

BSA Annual Report 2021-2022

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Executive Summary

2021-2022 in Summary

The 2021-2022 academic year for the Berkeley Staff Assembly continued to be summarized as doing our best to understand and adapt to the new normal.

Prior to the end of the 2020-2021 year, the chair-elects, ERin Blanton & Bonita Dyess, sent out a poll to determine what priorities the Berkeley Staff Assembly-Governing Council, heretofore BSA-GC, wanted to focus on in the upcoming year. The three topics that received the most interest were greater staff engagement, diversity, equity, inclusion & belonging (DEIB), and staff basic needs. At the start of the 2021-2022 year, all BSA-GC members selected a working group to join focused on one of these three issues. The members in each working group met during and outside of BSA-GC meetings to discuss their goal and how they could best be accomplished. Early in the year it was decided that 3 topics were too much for us to accomplish so the basic needs working group was eliminated to focus on greater staff engagement and DEIB. More details below about what each working group accomplished.

This was the third year where the role of Chair was split between two people, a factor that continued to offer stability to our organization as the Co-Chairs could balance taking on leading the BSA-GC when

the other co-chair needed to focus on work or home responsibilities. Next year, the Chair role will be divided once again by two members. A model we feel is ideal given the various responsibilities associated with the role.

Selected accomplishments for 2020-2021:

- Initiated semesterly meetings with the Chancellor
- The Ad-hoc committee and working group on Diversity, Equity, Inclusion, and Belonging. Worked with an outside consultant to address how the BSA's strategic plan, mission and goals can align with DEIB.
- Created working groups to focus on greater staff engagement and DEIB, google sheet with some of the ideas and accomplishments of each group,
📄 Greater Staff Engagement Calls to ...
& 📄 DEIB Calls to Action
- Conducted Elections
- Presented Excellence in Management program in hybrid format
- Held BSA town hall where staff discussed their major concerns
- Continued collaboration and meetings with CESO and CSAC
- BSA GC representative served on advisory committee for beverages on campus
- CUCSA delegates organized effort to nominate and award systemwide staff award to Berkeley staff member the 2020-2021 Kevin McCauley Outstanding Staff Award
- CUCSA Delegates organized the first in-person CUCSA meeting since the start of the COVID pandemic held in June at UCB
- Worked to increase participation in BSA committees via google form sent out in CalMessage and newsletter. Increase membership in programs and event, excellence in management, and CUCSA ad hoc group for in-person meeting

Strategic Planning

The BSA-GC's priority for the upcoming year is for our organization to become more engaged with leadership and decision makers on campus. As the staff organization that represents all UCB staff, we believe it's imperative for us to participate on groups and committees that are making decisions that have a direct impact on the life of staff.

Continue: our monthly newsletter; our mentorship program; offering events, both in-person and online, as well as asynchronous.

Start: Finalize DEIB Committee as a stand alone committee; engage with campus leaders to bring more awareness of BSA-GC and our role on campus

[BSA 2022-2023 Annual Plan](#)

Committee/Team Reports

Communications

Highlights

In 2021-2022 the Communications Committee achieved its 2020-2021 Looking Forward goals to:

- Continue to produce a high-quality and useful monthly newsletter.
- Continue to work with the BSA co-Chairs and committee chairs to promote BSA events and issues.

BSA newsletter:

The BSA newsletter serves as a tool to promote and inform the BSA and campus community about news and events of the time. Since its inception, Oct 2019, it has helped grow awareness and engagement for the BSA community.

The newsletter lives on the MailChimp platform.

- As of May 4, 2022, there are 1,508 subscribers, an increase of 3.8% and an average open rate of 56.3% up from 43.2%.
- UC Berkeley staff have been subscribing to the newsletter via the prominent link on the BSA homepage.
- BSA GC and Committee Chairs are encouraged to suggest content for the newsletter via Google forms.
- Communications Committee members also suggest content for the newsletter.
- Content types include:
 - Staff and Professional Development
 - Health/Wellness
 - COVID-19 and telecommuting resources
 - Events and resources pertaining to social justice, art, community, and family

Communications Committee roles:

The following roles were identified and filled by Communications Committee members.

