

# BERKELEY *STAFF* ASSEMBLY NEWSLETTER

University of California, Berkeley  
Summer 2005

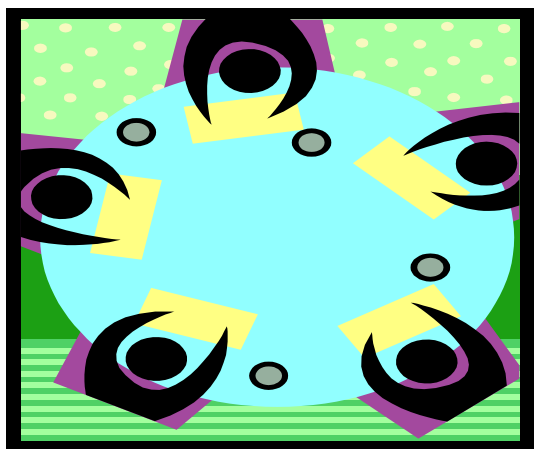
Campus News *FOR* Staff *BY* Staff  
<http://bsa.berkeley.edu>

## A Seat at the Regents' Table

By Nancy Johnsen Horton

At its January 2005 meeting, the UC Board of Regents voted unanimously to include a staff member or non-senate academic employee from the UC campuses, national labs or the Office of the President on each of two Regental committees for the 2005-2006 and 2006-2007 years.

Although the decision will not result in a staff regent, it represents a major milestone towards an improvement in direct communication between UC employees and the Board and to facilitating staff input into the Board's deliberations and decisions.



This historic decision came about as a result of the work of the Council of University of California Staff Assemblies (CUCSA). CUCSA's membership includes two delegates from each of the ten UC campuses, three national labs and the Office of the President. Convened in the 1970s, CUCSA has studied and reported on many issues of staff concern, including faculty-staff partnership, staff housing, educational fee waiver, etc.

For approximately ten years, CUCSA has been investigating the feasibility and likelihood of a staff voice at the Regents table. There is a Student Regent, Alumni Regent and (non-voting) Faculty Regent. Why not a Staff Regent?

CUCSA introduced the idea to as many Regents as possible, primarily in its quarterly meetings, where a Regent is usually an invited guest. In addition, CUCSA

officers have spoken about the idea informally at Regents meetings.

In September of 2004, at the request of President Robert Dynes, CUCSA prepared a proposal for a Staff Advisor to the Regents. The original proposal suggested a selection process of nomination and selection by committee similar to the selection process for the Student Regent.

Under the current two-year pilot program, the two staff members who will serve on the committees in 2005-2006 are the immediate past Chairs of CUCSA, David Miller (UCLA) and David Bell (UCSF). These individuals were chosen for their demonstrated leadership and because CUCSA has a long-standing familiarity with the process and protocols of regents' meetings. President Dynes and the Regents are examining various processes for selecting the staff members who will serve in the second year of the pilot program.

UC Berkeley's delegates to CUCSA for 2004-2005 are Nancy Johnsen Horton (senior) and Terry Downs (junior). Downs will serve in 2005-2006 as Berkeley's senior delegate, and elections are currently in process through Berkeley Staff Assembly's Coordinating Committee for junior delegate nominations.



## Staff Comments re Regents Committee Development

What do BSA members think of the recent decision by UC's Regents to add two UC staff to two committees? Here's a sampling:

**Barbara Hadenfeldt, Manager, Institute of Urban & Regional Development:**

It was a thrill to attend the UC Regents meeting in January and hear the Committee on Regents' Procedures vote to accept a pilot program starting in 2005-06 wherein two staff will sit on two important regental committees (for the pilot, the Committees on Educational Policy, and Grounds and Buildings).

CUCSA has worked for over a decade to have a staff voice on the Regents. As a delegate to CUCSA from 1997-2000, I saw firsthand how the staff perspective was systematically overlooked at the Regental level, and how communication with the CUCSA delegates altered the perceptions of individual Regents with whom we met. I was there when Regent Ward Connerly met with CUCSA delegates in San Francisco and wondered why a bunch of bean-counters would want to concern themselves with systemwide policy issues. Weren't we happier not worrying about the Big Picture? The conversation around the table that day convinced him that staff serve the mission of the university with dedication, intelligence, and 100% commitment. He and other Regents have since recognized that we care deeply about the fate of our students, faculty, fellow staff, and facilities—and about our capacity to serve the state and maintain our reputation for excellence.

UC staff will be well served by our CUCSA past presidents' committee service, and ultimately by establishing a Staff Advisor to the Regents selected from our ranks.



