2015 EXCELLENCE IN MANAGEMENT
TWENTY-SEVENTH ANNUAL AWARDS CEREMONY

Architects of Empowerment

Thursday, May 14, 2015
Krutch Theater, Clark Kerr Campus  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.

SPECIAL THANKS
Jesse Garcia, CSS IT, AV
Donson Toy and Theo Mak, CSS IT, Photography
Richard Tellinghuisen  BERKELEY ART MUSEUM & PACIFIC FILM ARCHIVE
Richard wears many hats at BAM/PFA and does so with professionalism, calm, modesty, and integrity. He allows his staff significant latitude to innovate, which benefits individual staff members and the unit as a whole. He consistently solicits input from his staff on a variety of important initiatives. Richard recognizes the talents and contributions of his staff, and his trust in them encourages them to do their best.

David Trinkle  BERKELEY RESEARCH DEVELOPMENT OFFICE
Dave is an exceptional manager who leads by example and creates a productive and satisfying work environment in which all employees contribute, collaborate, grow, and excel. His is not a top-down, hierarchal management style, but rather one based on empathy, mutual respect, and collaboration. He shares information freely, actively solicits input, and respects contributions. He defers to the expertise of staff members, and readily promotes their value to others.

Josephine Williamson  EECS
Josephine is a fantastic manager and mentor who cares not only about work product, but each person as a whole. She gives her staff freedom to administer their own work and develop new processes but is there to provide support when needed. In a time of intense change, Josephine has not been afraid to listen to new ideas from staff. She helps each of us to be our best, every day.

Jerry Yerardi  CAMPUS SHARED SERVICES - IT
Jerry's support and encouragement empowers staff with historical campus knowledge to have direct input in developing campus-changing systems. Jerry urges his staff to test their new ideas and always tells them that failure is simply part of the learning process. He presents actual metrics to showcase the talent and accomplishment of staff throughout the department.
2015 EXCELLENCE IN MANAGEMENT AWARD RECIPIENTS

Bill Allison  IST - ARCHITECTURE, PLATFORMS & INTEGRATION
Bill understands that coming up with new, sustainable solutions requires a willingness to take intelligent risks and a culture that fosters creativity. Despite constant organizational change, Bill maintains a clarity of purpose and is a true staff advocate. He is a mentor who respects his staff, actively solicits their input, and listens to their feedback.

Pamela Armstrong  OFFICE OF THE REGISTRAR
Pam gives her staff ample opportunity to participate in trainings and workshops, encourages them to tackle new tasks and take on new responsibilities, and allows them to manage their own deadlines and projects. Pam creates a positive, supportive work environment and encourages group events that strengthen trust among her staff.

Esteban “Steve” Baez  CAMPUS SHARED SERVICES - B&FS
Steve instills the mantra “Improvise, Adapt, and Overcome” in his teams. He supports each team member’s initiatives and fosters an environment where staff is encouraged to extend themselves and think independently to provide optimal service. Steve is a genuine example and role model for what it means to be an effective leader and great supervisor.

Katherine Bowers  RESIDENTIAL & HOUSING SERVICES
Kate is the kind of person that makes you want to be better because she believes in you. She gives her staff the tools to fully understand a process and become a subject matter expert. Through creating stronger processes and engaging in meaningful conversations around feedback with staff, Kate has exemplified a style of leadership founded on making others greater than herself.

Akirah Bradley  DEAN OF STUDENTS
Akirah continuously inspires and empowers her staff to be creative and innovative and to grow as professionals. She provides the structure needed for her staff to be effective while leaving plenty of space for them to shape their own programs with creativity. She shows incredible faith and support for the people who work for her and takes pains to protect and promote their successes at every opportunity.

Michele Butler  OFFICE OF UNDERGRADUATE ADMISSIONS
Michele is receptive to new, creative ways to meet office mandates; she is not wed to any one process simply because it is the way things have always been done. Michele’s complete support enabled two members of her staff to complete graduate degrees. She includes her staff in large initiatives, soliciting ideas and feedback.