- Newsletter co-managers - Bonita Dyess and Irania Alarcon
- Facebook manager - Avi Rosenzweig
- Website manager - Jen Brand
- LinkedIn manager - Marvin Morris
- Instagram manager - Marvin Morris

Communication in general:

- Social media posts continue to promote timely events and information.
 - As of June 1, 2022, there are 294 followers of the Facebook account. This is an increase of 5 followers from June 2021.
 - As of June 7, 2022, there are 208 followers of the Twitter account. This is an increase of 21 followers from June 2021.

- As of June 7, 2022, there are 205 followers of the Instagram account. This is an increase of 20 followers from June 2021.
- As of June 7, 2022, the BSA LinkedIn group has 527 members, an increase of 16 from 2021.
- The BSA Chair lobbied for and in spring 2020 received a CalMessages email distribution list that reaches all UC Berkeley employees. High-value content (e.g., BSA GC elections) will be communicated no more than once a month via the CalMessages platform.
 - “Cast your vote in the 2021-2024 BSA Governing Council elections” generated a response of 371 staff members casting a vote for the GC election.
 - “Join the BSA Governing Council” CalMessage generated a nomination count of 55 staff members.
 - “Congratulations to our Excellence in Management 2021 Award Recipients” CalMessage notifying staff of the 84 outstanding managers and supervisors
 - “Excellence in Management - Call for Nominations” CalMessage generated a submission of 84 nominations
- The BSA website and homepage have been maintained to reflect current events and projects.

Leadership:

Bonita Dyess graciously served as the committee’s de facto leader and facilitator.

Looking Forward

- Continue to produce a high-quality and useful monthly newsletter.
 - Monitor the number of newsletter subscribers. When 2000 subscribers are reached we will need to move to a paid plan [starting at \\$9.99/month](#).
- Recruit a Governing Council or general member to manage and actively post to the BSA Instagram account.
- Continue to work with the BSA co-Chairs and committee chairs to promote BSA events and issues.
- Creating a YouTube account to upload BSA content such as award ceremonies hosted by BSA, Programs & Events Committee “Pass the Mic” series, and more BSA content.

DEIB Committee-Ad-hoc

Highlights

- The Diversity, equity, inclusion, and belonging Ad-hoc was able to recruit six active members for monthly participation. The most vital highlight includes securing a DEI consultant to help the committee create a strategic plan that incorporates diversity, equity, and inclusion. The consultant will also assist the committee in a workshop setting to learn how to show other GC members how to incorporate DEIB in their respective departments, as an end goal of sharing this pertinent knowledge and skill. The committee also spent time laying out the groundwork for establishing outreach and support to colleagues focused on DEIB work and our CESO partners.

Looking Forward

- Ad-hoc → official
- The committee looks forward to creating a strategic plan for BSA General Council that can be observed by the campus community, in hopes of providing a template for adding DEIB to other campus department strategic plans. The committee also looks forward to holding future workshops for the campus community when requested and/or in an event open to campus staff.

CUCSA

Highlights

The purpose of the Council of UC Staff Assemblies (CUCSA) is to maintain and enhance communication within the University community on matters of interest to staff employees in accordance with California laws and Regent policy. The 2021-2022 UC Berkeley Delegates to CUCSA were Arlene Banaga and Jeremy Brooks. During 2021-2022, in addition to the CUCSA meetings and workgroups, delegate activity included planning the June 2022 CUCSA Meeting hosted at UC Berkeley.

Workgroup reports available (not yet available)