**Maren Bell, Staff Research Associate III, Botchan Laboratory:**

Regarding a staff member or non-senate academic employee from the UC campuses, national labs or the Office of the President on each of two Regental committees.

It is a great opportunity for staff, particularly at this time. Our pensions are under attack from the governor, health care costs are ever increasing, house prices in most urban California regions where the UCs are located are exorbitant and out of reach for the vast majority of staff and salary increases are apparently a thing of the past.

While upper management and faculty still maintain the ability to give raises in order to attract the "Best and Brightest," that apparently is no longer the standard for general UC staff.

We are in need of a voice to address these issues from our unique perspective and this is a wonderful opportunity to do just that.

**Kathleen Valerio, Training Operations Manager, Haas Computing Services:**

Just a few quick thoughts on staff representation at the regent level.

I think it's amazing that we lowly staff members are finally getting the top level to see recognize and understand that we are more than just hourly employee cogs. I have been a member of BSA for about 10 years now and it's wonderful to see actual progress being

made at the system wide level. It's difficult at times to see that real change is being made when we it's so easy to be caught up in the day to day struggles of getting anything done at our lovely university.

I am well aware of a number of significant progressive changes BSA has ushered in for staff over the years.



So much so that unless you go way back—people think these roles or functions have always been available to staff. Things like CUSCA, Staff Appreciation day, the Staff Ombuds Office, Career Development Programs, Work/Family Balance programs, the Excellence in Management awards, Internship programs, Staff Mentor Programs, Cal tutors projects, etc.—began as suggestions that came up at BSA meetings. For example, BSA came up with (and funded) the model for self-directed scholarships about 2-5 years before CDOP came into play.

My point being BSA has a long history of listening to staff, and effectively representing our thoughts and needs to the university community in a way that presents a clear enough message that we are being heard and action is being taken. To see this basic concept finally reach the ears of the Regents is nothing short of a miracle. To those of us in here and out there who have the stamina, patience, focus and clear sense of purpose to have finally gotten us to that level, thank you with all my heart. Sure, I'd love to get a raise—and perhaps we will get another one before the world ends—but for now simple recognition, just a half step above John Q. Public will have to do. For at last the regents are beginning to concede faculty and staff are two separate entities that shouldn't be lumped together as employees.



## Mentorship Program Offers Helping Hands to Staff

By Paul Riofski

BSA has announced the next cycle of its Staff Mentorship Program, a volunteer program that pairs experienced UCB staff (at classification PSS 5 or above) from central administration, academic and research units

with less-experienced staff members seeking to develop themselves professionally. The program provides a framework in which staff members can cultivate contacts, accept 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 University's organizational culture.

Potential mentors are identified through a campuswide nomination process and potential mentorees apply to participate. To date, more than 80 experienced staff members, nominated by their peers, have agreed to be included in this year's pool of potential mentors. This year, the eligibility criteria for mentorees, as they are being called, have been expanded to include staff from the \_\_\_Assistant III level up through PSS 4 (e.g., Senior Administrative Analyst, Student Affairs Officer IV, or Management Services Officer II). Any staff member who meets the eligibility requirements and is a member of BSA may apply. (BSA membership is free for the first year and \$15 per year thereafter, and staff may join at any time.) Applications for the mentorship program are available on the BSA website (<http://bsa.berkeley.edu/>), and the deadline for submission is Tuesday, August 8, 2005.



Once potential mentorees have been identified, they will be invited to contact at least three potential mentors to set up informational interviews. After meeting, mentorees and potential mentors will each submit their preferences separately to the BSA organizing committee, ranked in order, and the committee will complete matches. If selected for a match, the mentor and the mentoree will work together to establish mutually agreeable terms for the mentorship. The mentorship year will take place from January 1 through December 31, 2006. In addition to their meetings with their mentors, the mentorees will also meet together periodically as a group for networking and mutual support, and the mentors may develop their own support group as well.

Participants in the initial pilot program are completing their mentorship year at the end of this month, and many were happy to share their experience in this first round of the program.

"The BSA Mentorship program has been a valuable tool in my professional growth here at the University," stated John Hanley, a mentoree who is Manager of Gift Administration and Operations in the Dean's Office of the College of Letters and Sciences. "Having the

opportunity to meet regularly with my mentor, an experienced campus administrator, provides an excellent forum to discuss career goals as well as to talk about day-to-day work issues."

Linda Schmidt, Facilities Manager and Safety Officer in the School of Optometry, explained, "I became a mentoree at a time when my job had been cut and I was in the process of changing career paths. It was incredibly helpful to discuss my options with someone who knew a lot about the campus. I got a full time job and am now so busy my mentor and I can't meet as often as we would like (she's incredibly busy right now as well), but we still squeeze in time about once a month. I feel like I have made a new friend. I have also shown her a side of life at UC that she wouldn't have been exposed to otherwise."

