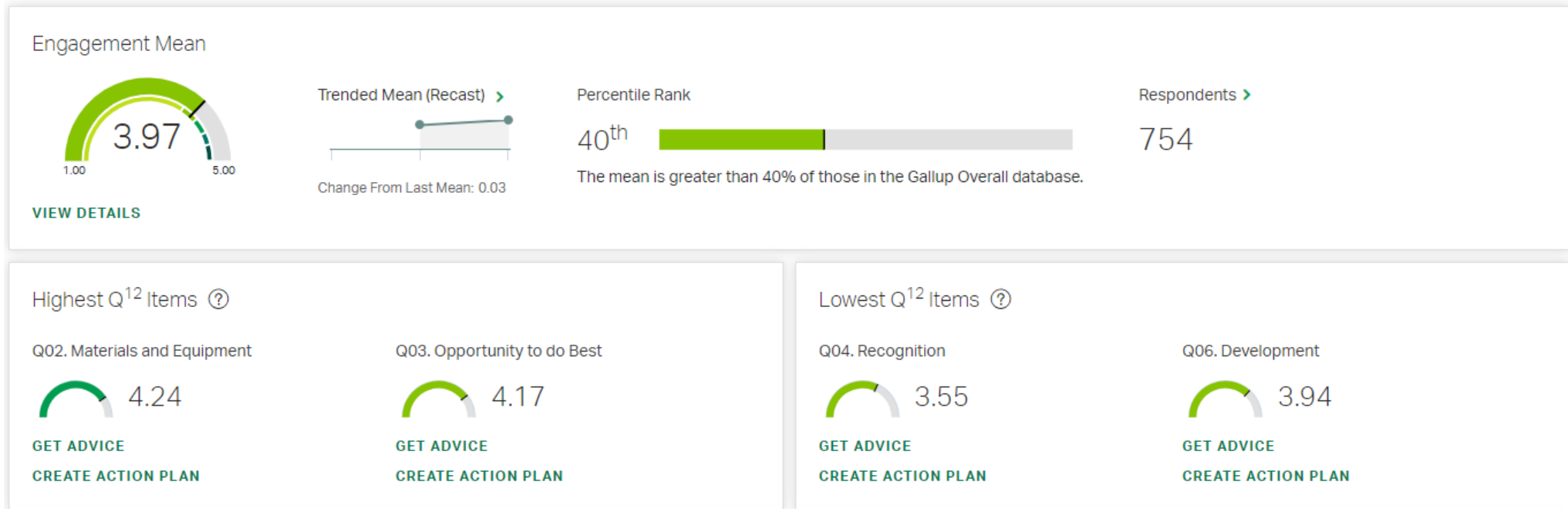
SUMMARY OF 2023 GALLUP SURVEY RESULTS

CAMPUS:



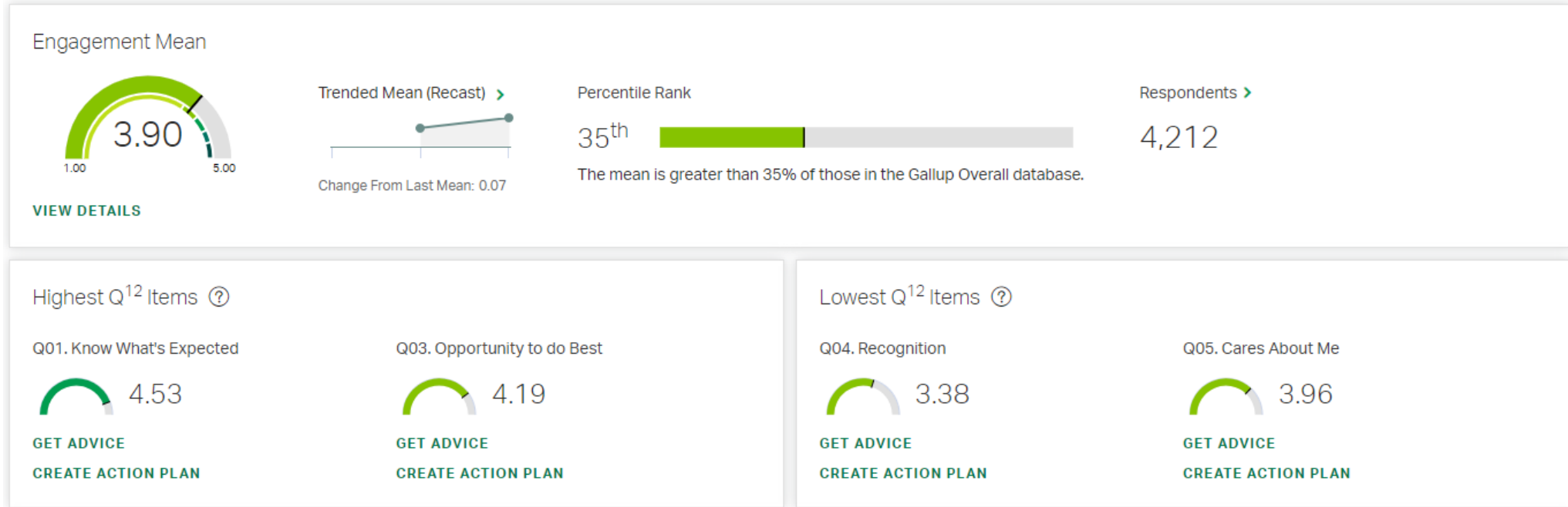
SUMMARY OF 2023 GALLUP SURVEY RESULTS

COLLEGE OF HEALTH SCIENCES:



SUMMARY OF 2023 GALLUP SURVEY RESULTS

UCI HEALTH:



ENGAGEMENT PLANNING GUIDE



STEP 01 PRE-MEETING +
Your first step in the process is to review your engagement survey data.