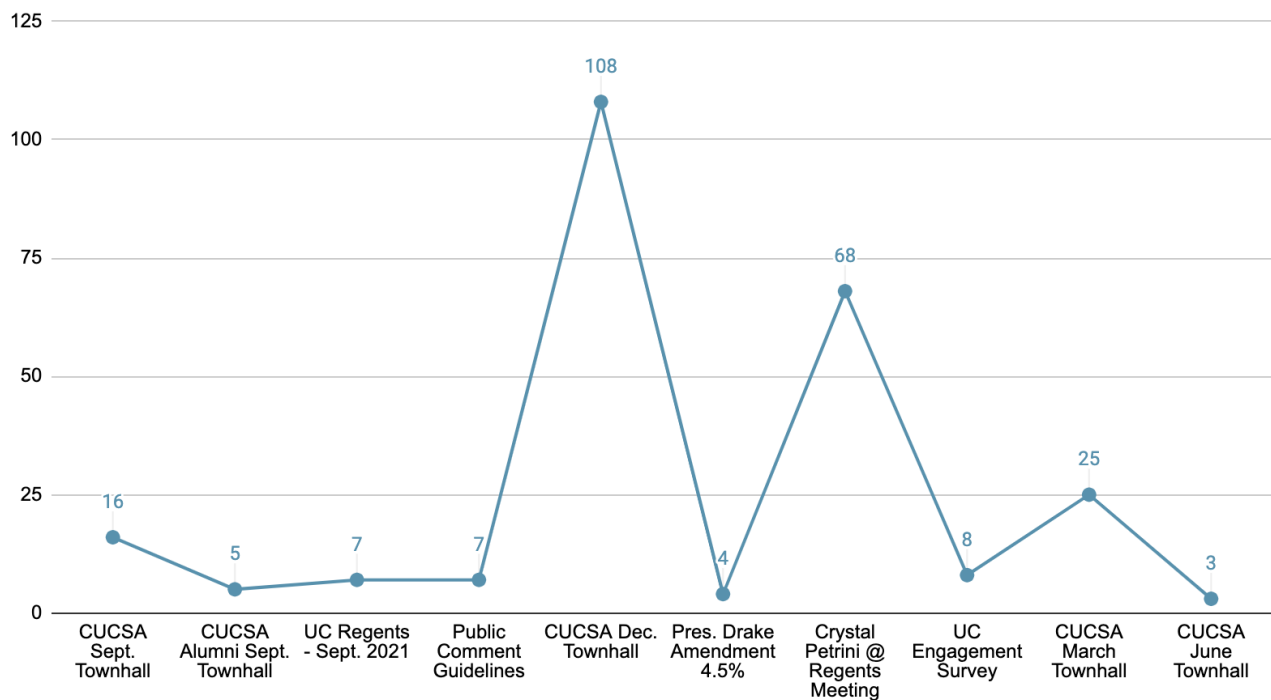
<u>Quarterly Meeting</u>	<u>Location</u>	<u>Berkeley Delegates Attended</u>
September 1-3, 2021	San Diego (remote)	Arlene Banaga and Jeremy Brooks
December 1-3, 2021	Davis (remote)	Arlene Banaga and Jeremy Brooks
March 2-4, 2022	Santa Cruz (remote)	Arlene Banaga and Jeremy Brooks
June 1-3, 2022	Berkeley (in person)	Arlene Banaga and Jeremy Brooks

The 2021-2022 workgroups were:

1. Anti-Racism - Jeremy Brooks sat on this workgroup. The last couple of years, in particular, have been traumatic and have impacted the lives of many staff throughout the UC. Last year's CUCSA delegation had many discussions around the experiences of BIPOC staff and the ways to best support those who are particularly challenged and for that reason this workgroup was created. This workgroup has examined how the University can help become an anti-racist organization for staff through the contributions of CUCSA and the staff assemblies. The workgroup is ending this academic year with a paper covering learnings and future considerations for continuing antiracist work at UC.
2. Engagement Survey - Every two years, the survey invites a random sampling of policy-covered staff to participate from across the UC System. In the most recent 2021 Engagement Survey, UC had the highest participation rate to date with 54% of invitees having taken the survey. It is the charge of the CUCSA delegates to review these results for their corresponding locations in order to identify areas of concern and create action items to address those opportunities. Although this is done on a regular basis, the way the results are interpreted and acted upon differs greatly by campus/location. This workgroup aims to create guidelines and best practices around using the survey results most effectively across the system.
3. Internal Operations - Arlene Banaga sat on this workgroup as the Social Media Coordinator. The Internal Operations workgroup helps with the behind-the-scenes work of the organization. Roles include our Social Media Coordinator, Alumni Engagement Coordinator, Data & Records, and our new Government Relations Coordinator. Headed by the Operations Officer, the group maintains our internal best practices survey, as well as the organization's strategic plan.
 - i. Derek DeMarco, UCSC - *Operations Officer*
 - ii. Jen Bowser, UCSD - *Data/Records Coordinator*