Steve Garber, Operations Manager for MBA Admissions in the Haas School of Business, commented, "I met a mentor who challenged me and made me think outside the box. Because of my mentor, I learned many new things about myself, including my life purpose." He also cited several examples of how the program had given him opportunities he would not otherwise have had: "Participating in the Mentorship Program provided me with the opportunity to meet with the leaders of our campus to learn more about them and to find out how to achieve their level of success. I was able to attend a great meeting that helped me learn more about how the campus operates, and I was able to meet with one of my fellow mentorees over lunch and discuss my career development. I would not have met her had it not been for this program."



Participating mentors also shared how the program has been of benefit to them. In the words of Susie Castillo-Robson, Campus Registrar, "I truly enjoyed serving as a BSA mentor this past year. Being able to see my talented, intelligent colleague grow in her position and advance in her career was extremely rewarding and a true bright spot. I think I received more from the experience than she did. Mentoring allowed me time to think about why I came to UC Berkeley and why it is a such wonderful place to work. Being a mentor is a great opportunity to remind yourself how fortunate you are to have such talented colleagues working with you."

John Kaso, Assistant Dean of the School of Public Health, added, "Not only was I able to help a colleague, but I learned more about myself and sharpened my counseling skills. I also met people from other parts of campus that I normally never see, sharing experiences

and ideas that will be useful to me, the mentoree, and the campus.”

Trish Hare, Principal Administrative Analyst in the Office of the Vice Provost for Academic Planning and Facilities, who served as a mentor, sees the program as having a great deal of potential for expansion and further impact on the campus working environment.

“The BSA mentoring program is very satisfying. Everyone with whom I interviewed were career-oriented staff of all levels with fascinating interests and needs. Their engagement and enthusiasm establishes more of an exchange program between participants rather than a teacher/student relationship. As the mentoree brings up new and interesting issues to discuss, we both feel challenged and learn how best practices from various sectors on campus can translate into our own area of work. Our meetings continue to bring up issues of change, challenges and achievements. . . . I believe that the BSA Mentorship Program should be funded so that it can increase the number of participants to create a more cohesive staff network. This gives staff the courage to seek opportunities of more challenge on campus and stay as long-term career employees who carry on the history of the institution.”

BSA is holding a series of informational forums in July for those who are interested in finding out more about this program, at the following times and locations: Thursday, July 14, 2005, 12:00 noon, Tang Center, Section Club room; Wednesday, July 20, 2005, 4:30 p.m., Haas Room S489; and Tuesday, July 26, 2005, noon, 150 University Hall. We hope you will join us to learn more about this exciting opportunity for staff, so that we may answer any questions you might have.



## CDOP Ends

The Career Development Opportunity Program (CDOP) has reached the end of the line, just short of its third anniversary.

The highly-regarded program debuted in August 2002, supported by money from UC’s system-wide Incentive Awards Program Fund. During CDOP’s 34-month run, over 3,500 staff members took advantage of the opportunities it provided.

CDOP funds were used for training for staff, training that wasn’t required for the employee’s current job, but necessary for the employee’s career and professional development. Employees were able to take classes offered by UC Extension, local colleges and universities, apprenticeships, web-based courses, certification programs, and career counseling.

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A second phase of CDOP, called Career Planning and Decision-Making, was launched in January 2003. This phase gave employees funding for four sessions with a UC-sponsored career counselor, with whom participants worked individually to identify career goals and develop plans.

CDOP was a pilot program initially set to run through June 2003. It was then extended through December 2004. All along, however, there were no guarantees that the money—\$3.8 million when the program began—would be there indefinitely.



A May 26 message from Steve Lustig, Acting Vice Chancellor-Business & Administrative Services, announced the impending end of the program, effective June 30, 2005, and cited as the reason the end of the funding that had supported CDOP. A subsequent message on June 9 indicated that all CDOP funds had been exhausted and the program was effectively out of businesses as of that date.

“Although the campus is pursuing new options for funding for staff development,” Lustig’s message read, “at this date we cannot be certain what such future programs will be. The loss of the CDOP program is disappointing for the many employees and supervisors who have benefited from this opportunity, and we want to emphasize again that the campus leadership and the Office of Human Resources are committed to the goal of staff development . . .”

Lustig’s message went on to say: “Understandably, many employees will be disappointed with this decision . . . This program has been extremely well-received and successful and we regret the need to suspend it at this time. Campus administration is exploring alternatives with Office of the President and I will keep you informed as we learn more.”