Karen Rhodes  ENGINEERING DEANS OFFICE - COLLEGE RELATIONS
We all agree that Karen is our “zen manager”—graciously absorbing and defusing stress and confusion, motivating team members in even the smallest interactions, offering clear feedback and thoughtful course correction. Karen appreciates and acknowledges the efforts and accomplishments of each staff member.

Paul Robles  STUDENT AFFAIRS INFORMATION TECHNOLOGIES
In early 2014, Paul was a thought partner in a work group whose calling was to create an audacious professional development program for all staff in SAlT. He pushed for a big and expansive program that would engage all employees in the organization and the program was launched in 2015. The results have been amazing. By dedicating strategic funding for this initiative, he is investing in the human capital of the organization.

Maria Rubinshteyn  OFFICE OF BUSINESS CONTRACTS AND BRAND PROTECTION
A key aspect of Maria’s successful strategy has been to build a staff of highly skilled employees, to encourage them to perform to the highest standards possible while continuing to develop professionally, and to enlist them in identifying ways to improve core processes and practices. Maria values the insights of BCBP team members and promotes their recommendations when feasible.

Francisco Santamarina  COLLEGE OF LETTERS & SCIENCE UNDERGRADUATE ADVISING
A great architect is an extraordinary listener, designer, and collaborator, which is what Francisco excels at each and every day. An expert on building great teams and future leaders, he develops the strengths of his staff, positively serves our academic community, and consistently demonstrates sound judgment.

Duane Straub  CAMPUS SHARED SERVICES - IT
Having risen up thru the ranks, Duane knows the role of technician, which allows him to connect with his employees. He is deeply committed to helping all of his staff to grow not only as technicians but also as individuals. Duane begins by providing his staff with all of the tools necessary to succeed and then he trusts them to do what is right. He is watchful and mindful but he does not hover.

Christian Teeter  OFFICE OF THE VICE CHANCELLOR FOR UNDERGRADUATE EDUCATION
Dr. Teeter used the opportunity of a recent realignment to revisit the personal goals of his staff and restructure job descriptions to align with those goals. As a result, the period of change inspired his team to forge ahead with a shared sense of purpose and excellence. When areas for improvement were discovered, he enabled his team to access professional development resources available across campus.
Pam has adapted to many changes with ease, but what is remarkable is how she guides her staff through change. She addresses concerns head-on, includes staff in decisions and planning, acknowledges the difficulties that might reduce morale, comes up with temporary help to ease pain points, and keeps cheering her staff on to the point where they are handling change almost as positively as she is.

Carolyn is able to take a team of talented people, and coordinate, organize, and motivate them so that they can provide stellar service to students and faculty. She leads with a strong conviction of service to those with whom her staff works, yet shows a genuine compassion for them as people. She leads by example, with her own dedication and investment showing what it is to excel.

Glenn not only has success with all three teams he supervises, but also encourages and motivates many of his colleagues and other staff. Glenn dedicates hours out of every day to meet one-on-one with all his team members, using this time to get to know each person closely, understand their future goals, and solicit new ideas or suggestions on how department processes can be improved.

Maria is truly an architect of empowerment, providing the staff she supervises with the metaphorical scaffolding and support to develop professionally and facilitate innovation throughout the office. She challenges her staff to question how processes can be improved, and encourages the development of new ideas.

Barinder fosters professional development by serving as a mentor for many, both in and outside of CSS-IT. She encourages her staff members to develop and reach their full potential. She solicits new ideas and encourages innovation by tirelessly working to create an open culture and community. She unapologetically advocates for diversity and social justice and has one of the most diverse IT units on campus. Barinder’s values and caring candor create a fantastically vibrant organization.