- iii. Jeremy Thacker, UCI - *Alumni Coordinator*
- iv. Arlene De Guzman Bañaga, UCB - *Social Media Coordinator*
- v. Jeff Girod, UCR - *Government Relations Coordinator*
- b. Additions or changes made by Arlene throughout the year:
 - i. Added a new LinkTree Account = linktr.ee/thecucsa
 - ii. Growth Stats (updated June 12, 2022)
 - 1. Instagram CUCSA Account (public): Grew Followers from 128 to 231
 - 2. Facebook CUCSA Page (public): Grew Likes from 173 to 238 (261 followers)
 - 3. Facebook CUCSA Alumni & Delegates Group (private for CUCSA Alumni & Delegates only): Grew Members from 83 to 104
 - 4. LinkedIn CUCSA Company Page (public): Grew followers from 64 to 193
 - 5. LinkedIn CUCSA Alumni Group (listed group): Grew members from 15 to 24
 - 6. BitLy clicks gives insight as to what our audience is interested in.

Bitly Clicks as of June 1, 2022



- iii. Focused on creating documents to sustain the Social Media Coordinator position for future years to come
 - 1. CUCSA Social Media Coordinator Transition Document - Updated June 2022
 - 2. BitLy Link Standard: <https://bit.ly/EventNameMMDDYY> i.e., <https://bit.ly/CUCSAtownhall061522>
 - 3. **Google sheet templates created** to benefit SMC's success in this role:
 - a. Posting Timeline Tracker
 - b. CUCSA Profile - Who We Are Campaign Questions Bank

- c. Social Media Numbers Tracker
 - d. Actionable Items
 - e. Campus Communications Contact(s)
4. **Advice on next steps to take**
- a. Lessons Learned
 - b. Who We Are Campaign - 10 Minute Zoom Interview
 - c. Alumni Spotlights
 - d. Promote Best Practices
 - e. Update Group Photos
5. **Updated the “CUCSA Social Media Coordinator Transition Document”**
 which was previously called the “CUCSA Marketing & Communications
 Officer Transition Document” (last updated November 2020)
- a. Changed the formatting to be more aesthetically pleasing
 - b. Added login information for the new Linktree
 - c. Information on how to obtain Facebook access
 - d. Changed name from Electronic Data Officer (EDO) to Operations
 Officer in document
 - e. Updated Stats as of June 1, 2022

This year, all quarterly meetings except the one hosted at UC Berkeley were held remotely. This meant that the CUCSA budget was increased this year to accommodate the in person quarterly meeting at UC Berkeley from June 1-3, 2022.

Delegate participation in CUCSA and information sharing across campus Staff Assemblies helped bring about the following outcomes in 2021-2022:

- Lupe Gallegos-Diaz was selected by CUCSA candidates to be nominated for the 2021-2022 Kevin McCauley Outstanding Staff Award and she was selected as one of the 4 finalists system wide to receive the award!
- This year the 2021 CUCSA Staff Engagement Survey went out on May 10, 2021. At the close of the survey period, the response rate from UC Berkeley Staff increased from 36% in 2019 to 58% in 2021. This is due to the efforts of CUCSA members raising the awareness of the survey to the BSA General Council this year, and of the BSA communications team really promoting this to the rest of Campus.
- UC Berkeley joined in on UC-wide Bingo in October 2021 in hopes of increasing staff engagement and participation.
- Arlene and Jeremy spent a majority of their collective efforts planning the June 2022 CUCSA Quarterly Visit. This included recruiting a team of UC Berkeley employees and coordinating closely with CUCSA leadership to plan all aspects of the conference.
- Meetings
 - Jeremy revamped communications with Academic Senate in February 2022 and discussed what challenges faculty are facing and how staff can collaborate with faculty in the future.

