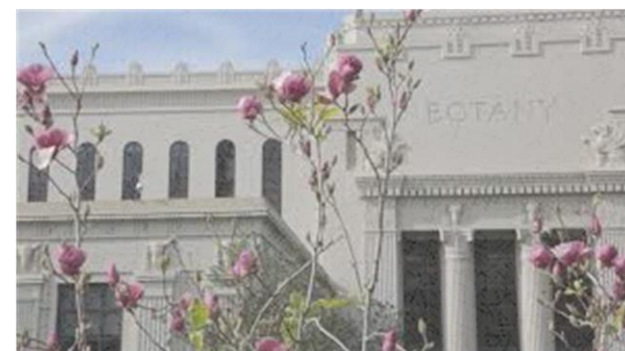




2017 EXCELLENCE IN MANAGEMENT  
TWENTY-NINTH ANNUAL AWARDS CEREMONY

# Art of Mindful Gardening



TUESDAY, APRIL 25, 2017  
ANNA HEAD ALUMNAE HALL  
2537 HASTE STREET  
UNIVERSITY OF CALIFORNIA, BERKELEY



The Berkeley Staff Assembly is an organization open to all staff employees. BSA will keep you informed about important staff issues, encourage you to voice your opinions to campus administration, and offer an opportunity to become involved in campus life. For more information and to view photos from this event visit [bsa.berkeley.edu](http://bsa.berkeley.edu).

#### EXCELLENCE IN MANAGEMENT COMMITTEE

Barinder Dhillon-Flanagan  
Camille Fernandez  
Elizabeth Geno  
Susie Hill  
Maria Kies  
Jeanette Robinson  
Joanne Straley  
Toni Whittle-Ciprazo

Thank You!

**WELCOME**

**Elizabeth Geno**

CHAIR OF THE BERKELEY STAFF ASSEMBLY

**KEYNOTE**

**Jo Mackness**

INTERIM ASSISTANT VICE CHANCELLOR, HUMAN RESOURCES  
BERKELEY STAFF ASSEMBLY SPONSOR

**AWARD PRESENTATION**

**Barinder Dhillon-Flanagan**

DIRECTOR & DEPUTY CIO, HAAS SCHOOL OF BUSINESS

**Jeanette Robinson**

IT BUSINESS RELATIONSHIP MANAGER

**CLOSING REMARKS**

**RECEPTION**

## 2017 EXCELLENCE IN MANAGEMENT AWARD RECIPIENTS

### **Henry Chan** CSS RESEARCH ADMINISTRATION

Henry is an exemplary supervisor who daily inspires his team members, facilitates their professional growth, and expresses his appreciation. He makes time for each of his team members and helps find solutions to complex problems. Henry instills confidence and a sense of being valued and appreciated.

### **Jennifer Chizuk** HUMAN RESOURCES

Mindful gardening is Jennifer's leadership strategy. Jennifer is respectful, and acknowledges and appreciates you and your contributions, advocates for you, develops you, and brings out the best in every person. Jennifer has planted the seeds of values, mission, creativity, and contribution. She nourishes her crop with appreciation, advocacy, and encouragement.

### **Glenn DeGuzman** HOUSING & DINING

Glenn is exceptional in his intentionality in creating community amongst his team and consistently looking for creative ways to support professional growth. He takes the time to understand strengths and professional aspirations, and tailors opportunities to maximize those strengths. He has positively impacted the morale and resiliency, and uses every recognition opportunity to acknowledge staff within and outside of his unit.

### **Jean Delaney** UNDERGRADUATE STUDIES

Jean has been a master of the Art of Mindful Gardening for decades. She practices gratitude as positive reinforcement, cultivates resilience in her team, and recognizes her colleagues as individuals with a diverse and unique range of skills, interests and talents. Jean is open-minded and creative when it comes to adjusting duties, making the most of each staff member's evolving skill set.

### **Jim De Zetter** ENVIRONMENT, HEALTH & SAFETY

Jim has embodied this year's award theme by practicing gratitude as positive reinforcement, cultivating resilience and nurturing professional growth. He has encouraged and helped members of his team to apply to and complete graduate programs, as well as earn certifications in the field of expertise. Jim routinely demonstrates positive reinforcement through gratitude in his management.

### **Terrence Galligan** CAREER DEVELOPMENT OFFICE, SCHOOL OF LAW

Under Terry's leadership, his unit has become a place where talented and diverse employees can continue to grow and flourish. As good soil is the foundation of a garden, gratitude is the foundation Terry has cultivated. Terry is an exemplary manager who inspires loyalty and dedication through his leadership, encouragement and kindness.

### **Margaret St. John** SCHOOL OF PUBLIC POLICY

Meg is a natural when it comes to supporting the professional growth of her team. She consistently recognizes staff efforts and ability, and is flexible to accommodate staff participation. She checks in and encourages staff to attend conferences, trainings, or classes of interest. Meg always asks for ideas and welcomes suggestions or changes and implements these as needed.

