



BERKELEY STAFF ASSEMBLY NEWSLETTER

University of California, Berkeley
Spring 2006

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

Revisions Ready for Vote

Right on schedule, and after a lot of healthy debate at the Coordinating Committee, the proposed updates and revisions to our bylaws have been sent to the membership. Here's the schedule for the process:

The comment period ended March 24. A general membership meeting will be held on April 4 in 150 University Hall at noon to discuss the revisions and provide further input. Shortly thereafter, the revisions will go out to members for voting by email. Balloting ends April 11. The results will be announced at the April 13 Coordinating Committee meeting in 2125 Dwinelle Hall at noon [members welcome!].

As the saying goes, "No good deed goes unpunished," so if the new bylaws are approved, we get to move on to our Operating Procedures and make sure they are in accordance with the new bylaws. When the dust settles, we expect to have a lean, clean, not-mean functioning BSA machine. BSA is poised to grow and contribute ever more to campus staff, thanks to these changes.



Staff Mentorship Program Grows in Size and Recognition

By Paul Riofski

The BSA Staff Mentorship Program has expanded greatly from the initial pilot program in 2004-2005. The number of participating mentorees in 2006 tripled with 34 in this year's cycle (compared to 11 in the pilot), while the pool of available mentors more than doubled, increasing from 33 to 79. Half of the mentorees are at the PSS 1 level (10 in the __Assistant III and 7 in the Administrative Specialist classifications), with the remainder in the Accountant, Administrative Analyst, MSO, Programmer/Analyst and Program Representative series at levels of PSS 2 through 4. Thirty-eight percent of the mentors are in PSS 5 and 6 level positions, with the remainder in the MSP series, again reflecting a wide range of titles and expertise.

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During September and October of last year, the mentorees embarked on a very intensive process of requesting and conducting interviews with potential mentors from the pool, and then both groups submitted their preferences in ranked order to the committee who made the final matches, with 2/3 of the mentorees receiving a match with their first choice, and most others with their second choice. The mentors and mentorees then got together and completed agreements concerning their mutual needs, goals, expectations and plans for meetings during the mentorship period (calendar year 2006).



In addition to the mentor-mentoree activities, the mentorees also hold noon hour meetings with each other on a regular basis for further networking opportunities and sharing of ideas and experiences. The program thus provides a supportive structure in which staff members can cultivate contacts, explore challenges, and enhance effectiveness as they design their personal growth and career paths at Berkeley. It also provides the opportunity to gather information, develop peer support, learn more about management, and better understand the UCB organizational culture.

The program has received a great deal of recognition from the campus leadership, especially Chancellor Birgeneau and Associate Vice Chancellor Steve Lustig, particularly since the program was initiated entirely by a dedicated group of staff volunteers. Plans are underway to determine how best to ensure the permanent life of the program. The program was also featured recently in one of the new Career Panels on "Managing Job Transitions," sponsored by the Office of Human Resources. The committee will begin soliciting program participants in early 2007 for the next mentorship cycle, currently slated for July 2007-June 2008.



Keeping Healthy

By Janet Dawson

Those of us who are old enough to remember the Mary Tyler Moore TV show from the 1970s may recall an episode where Mary's friend Rhoda stares at a rich chocolate brownie in disgust and says she should just apply it directly to her hips.

Keeping "it" off the hips hasn't gotten easier in the past 30 years. Especially when hiking up the stairs makes us huff and puff and causes our knees to creak.

We know we should eat healthy and exercise regularly. But knowing and doing are two different things. It's hard enough to find the balance between work, family, and everything else that crowds our plate. How do we fit our physical well-being into that equation?

Work out? Only have an hour for lunch.

Eat healthy? Rather have a bacon cheeseburger with fries.

Then there's the daily, or weekly, stop at Café Strada for a latte and a chocolate croissant.



Excuses, excuses. But it's true that, as BSA Co-Coordinator Jessea Greenman says, "Sometimes I'm reduced to buttocks-tightening exercises while sitting at the computer!"

How do BSA members manage the food-and-exercise thing? Your editor asked the questions. The couch potatoes didn't respond. But the staff members who did had some excellent suggestions.

Angela Waxman, Student Affairs Officer in Public Health, says that for over two years she battled high blood pressure with exercise and diet, with little success. "After reading that cinnamon and calcium might affect blood sugar and blood pressure and noticing some European life style elements that I thought might be significant," she says, "I decided to incorporate some changes into my regular routine on the chance they would be helpful."



Yogurt was one of those changes, according to Waxman. She noticed that the French and Greeks eat a great deal of yogurt, so Waxman now eats yogurt each day, as well as cinnamon.

"Europeans walk all the time," Waxman adds. "Now I try to walk more throughout the day (instead of concentrating my exercise into that one hour at the

gym). I find it easier to make time for several quick 5-10 minute walks around the building than for that 45-minute workout on the treadmill."