- Arlene and Jeremy met with CSAC in November 2021 to initiate conversations on how we can work together to advance staff priorities to campus leadership.
- BSA was able to obtain two biannual meetings with Chancellor Christ each year and quarterly meetings with our sponsor, Lasana Hotep, DEIB Director.
- Jeremy met with Lucy, STARS representative to align and raise issues.
- Jeremy took on the new Campus Update (one focused question) for each quarterly meeting.
 - 1. September- What are the top three successes or roadblocks you've seen at your location with regards to return to work?
 - 2. December- In the last three months, has remote work/flexibility at your location gotten better, worse, or stayed the same?
 - 3. March- Please share any items of interest from your local assembly or location that may be of interest to the delegation (limit 3 items)
 - 4. Costs for various services/products are rising fast, and service options (like catering) are shrinking. How is your location's organization handling these realities? Are your budgets increasing? Are you cutting programs/events? What strategies are you relying on?
- Arlene called into Public Comment with the Regents
 - Return to campus schedules for UC staff on September 30, 2021.
 - UCAN's support for the enrollment issue at UC Berkeley and the prospective CEQA issue that could impact other UC campuses in the future in March 2022.
- CUCSA sent President Drake a "Return to Campus Letter" and received a response from Vice President of Systemwide HR, Cheryl Lloyd.
- CUCSA leadership and the Internal Operations team began planning the next stages of the Strategic Planning for CUCSA's team.
- CUCSA Internal Operations - Government Relations Coordinator, Jeff Girod jump started a relationship with the UC Advocacy Network (UCAN) team, more specifically Meredith Vivian Turner, MPP, Associate Director, Advocacy, State Governmental Relations from UCOP. This has led to the conversation of staff advocating for themselves at their local campuses with their governmental relations partners.
- CUCSA held eight town halls, four for staff systemwide and four for alumni CUCSA delegates. This forum was used to raise questions about ongoing staff issues and how they may be resolved.

UC Berkeley delegates, Arlene Banaga and Jeremy Brooks, were scheduled to host the UC delegates in person.

- Please see the **UC Berkeley Mail - ACTION REQUESTED_ CUCSA @ UC Berkeley - June 1-3 Pre-Meeting Details** email distributed to CUCSA delegates on April 27, 2022.

ACTION REQUESTED: CUCSA @ UC Berkeley - June 1-3 Pre-Meeting Details

Arlene Banaga <arlenedbanaga@berkeley.edu>
To: CUCSA-L@listserv.ucop.edu

Wed, Apr 27, 2022 at 4:59 P

Aloha CUCSA Delegates,

Here is the pre-meeting information in preparation for our

in-person CUCSA June Quarterly Meeting being held at UC Berkeley from Wednesday, June 1 - Friday, June 3. 🎉

Lodging

A block of discounted rooms has been held at the **Residence Inn by Marriott Berkeley (2121 Center St, Berkeley, CA 94704)**. This brand new hotel is right off of campus.

For those NOT direct billed to UCOP (typically 1st Year Delegates) – You need to **make your own reservation by Wednesday, May 11, 2022**. Please book your room ASAP and don't wait for the deadline. **To book your room**, please click the link below and provide the information listed. A confirmation letter will be emailed to the guest once the information is received and the booking is complete.

[Click here to book your group rate for CUCSA Jr. Delegates paying directly and reimbursed by their campus](#)

Event Summary: "CUCSA Jr. Delegates paying directly and reimbursed by their campus"

Start Date: Wednesday, June 1, 2022

End Date: Friday, June 3, 2022

Last Day to Book: Wednesday, May 11, 2022

For those direct billed to UCOP (typically 2nd Year Delegates) - Your room will be reserved on a master room list with arrival of June 1 and departure of June 3. As a reminder, you do not need to make a reservation as CUCSA Leadership will handle this on your behalf. (Note: If you plan to stay nights other than the two that will be directly billed, please make a separate reservation. Only the two nights for the meeting will be covered by UCOP.)

If you do not remember if you are UCOP direct-billed or not, please ask us before the hotel booking deadline.