BSA members who had used CDOP funding during its run were indeed disappointed.

**Sheila Press**, who works at Information Systems & Technology, used the program to study web design. “I think this is a sad ending to a wonderful benefit,” she said. “Staff members have been so enthusiastic, and have gained a great deal from the program. I had a very good experience with taking classes I would not have had otherwise. It was really a morale-building program.”

**Wilfredo Balza Jr.**, Department of Chemistry, used CDOP funds to embark on a certification program. “CDOP has really served its purpose,” he said, “and I considered it as one of my most favorite benefits in working here at UC. I hope they bring this program back in the near future.”

**Norine Shima**, Institute of Transportation Studies, took an editing course using CDOP funds. "CDOP allowed me to develop intellectually. My love of creative writing was revived. I was able to explore a new career that was more satisfying because it's aligned with my core values."

**Mary Smith-Hammond**, a financial aid counselor at the Undergraduate Counseling Unit, took several Access courses paid for by CDOP. She said, "The CDOP program restored my confidence in higher expectations from an employer. It gave me the opportunity to do something to expand my career goals to learn something that may benefit me later in life. The classes that I took in Access were not affordable on my salary. I was able to receive a certificate in Access that I may use to seek higher wages. It was very exciting for me to learn a new skill and not have to worry financially. Without having a salary increase for three years, this was the only ray of sunshine that kept me feeling good. Too bad we will no longer have this great program."



## "Spirit of Cal"—EIM Awards

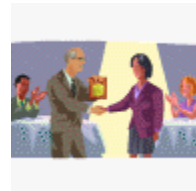
"Embodying the Spirit of Cal" was the theme of BSA's 17<sup>th</sup> annual Excellence in Management (EIM) awards, presented on April 25 at Chevron Auditorium, International House. UC Berkeley Chancellor Robert Birgineau was the guest speaker.

The EIM award is open to all levels of employees, with the proviso that nominees must have supervisory or managerial responsibilities of at least one year in their current position and must be nominated by at least one-half of the staff they supervise. This year 25 people received the award at the ceremony organized by the EIM committee, consisted of Jessea Greenman, Seana Tiss, Susan Cass, and Annette Lewis.

Those receiving EIM awards included: Josephine Billington, University Health Services; Angela Blackstone, Residential Programs Info. Technologies; Lishelle Blakemore, University Relations; Mary Dubitzky, Office of Undergraduate Admissions; Patrick Ellis, Office of Human Resources IT; Roseanne Fong, New Student Services Anne Greenwood Molecular and Cell Biology Marty Grenhart University Relations; Cathie Jones German, Spanish and Portuguese; Roberta Joyner, Development Office of Student Affairs; Leslie Kanberg, International Programs/UC Extension; Teresa Kuehn, Athletic Director's Office; Russell Launer, Letters and Science Office of Undergraduate Advising; Dat Le, Communication and Network Services; Zandra LeDuff, Facilities Services; Lee Leighton, Library; Greg Martin,

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Letters and Science Undergraduate Division; Claudia Martinez, School of Public Health; Jan Miller, College of Environmental Design Dean's Office; Susan Pulliam, CASMA; Shahla Raissi, Chemistry; Maria Rubinshteyn, Office of Marketing and Management of Trademarks; Gloria Saito, University Health Services; Olga Tapia, Financial Aid Office; and Elise Woods, Library Business Services.



## Upcoming Events

### **Cal Summerfest: Cal's 19th Annual Staff Appreciation Day, June 22, 2-4 p.m., Memorial Glade**

Take a break at Cal Summerfest 2005, Cal's 19th Annual Staff Appreciation Day, an outdoor event for staff to relax, have fun, and be appreciated for their hard work. This year's theme is "The Road to Cal," a celebration of staff members' journeys to Cal.

The celebration will offer a variety of events, from carnival games, a massage booth, and dance instruction to golf putting lessons. In addition, the "Life after Five" craft and hobby showcase will exhibit Hot Wheels collections, motorcycles, needlework, photography and other displays. Sandwiches, fruits, energy bars, chips, ice cream sandwiches, sodas, and juices are just some of the free refreshments available at the festival. D.J. Lee James of the National Soul Line Dance Association will provide Summerfest with the sounds of Blues, Jazz, Contemporary Rhythm & Blues, Country Western, Zydeco, and Salsa. Staff will have a chance to win prizes such as gift certificates.

The first 1,700 staff members to arrive at the event and show an employee ID will receive a commemorative Cal Summerfest 2005 t-shirt. Find out more on the event website at <http://summerfest.berkeley.edu/>.

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