



# BERKELEY STAFF ASSEMBLY NEWSLETTER

University of California, Berkeley  
Fall 2005

Campus News *FOR* Staff *BY* Staff  
<http://bsa.berkeley.edu>

## Chancellor's Award To Mentorship Program Team

The Berkeley Staff Assembly's Mentorship Program Team has won a [Chancellor's Outstanding Staff Award](#) for 2005! The team is being recognized by the [Chancellor's Staff Advisory Committee \[CSAC\]](#) for its successful launch of BSA's highly popular and rapidly growing mentoring system.



Team members Kathryn Day, Terry Downs, Lee Forgue, Kim Guilfoyle, Annette Lewis, Jill Martin, Paul Riofski, and Hadidjah Rivera created the program as part of BSA's long-standing commitment to career development on campus.

Mentors and mentorees have shown strong interest in the program, illustrating that the program provides an important service to campus since the demise of such resources as the internship and [CDOP](#).



## Mentorship Program Gears Up For New Academic Year

There was an excellent turnout of at the recent mentorship get-acquainted reception. Both potential mentors and mentorees were excited about the prospects of working with each other. The energy level was very high and people did a great job networking, which of course is one of the skills that participating in the mentorship program develops. The current mentoring cycle is now fully underway; new applications

will be taken in about a year. Remember, to be eligible to apply to be a mentoree, one must be a [BSA member](#)!



## Bylaws! We've Got Bylaws!

It's not often that you see the word bylaws followed by an exclamation point, and we did so somewhat tongue-in-cheek. BSA Secretary Lee Forgue has initiated a timely effort to organize and update our bylaws. Since 1998, when the [bylaws](#) were last revised, BSA has evolved and so it was time to streamline our governing documents so that they reflect and are consistent with our current practices.

Lee chairs a committee that includes all three other officers (Annette Lewis and Jessea Greenman, the Co-coordinators, and Jackie Blossom-Garcia, the Treasurer) and a former Coordinator, Paul Riofski. They hope to have the draft revisions to the Coordinating Committee by early 2006, with the final proposed revisions scheduled to go to the full membership for a vote by late spring.



## BSA Partners With Campus Organizations

Members of the BSA Coordinating Committee spent their first several meetings of this cycle brainstorming about their vision for the organization's direction this year. It was decided that partnering with other campus organizations to share information, support each other's efforts, and sponsor shared events were desired goals. To that end, BSA is participating in meetings of the

Council of Staff Organizations (CSO) and the Council of Ethnic Staff Organizations (CESO).

Elizabeth Gillis, Coordinator of the Campus Community Project, will also be coming to meet with the Coordinating Committee in November to discuss the campus Staff Diversity Project, scheduled to launch in Spring 2006. Additionally, BSA signed onto a CESO letter to Chancellor Birgeneau in support of diversity.



## CESO Reception Celebrates Staff November 17

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The Coalition of Ethnic Staff Organizations invites staff members to attend the second Annual Staff Reception on Thursday, November 17, 4-5:30 p.m. at Heller Lounge in the Martin Luther King Jr. Student Union Building.

Chancellor Robert Birgeneau and the Coalition will welcome new staff who have recently become part of the Berkeley community.

"We are proud of the expertise and talent that staff contributes to the University's world-renowned reputation of academic excellence," say the organizers of the event, which celebrates UC Berkeley's diverse community.

Supervisors are authorized and encouraged to grant paid administrative leave to enable staff to attend and participate in this event, which will include light refreshments. For more information contact Regina LeRoy, 643-6257, [leroy80@berkeley.edu](mailto:leroy80@berkeley.edu), or Roseanne Fong, 643-8656, [rfong@berkeley.edu](mailto:rfong@berkeley.edu).



## Boosting BSA Membership

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This year's BSA Coordinating Committee wants to boost BSA membership. To that end, we will develop some recruitment materials and undertake some concerted efforts to make sure that employees, both new and continuing, know about BSA and are invited to become members. Everyone reading this is encourage to refer people to [BSA's website](#) and print copies of our

[membership form](#) to distribute. Remember, the first year is free!



## Program Committee Makes Plans for Fall Events

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In furtherance of efforts to increase BSA's presence on campus, the Programs committee is being revamped under the able leadership of chair Jackie Blossom-Garcia. BSA programs are for all members of the campus. An event with the Chancellor is being planned, as is a presentation by the [Staff Ombuds Office](#), among a wide range of other activities. Stay tuned for program announcements on our website and by email.