STEP 02 MEETING +
This section guides you in facilitating team meetings on the topic of engagement.

STEP 03 POST-MEETING – ESTABLISH ACCOUNTABILITY +
This section guides you in next steps following your team meeting.



<https://hr.uci.edu/partnership/empowered/engagement-planning-guides/for-managers-supervisors.php>

UCI ENGAGEMENT AMBASSADORS



The UCI HR Ambassador program brings together and organizes staff volunteers that help drive co-worker engagement or wellness within their local unit/department and across UCI. As an ambassador, your main responsibility is to help communicate information to your co-workers by serving as your department's contact, resource, and referral source. Communication channel examples include: forwarding emails, posting flyers, creating a bulletin board, or announcing resources and programs at staff meetings.

ENGAGEMENT AMBASSADORS:

- **Promote** UCI engagement campaign programs, resources, and events within your department or work unit
- **Support** and participate in engagement-related events throughout the year
- **Encourage** participation in recognition and engagement activities and programs
- **Champion** co-worker engagement by getting teammates involved, setting the example of engagement, and initiating engagement activities
- **Attend** exclusive Engagement Ambassador meetings
- **Commit** to serving a two-year term

AMBASSADOR TOOLKIT

UCI Human Resources | Ambassadors

Search this website

UCI HR Ambassador Program ▾

Updates ▾

Meetings

Tools ▾

Spotlights

Contacts

UCI HR ▾

Welcome UCI HR Ambassadors, This is Your Toolkit

As Ambassadors within the UCI HR Ambassador program, this website will provide you with the necessary tools and resources to help drive staff wellness and engagement within your local departments/units. From communication templates to announce your role to your department, to ambassador updates and meetings to keep you updated on current engagement and wellness initiatives, and many more, the HR team will provide endless resources to help you promote the well-being of your colleagues while keeping them engaged.

Thank you for helping us build a culture of whole-person wellness and engagement throughout the UCI Community.

Explore [Next Steps](#), [Roles & Responsibilities](#), and [Logos and Backgrounds](#).



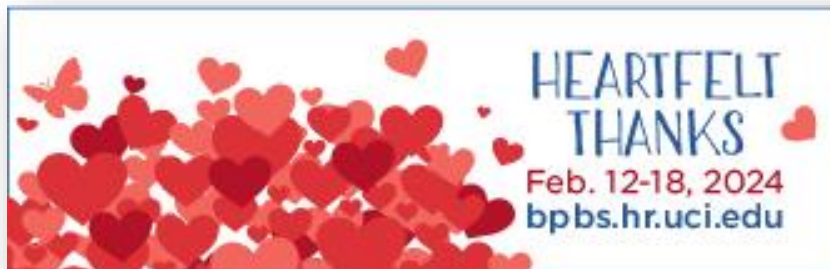
<https://sites.uci.edu/hrambassadors/>

UCI HR

Q1/Q2 2024 ENGAGEMENT & CO-WORKER EXPERIENCE PROGRAMS

2024 SO FAR:

- **1/25/24:** Mid-day engagement opportunity with UCI Athletics (Women's Basketball - *Enterprise*)
- **2/12/24 – 2/18/24:** Heartfelt Thanks Campaign (*Enterprise*)
- **2/21/24:** Chat with Chad Session (*Health*)
- **3/01/24:** National Employee Appreciation Day (*Enterprise*)
- **3/28/24:** Staff Appreciation Breakfast (Staff Assembly - *Enterprise*)



Q1/Q2 2024 ENGAGEMENT & CO-WORKER EXPERIENCE PROGRAMS

2024 COMING SOON:

- **4/24/24:** Chat with Chad Session (*Health*)
- **5/13/24 – 5/17/24:** Hospital Week/Nurses Week (*Health*)
 - Excellence in Nursing Awards
 - BPBS Campaign
 - Free Meal and more!
 - Volunteers needed
- **5/22/24:** Quarter Century Club Luncheon Reception (*Enterprise*)
 - Chancellor hosted luncheon to recognize our 25-Year Service Honorees
- **6/18/24:** Service Awards Event (Bren Event Center – *Enterprise*)
 - Volunteers needed
- *Next Engagement Ambassador Meeting – Date coming soon!*



STAY INFORMED & CONNECTED

AMBASSADOR TOOLKIT

<https://sites.uci.edu/hrambassadors>

EMAIL

Ambassador Email Updates

2024 ENGAGEMENT AMBASSADOR MEETINGS

April

July/August (tentative)

November (tentative)

DEPARTMENT SUPPORT

engagement@hs.uci.edu

Q&A TIME



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THANK YOU!