Parking

Parking at the hotel

- The Supplier's hotel parking is managed by a third-party vendor. Car parking is limited at the hotel and subject to availability. Car parking is subject to charges as follows in the hotel parking lot only when car registration details have been provided to the hotel reception:
 - 0-3 hours: \$20.00
 - 3-6 hours: \$35.00
 - >6 hours: \$49.00

Parking on campus

1. [Park at UC Berkeley - Underhill Parking Lot, Berkeley, CA 94720](#)
 - a. Public parking is available.
 - i. You are more than welcome to purchase daily public passes on-site.
 - ii. If you are planning on commuting and leaving your car in overnight parking, you must make a reservation.
 1. **Please reach out to Arlene no later than Wednesday, May 11th if you think you need to keep your car at UC Berkeley overnight.** We will need to know an exact number up front in order to pre-pay ahead of time to reserve your spot.
 - a. Wednesday at 8:00 am - Thursday at 8:00 am = \$21
 - b. Thursday at 8:00 am - Friday at 8:00 am = \$21
 - c. Friday at 8:00 am - 5:00 pm = \$17
 - b. Walking Instructions
 - i. To get to Haas from Underhill Garage: walk up College Avenue toward campus, past the Class of 1914 Fountain and past Optometry Lane, arrive at Haas = approximately 8 minutes, 0.4 miles. *See attached screenshot.*
 - ii. To get to the Career Center: walk east on Channing Way, make a right onto Telegraph Avenue and a left on Bancroft Way, arrive at Career Center = approximately 9 minutes, 0.5 miles. *See attached screenshot.*
 - c. Please see [Visitor Parking Hours and Rates here](#).
2. Please see [Additional Parking Options](#) here, especially Reciprocity.

Transportation

Delegates are responsible for getting to and from the hotel on time. Please ensure that your travel arrangements allow you to stay for the full meeting agenda (Wednesday noon – Friday 3 pm).

NOTE for those flying, the Oakland Airport now offers direct nonstop Southwest flights through [Connexus](#).

Airport Options:

- Oakland International Airport - approximately 30 minutes (14.3 miles) from the Residence Inn.
- San Francisco International Airport - approximately 47 minutes (25 miles) from the Residence Inn.
- Norman Y. Mineta San Jose International Airport - approximately 1 hour 9 minutes (45.4 miles) from the Residence Inn.

NOTE for those taking Amtrak, the 546 Capitol Corridor arrives in Berkeley at 6:25 a.m. on Wednesday, June 1. You are welcome to take this train. Please note that if you are leaving from a SoCal UC location, you may make multiple transfers on connecting trains so please plan to leave the night of Tuesday, May 31 (with an arrival the morning of June 1). **PLEASE EXIT AT THE BERKELEY STOP.**

While on campus... [Bear Transit \(Perimeter Bus\) and Additional Walking Details](#)

Campus Updates

Campus updates should be added to [this Google slide deck](#) on the shared drive. The prompt: Costs for various services/products are rising fast, and service options (like catering) are shrinking. How is your location's organization handling these realities? Are your budgets increasing? Are you cutting programs/events? What strategies are you relying on?

Additional communication will be sent regarding meals, attire, and agenda prior to the meeting. However, a [draft](#)

[agenda](#) is available at Google Drive, CUCSA, Current Year, Quarterly Meetings, Agendas.

Covid Updates

Pending Updates

As a guest at UC Berkeley, we ask that you:

1. Bring your own covid tests to test on a daily-basis.
2. Please bring your own masks, if you would like to wear them throughout the meeting.
3. We will provide colorful stickers to indicate your comfortability on your badge:
 - a. Red - No physical contact "no exceptions"
 - b. Yellow - Ok with elbow contact/elbow bump
 - c. Green - Hugs are welcome!

Breakdown of Meals

Reminder: Please note, we will take care of all of your meals except for Breakfast on June 1 and Dinners on all three days. There is an optional CUCSA group dinner on Day 1, so please plan to bring \$50 and get reimbursed by your UC location.

Looking forward to seeing all of you in person at UC Berkeley!