### **Jennifer Stone** ENGINEERING RESEARCH SUPPORT ORGANIZATION

Jennifer brings a wealth of detailed knowledge to training others. Her feedback offers a higher-level perspective that is needed to understand the impacts of one's own work. She is supportive, helping with internal incentive programs, guiding in how to present as well as execute visions. She is a frequent sounding board for problem solving ideas.

### **Lochland Trotter** ASTRONOMY

Lochland is like a great quarterback who sets up the playing field so that the pathway and obstacles are as clear as possible for staff to run with the ball. She is a creative problem solver and a supportive and engaged manager. Her responsiveness, open and friendly demeanor, and thoughtfulness is impressive. Lochland values all of her employees and respects "work-life balance". Her positive manner is enjoyed and appreciated by all.

### **Amy Utstein** LAW CLINICAL PROGRAM

Amy is supportive, open-minded, and resourceful. Her exemplary contributions as a supervisor and as an exceptional leader fits with this year's theme 'Art of Mindful Gardening.' Amy thanks her staff for their hard work, and compliments our individual strengths and makes them feel special, important, and valued. During times of struggle, she reminds staff to take the time to nurture each other and ourselves. The team spirit within her staff is so strong because of their influential and positive supervisor.

### **Susan Watz** UNIVERSITY HEALTH SERVICES

Sue's supportive attitude goes far beyond helping those she directly supervises and extends to the entire division staff and students. Her own flexibility is key in maintaining a supportive environment for professional growth opportunities to flourish. "She believes in the ability of employees and challenges them in ways that advance their skills." Sue is the glue that keeps the Tang Center together.

**Robyn Pease** HUMAN RESOURCES

Robyn's staff write, "Robyn by far has been the best boss that I have ever had", and they feel that they can attribute a large amount of their career growth to her leadership. She provides constructive feedback and is positive and professional. Robyn gives the feeling that she cares.

**Marissa Reynoso** LEAD CENTER

Unflinchingly, Marissa makes herself present for the students and staff. Her support manifests in individual check-ins and co-sponsoring support events. She embodies excellence in management in her response to challenges and by creating space for dialogue, reflection and vulnerability. Marissa is always a visionary thinker beyond the day to day responsibilities.

**Jeremy Rosenberg** INFORMATION SERVICES AND TECHNOLOGY- CalNet

Jeremy has cultivated a truly fantastic group of talent. His management style is to practice gratitude as positive reinforcement. He is always sure to let his staff know that they are doing amazing work, and will often take them out to celebrate a job well done. To ensure projects are going well, Jeremy will lend encouragement, and find out what he can do to better support the staff.

**Jennifer Sang** FUNG INSTITUTE

Jen has a green thumb for growing a family-like work environment with her contagious positivity, nurturing spirit, and celebration of diversity. She shifted her team's culture into a buzzing hive of communication and collaboration by breaking hierarchical barriers, allowing for influence to be derived from the strength of the idea rather than the titles.

**Patrick Schmitz** RESEARCH IT

Patrick is mindful, resilient, excited, and supportive. Every week, he meets individually with each person and asks questions instead of jumping to conclusions. Patrick successfully advocates for all staff and encourages them to step into leadership roles within their own professional communities.

**Andrea Sohn** GRADUATE DIVISION

Andrea's success in doing so much with so little exemplifies the "Art of Mindful Gardening". She creates solidarity among her team through her own example and optimism, and through nurturing individual and collective professional growth. Andrea endlessly works to motivate, innovate and advocate for her unit.

**Tammy Spath** UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS

Tammy has inspired her staff to learn, grow, and blossom into a diverse, symbiotic team committed to supporting each other. Tammy dedicates time for a weekly group huddle and one-on-one meetings. "We are grateful to have her kindness and leadership, and it is a privilege to serve on her team!"

**Marissa Gardner-Saraf** CAPITAL PROJECTS

Marissa strategically develops, provides, and implements plans by providing her team with the necessary tools and resources for growth and success. Marissa has maximized efficiencies and takes an active role as a leader and coach in her team members' personal and professional development. With Marissa's guidance and direction, her staff reports that they feel connected to the Berkeley Operating Principles.

**Sharon Gillars** BIOSCIENCES DIVISION

Sharon was nominated for her extraordinary skill in practicing gratitude as positive reinforcement, cultivating resilience, and nurturing professional growth. Unfailingly positive, Sharon goes out of her way to applaud the effort of her staff. She understands when they encounter adversity, and helps find ways to rebound and thrive during times that challenge all of us. With her positive attitude, technical skills, and tireless support for her staff, Sharon's team can count on her inspirational leadership.

**Vanina Granell** BERKELEY INTERNATIONAL OFFICE

Vanina is a constant source of support and inspiration for her staff. She carefully monitors and redistributes workload. She always takes the time to answer questions clearly and patiently. "Though flocks of students may gobble seeds as quickly as she sows them, Vanina always has an extra feeder of kindness and patience on hand. And like an agronomist slaking the thirst of her saplings, she can be counted on to replace the heavy water bottle on the cooler."