Taking her time has also been added to Waxman's bag of tricks. She notes that Europeans eat a leisurely dinner in a social setting with family and friends. She says, "Ironically this seems to be the hardest change to make. Everyone is always busy or watching TV or on the computer but I do my best to eat in a relaxed setting and with friends if at all possible."

The results? Waxman reports that her blood pressure is down and holding steady, and she feels much better. "The change in blood pressure may have nothing to do with these specific changes but I am convinced that lifestyle is a major contributor to many of my ills and am going to try to make these changes a permanent part of my routine."

BSA's Secretary, **Lee Forgue**, works at the Haas School of Business. She reports that she's part of the WorkFit exercise group at Haas. "We meet three times a week at noon. It's run through RSF and costs \$60 for 6 weeks." Lee adds that a combination of diet, and exercise (the WorkFit group and plain old walking) has helped her shed a lot of pounds since last fall.



"I try to eat healthy foods," says **Nancy Schimmelman**, IT Manager in Plant and Microbial Biology. On weekends, she adds to the mix a long hike, which she describes as "4+ miles with some vertical." Other exercise for Schimmelman includes sailing her schooner each weekend. And if the weather's bad, she works out indoors.

"I've planned my commute so it includes a half-mile of brisk walking and 8 flights of stairs each way, she says. "We live aboard a boat, so the labor of maintaining it and the almost-constant water motion also help burn calories and keep me fit. Try sanding for 2 hours, for example. I also do volunteer Coast Guard Auxiliary safety patrols, which involve 8+ hours of often-rough water motion each time—good workout."

As for food, Schimmelman says she brings raw almonds, nonfat yogurt, and dried and fresh fruit to eat at my desk for breakfast and lunch, eating lunch out on an average of once a week. She admits to a dark chocolate vice but doesn't drink coffee or sodas.

Wilfredo Balza, who works in Chemistry, says he usually brings his lunch to work, and rarely eats out. "My exercise consists of 20-minute walks (going to Calvin Lab from BART and vice-versa, unless it rains), frequent stretches during the day (since I'm in front of my computer almost all the whole time), and using the stairs instead of the elevator. All these add up to at least

10,000 steps a day (measured by a pedometer), which some health experts recommend."

Your editor does drink plenty of water and consumes yogurt and lots of fruits and vegetables. Besides, chocolate—dark chocolate—is a vegetable. I read that once. I believe it, I truly do.

Seriously, I limit meals out, and try to make good choices at restaurants. You'll find me at the water aerobics class at the Hearst gym, Tuesdays and Thursdays, noon, rain or shine. And I like to walk around the campus, stopping to feed the squirrels, of course.

So here's a parting exercise in fiscal fitness. And no, that isn't a misspelling.

Remember that daily, or weekly, stop at Café Strada for a latte and a chocolate croissant? Add up what that costs per week. Multiply by 52 weeks per year. Ka-ching! Makes you think, doesn't it?



Health*Matters and Recreational Sports Resources

Getting active means 30 minutes of activity most days of the week or overall health improvement and weight maintenance. Here are campus resources that can help you take the steps to lead a more active lifestyle.

Step It Up! is a 50-minute workshop on fitting fitness into your life. Discover why pedometers are effective motivators, and learn strength and stretching routines for anytime, anywhere. Pedometers are available at cost (\$12). This workshop is offered once a month and available for departments. Use ICE for the current schedule and to register at <http://hrweb.berkeley.edu/ice/home>.

Health*Matters Walking Group is convenient, free and the simplest way to fit 30-40 minutes of walking into your work day. Meets every MWF, 12:10 pm at the Campanile.

Recreational Sports offers exercise classes, personal trainers, low-cost memberships with access to campus facilities, and lots more. <http://calbears.berkeley.edu>.

Healthier Habits at Work is a mini-poster for your workspace to encourage eating well and being active at work, available at:

<http://www.uhs.berkeley.edu/facstaff/healthmatters/index.shtml>

Ch-Ch-Ch-Changes!

We regret to announce that Jackie Blossom-Garcia stepped down as Treasurer [Good luck on your new job, Jackie!]. But we were remarkably fortunate that our own

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Nancy Horton stepped forward to fill the vacancy. Thank you, Nancy [and also Clark Lemaux, who has volunteered to assist Nancy as needed] for agreeing to take on this key position.

BSA is pleased to announce that the Coordinator-Elect for 2005-2006 is Terry Downs. Terry currently holds the position of Senior CUCSA delegate, as well. Her years of experience with BSA will be invaluable as the organization moves forward.

We also welcome new Programs Chair Cassandra Alcalá and new Events Chair Kathleen Valerio.