Sincerely,

UC Berkeley Sr. and Jr. CUCSA Delegates
CUCSA Planning Committee at UC Berkeley
and CUCSA Leadership

Arlene Banaga
Jeremy Brooks
Irania Alarcon
Garen Corbett
Danelle Corwin
Karina Fong-Hirschfelder
Courtney Klein
Henriette Mena
Natasha (Sunni) Sandeford
Boban Zarkovich
Crystal Petrini
Dennis McIver
Derek DeMarco

--

Go Bears!

Best,

Berkeley
People & Culture

Arlene Banaga (she/her)
Talent Acquisition Associate
University of California, Berkeley

☎ 510-561-9645 | M - F: 8:00 am - 5:00 pm

Berkeley
Staff
Assembly

[Open a HR Service Hub ticket](#)

BSA Governing Council

Sr. CUCSA Delegate & Social Media Coordinator (2021-2022)



Upcoming Out of Office Days

- Wednesday, May 18th from 8 am - 11 am
- Thursday, May 19th from 4:00 pm - 5:00 pm
- Monday, May 30th - Memorial Day (Holiday)
- Monday, June 20th - Juneteenth (Holiday)
- Monday, July 4th - Independence Day (Holiday)

 [Bear Transit - P Line.pdf](#)

 [If driving, park at UnderHill Garage and walk t...](#)

 [If driving, park at UnderHill Garage and walk t...](#)

 [Bear Transit - R Line.pdf](#)

 [UC Berkeley Campus Map.pdf](#)

Overall Attendance

32 CUCSA Attendees for CUCSA Quarterly Meeting (June 1-3)

UC Location	Name	Titles
Ag & Natural Resources	David Ritz	CUCSA Delegate
Ag & Natural Resources	Dohee Kim	CUCSA Delegate
Berkeley	Arlene De Guzman Bañaga	CUCSA Delegate
Berkeley	Jeremy Brooks	CUCSA Delegate
Davis	Khoban Kochai	CUCSA Delegate
Davis	Lauren McDiarmid	CUCSA Delegate
Irvine	Jeremy Thacker	CUCSA Delegate
Irvine	Lou Gill	CUCSA Delegate
Lawrence Berkeley National Lab	Doug Burkhardt	CUCSA Delegate

Lawrence Berkeley National Lab	Theresa Short	CUCSA Delegate
Los Angeles	Ana Esquivel	CUCSA Delegate
Los Angeles	Joy Kruger	CUCSA Delegate
Merced	Alvin Cha	CUCSA Delegate
Merced	Austyn Smith Jones	CUCSA Delegate
Riverside	Agam Patel	CUCSA Delegate
Riverside	Crystal Petrini	CUCSA Leadership
Riverside	Dennis McIver	CUCSA Leadership
Riverside	Jeff Girod	CUCSA Delegate
San Diego	Desiree Hennon	CUCSA Delegate
San Diego	Jen Bowser	CUCSA Delegate
San Francisco	Leah McCann	CUCSA Delegate
San Francisco	Veronica Rodriguez Hall	CUCSA Delegate
Santa Barbara	Shira Minerd	CUCSA Delegate
Santa Barbara	Tiffany Sabado	CUCSA Delegate
Santa Cruz	Katie Ritchey	CUCSA Delegate
Santa Cruz	Derek DeMarco	CUCSA Leadership
Santa Cruz	Nathan McCall	CUCSA Delegate
UC Office of the President	Lisa Smith	CUCSA Delegate
UC Office of the President	Tony Yang	CUCSA Delegate
UCOP - Systemwide HR	Juliann Martinez	Employee Relations Specialist
UCOP - Systemwide HR	Marie Hairston	Director, Employee Relations
Irvine	John Bodenschatz	CUCSA Attendee

Correction, only 28 actual attendees as those absent (indicated in red) were out sick with Covid. Then on Day 3, Agam and Jeff had to leave due to an emergency.

- Unfortunately, Jeremy Brooks was unable to attend the event due to COVID so incoming BSA Chair-Elect 2022-2023, Shelly Gough, sat in on Thursday, June 2 and Friday, June 3.