**Susan Hagstrom** COLLEGE OF ENVIRONMENTAL DESIGN

Susan promotes and supports engagement, growth and discovery, wellness and connectedness within her team. Her approach to resilience includes compassion, hope, and the determination to seek transformation in the face of challenges. Susan is deeply invested in the development of her staff as professionals, allowing them to learn from mistakes and become expert critical thinkers and problem solvers. She leads with supportive encouragement and is an enthusiastic champion of each person's individual growth and autonomy.

**Laurel Halsey** UNIVERSITY HEALTH SERVICES

Laurel is very intentional about supporting our professional growth. She nurtures staff members' goals and supports their skill-building by encouraging them to push toward new challenges. Laurel's staff nominated her for the respect she shows for her team, her patience and understanding with a transition from old to new. Laurel has stood alongside her staff cultivating resilience by not accepting average work performances and outcomes. The bar has truly been raised under her direction.

**Sarah Hernandez** HAAS ALUMNI RELATIONS

Sarah's consistency to go above and beyond is what inspires others to follow. Her example is one of thoughtfulness, confidence, and fortitude. As challenges arise and as the university continues to develop and change, her staff feel reassured to know that the team will be anchored by Sarah's determination to bring forth continuity and support continuous learning. Her ability to focus on serving others is a defining characteristic of her leadership style. Sarah leverages her position to influence and instruct through her own example.

**Amy Woods Jarich** UNDERGRADUATE ADMISSIONS

Amy consistently demonstrates concern and support of her staff both through her actions and her words. She takes an active role in responding to questions and requests from staff at all levels, and sets an impressive example in the way that she handles the many demands and challenges that come her way, all while considering the needs of her team. She is committed to building skills in her staff that will allow them to be effective and thrive in a university environment that is faced with constant change and ongoing challenges.

**David Kim** THEATRE

David fosters connections among his staff members and contributes to growth of the department as a whole. His attentiveness to miniscule details in the office reflect his dedication to his work and to the professional development of his staff members. He delves into details about how the basics are fundamental for advancing in the professional realm. He is a jack-of-all trades, with an infinite "can-do" attitude, a real jovial and warm spirit.

**Dat Le** COLLEGE OF ENGINEERING

Dat makes staff feel like they are all on the same team and that they all have a key part in making the team a success; no one person is responsible for the successes, or setbacks. Dat encourages original thinking and never holds on to the past when someone says "hey, what if we try this instead?" This allows for a very fertile place to grow and accomplish positive change that staff can be proud of as a team and individually.

**Sharon Lilly** CIVIL ENGINEERING

"The best fertilizer is the shadow of the gardener," writes Lao-Tse. Sharon's staff chose this quote because much of what makes her an excellent manager lies in that shadow, i.e., the realm of the ephemeral. She has qualities that cannot be quantified, but make all the difference in her staff's daily work lives. Sharon sees her staff holistically, as many-faceted people and knows that happy, balanced individuals make the best employees. Her sense of humor buoys us up each day. "In short", her staff write, "Sharon has our back. And we know it."

**Nadean Lindberg** BOTANICAL GARDEN

Nadean is often the first person in the office and the last to leave. Nadean cares deeply about the staff, she expresses her gratitude with sincerity, and takes the time gracefully to acknowledge positive contributions. One staff member writes, "Nadean advocated and arranged for me to have an opportunity to speak in front of the Advisory Board, giving me a voice to present ideas that I would not have had otherwise. She is spirited in her efforts to promote the Garden and its staff, often lending an interdepartmental hand that is appreciated and respected."

**Linda Marmolejo** CSS HUMAN RESOURCES

Linda is an exceptional manager and human being, who very much embodies the sentiment that leadership is not about being in charge; it is about taking care of those in your charge. She cultivates an environment in which gratitude is a major part of our work culture. Linda regularly takes time at our meetings to call her staff's accomplishments out and thank them for their work and ideas. Linda encourages her team members to take advantage of any and all available learning opportunities and encourages staff to grow in their roles.

**Diana Moore** UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS

Diana masterfully practices innovative leadership and support. She recognizes each individual's gifts and cultivates talents through creating innovative opportunities for staff growth and collaboration. Diana encourages staff to be proactive and inquisitive to further our growth as a team and individuals. She encourages diversity, and facilitates interactions among colleagues so that each can learn from other's strengths.

**Shelley Okimoto** CIVIL ENGINEERING

Shelley cultivates growth by nurturing an environment in which everyone is motivated and empowered to continually develop their skills, interest and abilities. When staff succeed or meet a milestone of growth, she actively recognizes and reinforces their successes. Shelly also encourages staff to share their experience and knowledge through informal training sessions, meetings, written procedures and anecdotal examples.

**Rebecca Pauling** INDUSTRIAL ENGINEERING AND OPERATIONS RESEARCH

Rebecca has the vision to lead her team during times of great change. She gives staff space and opportunities to find solutions to challenging problems and to be innovative. Rebecca looks for strength and gives positive feedback, and her door is always open.