Birgeneau, Staff Advisors to Regents on Tap for Programs

Berkeley Staff Assembly is pleased to announce two important talks for the month of April as part of our Guest Speaker Series:

Speakers: Staff Advisors to the Regents David Bell and David Miller

Topic: Staff Advisor to Regents Pilot Program
Location 126 Barrows Hall

Time: 12pm-1pm

Date: Wednesday, April 19, 2006

Related Links: <http://www.ucop.edu/staffadvisor/>

Speaker: Chancellor Robert Birgeneau

Topic: Annual BSA-sponsored Address to Staff
Location: Andersen Auditorium (Haas School of Business)

Time: 12pm-1pm

Date: Wednesday, April 26, 2006

Reception immediately after remarks—light refreshments provided.

Staff are requested to display their employee ID card to attend these talks.

Questions? Please contact Program Committee Chair via email: alcala1@berkeley.edu. And check us out on the web: <http://bsa.berkeley.edu/>

CC Seeks Nominations

You are invited and encouraged to submit nominations of candidates for the upcoming election for new members of the BSA Coordinating Committee (CC). This year we have seven positions open for election. Those elected will serve a three-year term (July 2006 through June 2009). All current BSA members are eligible (and any Berkeley staff member can join BSA in order to run for election). You are welcome to nominate yourself or other colleagues who would be interested in serving the campus in this capacity.

The BSA Coordinating Committee meets twice a month to discuss and act on issues of interest to Berkeley staff. One of the major advantages to

participating in the CC is the opportunity to network with staff who share your commitment to making the campus a better place for all of us. CC members are part of a team, networking with staff, faculty, and administration in selecting topics on which to focus BSA energies and programs. BSA presents programs and seminars throughout the year, publishes a newsletter, maintains the BSA website, and host social events for our membership. We are the sponsors of the campus-wide Excellence in Management Awards program and the coordinators of the highly successful Staff Mentorship Program. We are also responsible for sending Berkeley delegates to the Council of UC Staff Assemblies (CUCSA), a system-wide organization providing input on staff concerns to the Office of the President and the Board of Regents.

Individuals interested in serving must commit to attending Coordinating Committee meetings (held on the second and fourth Thursdays of the month, 12:10 to 1 PM) and actively serve on one of BSA's subcommittees. This adds up to approximately 4-8 hours per month. Committee members are elected for three-year terms, for a maximum of two consecutive terms. A nominating committee member will contact each person nominated. The names of those who are willing and able to serve, along with a brief statement of their interests, will be placed on a ballot, which will be sent to all BSA members in mid-April.

The deadline for submitting nominations is Friday, April 7. If you have any questions about BSA or the Coordinating Committee, contact Kim Guilfoyle (kimg@haas.berkeley.edu) or any current Coordinating Committee member listed on the BSA website located at <http://bsa.berkeley.edu>. Look for the BSA e-mail announcement about submitting your nominations for the Coordinating Committee.

BSA is a fantastic way to meet and work with other staff on campus that you otherwise would not have a chance to interact with. You will have the opportunities to become involved in activities that will broaden your perspective of the campus and how it works.



CUCSA Quarterly Meeting At New Merced Campus

By Terry Downs, CUCSA Delegate

Early in March Senior Delegate Terry Downs and Junior Delegate Clark Lemaux joined the other nine UC campus CUCSA delegates as well as those from the Office of the President and the laboratories for the third quarterly meeting of the 2005-06 year. The delegation

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met at the new UC Merced campus and was treated to an early glimpse of the campus in its opening year. A tour of the campus revealed state of the art facilities with an eye toward building green.

A virtual tour of the campus is available at <http://www.ucmerced.edu/virtualtour/>.

Chancellor Carol Tomlinson-Keasey and EVCP David Ashley presented background on the founding of the campus and the hurdles overcome and successes accomplished over the last several years to get the campus up and running. There are some 800 students enrolled in this first freshman class, and this spring they will have a graduating class of two: one undergraduate and one graduate!

Leigh Trivette, the Secretary to the Regents, was the third guest. She provided insight into how the Regents work, what her role is, and how CUCSA might interact more effectively.

One topic of conversation at the table and away from it was the effect of the recent publicity surrounding the executive salary activity. Delegates reported that all locations were talking about it and were concerned about the negative publicity generated about the university.

The 2005-06 workgroups (Workforce Evolution; Diversity; and Policy & Procedures) met during each day to continue with their assignments. The Policy and Procedures committee submitted a proposal for guidelines for the campus updates as well as a bylaw amendment providing clearer guidance on the timeline for naming CUCSA delegates.

The next CUCSA meeting will be June 7-9, 2006 at UC Irvine.

CUCSA To UCB March 2007

We are honored to host the March 2007 meeting of CUCSA. Our diligent delegates, Terry Downs and Clark Lemaux, snagged this opportunity for us; we will partner with Lawrence Berkeley Lab to welcome CUCSA delegates from throughout the UC system to our lovely campus. If you are interested in helping stage this important event, please contact Terry tdowns@berkeley.edu or Clark clemaux@berkeley.edu.

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