

## UC Riverside Campus Update September 2007

### UCR Welcomes Acting Chancellor

Robert Grey, a former Provost and Executive Vice Chancellor at UC Davis, will serve as acting chancellor, UC President Robert Dynes announced Tuesday. Grey, 67, will succeed Chancellor France A. Córdoba, who is ending her term this week to take on the presidency of Purdue University. His first day is June 29. He will live in the Chancellor's residence and serve as UCR's leader until a permanent chancellor is identified through a national search.

### Stepping Up to Their Futures

One of the highest paid administrators at NASA's Ames Research Center began her career as a secretary in the lowest personnel class offered. But this top director, and wife of a UCR vice chancellor, climbed the NASA ladder – step by step – with the help of a program much like UCR's [Next Step program](#), which congratulated its third year of successful graduates on July 10th. This year's graduates are **Shana Cameron, Matthew Funk, Cynthia Martinez, Alejandra Springer, Christopher Vasquez, Kevin White, and Nanette Yorty.**

As Vice Chancellor Al Diaz applauded the seven graduates of this fantastic program, he shared his wife's story of perseverance in her career goals, and illustrated a personal and compelling success story. **George Perez**, a Next Step graduate and Storehouse employee, praised the program which advanced his skills and provided a firm foundation to allow him to pursue his real estate license and Associate's degree at Riverside Community College.

Next Step is a free six-month program offered to all career employees in good standing who've completed their probationary period. The program teaches business, computer and personal development skills in 30 class sessions, complete with homework assignments, mock interviews and mentorships. This 'real school' teaches invaluable competencies necessary to advance in UCR's administrative world.

An important new component has been added to this already stellar program: **internships**, in which participants will spend 30 days in a real, on-campus administrative positions. Building Services, Housing Services, Human Resources, UNEX, Office of Research and the Storehouse all opened their doors to Next Step interns to help them gain critical on-the-job experience and training necessary for their career development. The internships are slated to begin this month, and six participants have already signed up.

### Steering Us in the Right Direction

#### Final climate survey recommendations for action

Fifteen recommendations for action were presented by the **Executive Steering Committee**, a group charged with overseeing work and focus groups who were in turn asked to address three main concerns brought to light in the 2006 Staff Climate Survey: **career opportunities, communication, and recognition.**

The work and focus groups developed many recommendations and action plans, which were then shared with represented and non-represented staff throughout campus during a series of open forums, to allow for the incorporation of feedback before the Steering Committee finalized its recommendations.

The fifteen recommendations, which can be viewed [here](#), have been endorsed by former Chancellor France A. Cordova, with the UCR Staff Assembly and the UCR Coalition of Unions charged with reporting back to the Chancellor with regular updates on the implementation progress of these recommendations.