## CUCSA Quarterly Meeting Held at UC Riverside

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By Terry Downs, CUCSA Delegate

The Council of UC Staff Assemblies (CUCSA) held its first quarterly meeting of the 2005-06 academic year at UC Riverside on September 7-9, 2005. The Council is an advisory body composed of two delegates from each of the ten campuses, three national laboratories, and Office of the President. Officers include Rosemary Anderson, Chair (UC Santa Cruz); Bill Johansen, Chair-Elect (Lawrence Berkeley National Laboratory); and Debra Richerson, Secretary (UC Office of the President). CUCSA meets on a quarterly basis, rotating between the campuses, the national labs, and the Office of the President to promote communication and to solicit feedback on interests of primary concern to staff.

### Orientation

New and returning delegates participated in exercises designed to orient them to the mission of CUCSA, for sharing the organization's goals and objectives this academic year, and building working relationships. Delegates participated in an icebreaker, and SWOT exercise covering Strengths, Weaknesses, Opportunities, and Threats. Additionally, there was a Staff Plaza and Memorial Garden viewing. The garden, located on campus and dedicated to the recognition and

remembrance of UCR staff members, features pathways leading to the center, lined with engraved markers "In Memory of" those career staff who passed away during active employment at UCR.



### Official Welcome

On September 8, 2005 Chancellor France A. Córdoba welcomed CUCSA delegates to UC Riverside on the first day of their quarterly meeting. Chancellor Cordova, a nationally recognized astrophysicist, has 20 years service with UC where she has served as professor of physics and Vice Chancellor of Research at UC Santa Barbara. Remarks included comment on budget cuts impacting staffing levels but acknowledgment of staff efforts in support of the UCR mission. Chancellor Cordova outlined three primary initiatives.

- Establish research-based school of medicine, and by January 2006 establish Health Sciences Research Institute (HSRI) in biomedical sciences.
- California Community College Collaborative (C4) promotes data driven policy promulgation in higher education and provides research experience opportunities for college students, including promoting transfer to four year colleges.
- Diversity Initiative in faculty, staff, and graduate student population, building on the strength of the existing commitment to excellence and diversity in the student body. Recently hosted summit for faculty diversity. UCR is taking a leadership position encouraging dialogue among UC campuses for building diversity.

### UCR Staff Recognition

David Stevens, UCR Maintenance Carpenter, received the "People Helping People" award, sponsored by Service Plus Credit Union in partnership with the UC Riverside Staff Assembly. CUCSA Chair Anderson presented Stevens with a certificate in recognition of his exemplary contributions to the community of Riverside. This award highlights a best practice for recognizing outstanding staff service beyond professional endeavors and in support of the community.

### Report by Past Chair

Dave Miller, Staff Advisor to the Regents - Committee on Grounds and Buildings, UCLA and immediate past Chair of CUCSA, reviewed the previous 10-year effort to promote creation of an ongoing position for staff at the Regents table. This effort led to the creation of a new staff advisor position piloted this year. Also serving in this role is David Bell, UCSF, who served as CUCSA Chair in 2003-2004, and currently serves as the Staff Advisor to the Regent's Committee on Educational Policy. This

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year's efforts are focused on institutionalizing the position by establishing a selection process. Miller currently sees his role as promoting staff issues and helping the Regents gain a deeper understanding of the University.



### Work Group Formation For 2005-2006

CUCSA work groups formed, incorporating new delegate members and welcoming returning members for building on the important work group efforts of past years on four continuing topics: Diversity; Workforce Evolution; Development; and Policies and Procedures. The work groups established new goals and objectives and reconfirmed past accomplishments for guiding their work, which typically leads to reports published at year-end.

### Human Resources Matters

Rosemary Monroe, UCOP, briefed delegates on various Human Resources matters, including: 2006 health and welfare program and information on health care premium costs; appropriate consistency in implementation and interpretation of policy and procedures at local level in areas such as Sexual Harassment, Discrimination, Consensual Relationships, and Ethics; and information on a web based sexual harassment course required for supervisors.

### Santa Cruz Meeting Announced

The next CUCSA meeting will be hosted by UC Santa Cruz on December 7-9, 2005.

## Upcoming Events



**Fall New Member Welcome  
Brown Bag Luncheon  
Thursday, 10/27, 12:00 to 1:30 p.m.  
60 Barrows Hall  
Bring Your Own Brown Bag Lunch  
Desserts & Drinks Provided**

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