Denise’s empowering and supportive style of leadership fosters professional growth and inspires her team to meet and exceed goals. She sees the potential in her staff and allows them to explore their strengths in their own ways. She makes sure everyone on her team is involved and engaged when finding solutions: each voice is heard, respected, and taken into consideration. An ongoing and open dialogue within the unit has become one of its greatest assets.
Rachelle Feldman  FINANCIAL AID
Empowering staff and promoting professionalism are at the core Rachelle’s leadership. She led FASO’s management team through an office-wide skills assessment to help identify strengths and opportunities for growth. Rachelle has prepared FASO for current and future challenges facing the department by making key strategic personnel decisions. Rachelle works hard to implement a culture of care not only for our students but also for her staff.

Paula Flamm  UNIVERSITY HEALTH SERVICES - SOCIAL SERVICES
Paula leads a multidisciplinary team that provides consultation and counseling to the student body on various issues. She empowers her staff to provide quality and compassionate services to the students. She manages her team with clear focus, steady leadership, and warm inclusion, providing encouragement, guidance, and praise. Her professionalism is dexterously balanced with warmth and kindness; she always finds time for her staff.

Jenny French  FINANCIAL AID - UNDERGRADUATE PROCESSING
Jenny encourages her staff to share their ideas by promoting a culture of dialogue and feedback that allows for innovation. She advocates for new ideas and improvements to better serve our students. Jenny encourages her staff to continue to grow and develop professionally and personally, and inspires them to excel. She supports training, fosters a transparent environment, and freely shares her wealth of knowledge. She is open, caring and understanding.

Lisa Gerick  BIOSCIENCES DIVISIONAL SERVICES
Lisa’s open and honest style has created a work climate that encourages staff to frankly share thoughts and experiences. She conducts brainstorming sessions to find the best solution for all involved. Lisa is a champion of a healthy work environment: she has helped her staff get standing electric tables, is open to alternative work schedules, and encourages work-life balance. Most importantly she fosters an environment of respect and appreciation.

Eric Giegerich  INDUSTRY ALLIANCES OFFICE
Eric has worked tirelessly to create an office environment of empowerment, creativity, and openness. He encourages staff to think creatively, and seeks their input when making decisions. He encourages his staff to take leadership roles and works closely with them to monitor progress, give feedback, and commit resources. He has created an inclusive environment that encourages staff to engage, contribute, and strive for excellence.

Sandhya Hermon  CA SOCIAL WORK EDUCATION CENTER / SOCIAL WELFARE
Dr. Hermon offers a warm and collaborative spirit with each project she tackles. She values her staff, supporting their professional development and advocating for their advancement. Her commitment to teamwork is evidenced by her direct, respectful, and pleasant management style. She inspires her staff and others to explore new horizons in research.

Christopher Hunn  EECS
Christopher fosters professional development, such as encouraging staff to participate as mentees in the BSA Mentorship Program and various other programs on campus. He is a successful practitioner of “management by walking around,” informally checking in with staff to solicit new ideas and solutions while inviting pushback and respectful disagreement.

Moon Jang-Shin  SUMMER SESSIONS
Moon oversees many facets within the division of SSALL with an approachable and competent demeanor. Her office door is always open and she happily engages with all staff. She willingly shares her wealth of divisional knowledge and acts as sounding board. She is always open to hearing new ideas and supports her staff in streamlining workflows and developing systems.

Dana Jantz  PLANT & MICROBIAL BIOLOGY
At PMB our plate is always full to overflowing, yet Dana initiates, fosters, and encourages innovation and training opportunities and gives everyone room to grow. She inspires and sets a great example and motivates everyone. She is always willing to take on extra so her staff can have more opportunities. She is open to new ideas and advocates for professional development.

Amy Jarich  ADMISSIONS
In the past year, Amy has focused on developing the leadership team towards innovation, increased trust, generous listening, self-reflection, and reimagining the work that we do. She encourages the team to think outside of the box and is willing to challenge her own assumptions. In the last leadership retreat, staff professional development was selected as one of the top priorities.

Catherine Jen  CAMPUS SHARED SERVICES - ERSO
Cathy empowers her staff to assume new challenges, recognizing their strengths and encouraging them to pursue growth opportunities. She advocates for staff to be included on campus projects and encourages them to share their ideas openly. She openly shares information, creating a culture of collaboration and sharing.