Please see the public agenda below. You may view a slideshow of the CUCSA Quarterly meeting here:

CUCSA June Meeting Agenda at UCB (Public)

Council of UC Staff Assemblies (CUCSA) Quarterly Meeting

Hosted by UC Berkeley

June 1st - 3rd, 2022

Host Contacts

- Arlene Banaga, Sr. CUCSA Delegate, cell phone: 510-561-9645
- Jeremy Brooks, Jr. CUCSA Delegate, cell phone: 805-202-6303

CUCSA Leadership Team:

- Chair: [Crystal Petrini](#), UCR, 909-754-1592
- Chair-Elect: [Dennis McIver](#), UCR, 310-339-6044
- Operations: [Derek DeMarco](#), UCSC, 313-330-9393

Day 1 | Wednesday, June 1st, 12:00 PM - 5:00 PM |
Location: Haas School of Business - Wells Fargo Room
2220 Piedmont Ave, Berkeley, CA 94720

12:00 - 1:00 PM	Welcome Greeting & Lunch with Bancroft Catering
1:00 - 1:30 PM	Land Acknowledgement, Community Agreement & Icebreaker <i>CUCSA recognizes that UC Berkeley sits on the territory of xučyun (Huichin), the ancestral and unceded land of the Chochenyo speaking Ohlone people, the successors of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to the Muwekma Ohlone Tribe and other familial descendants of the Verona Band. We recognize that every member of the Berkeley community has, and continues to benefit from, the use and occupation of this land, since the institution's founding in 1868. Consistent with our values of community, inclusion and diversity, we have a responsibility to acknowledge and make visible the university's relationship to Native peoples. As members of the Berkeley community, it is vitally important that we not only recognize the history of the land on which we stand, but also, we recognize that the Muwekma Ohlone people are alive and flourishing members of the Berkeley and broader Bay Area communities today.</i>
1:30 - 2:00 PM	Decorate Affirmations Box
2:00 - 3:00 PM	Building DEIB @ Berkeley- Dania Matos, Vice Chancellor, E&I Immediate

	Office Becoming an Anti-Racist Campus Committee work as well as Latinx thriving presentation - Silvia Marquez, Martha Chavez and Alberto Ledesma.
3:00 - 3:15 PM	Break
3:15 - 4:15 PM	Campus Tour with Brian Light, Chief Operations Manager, Library Administration and CUCSA Alumni Delegate
4:15 - 5:00 PM	CUCSA Business: Workgroup time / Docket for tomorrow
5:00 PM	Adjourn Meeting
5:00 - 6:00 PM	Check-in to your hotel room @ the Residence Inn (Check-in starts at 3:00 pm but a guest services representative or bellman will check baggage for those arriving early when rooms are unavailable.)
6:00 - 8:00 PM	CUCSA Dinner @ Jupiter Restaurant (Delegates bring \$40, pay out of pocket and be reimbursed by UC location.)

Day 2 | Thursday, June 2nd, 8:30 AM - 6:30 PM |
Location: Haas School of Business - Wells Fargo Room
2220 Piedmont Ave, Berkeley, CA 94720

8:30 - 9:00 AM	CUCSA Business, CUCSA Photo & Breakfast with Bancroft Catering
9:00 - 10:15 AM	CUCSA Business: Good News (campus updates)
10:15 - 10:30 AM	Break
10:30 - 11:15 AM	Stadium Visit, led by Henriette Mena and Courtney Klein
11:15 - 12:00 PM	Team Building Activity
12:00-1:00 PM	Lunch with Bancroft Catering
1:00 - 2:00 PM	Goals & Vision for UC Berkeley - Chancellor Carol Christ
2:00 - 2:30 PM	Debrief of Speakers - Surprise Visit and Q&A from Cheryl Lloyd, Vice President, Systemwide Human Resources and Chief Human Resources Officer (CHRO) for the University of California
2:30 - 2:45 PM	Wellness/Stretch Break with Carla Jackson MPH, University Health Services Worksite Wellness Specialist

2:45 - 3:45 PM	CUCSA Business: Workgroup Time
3:45 - 4:45 PM	CUCSA Business: Work Group Final Presentations
4:45 - 5:00 PM	Explanation of Reception / Docket for tomorrow
5:00 PM	Adjourn Meeting
5:00 - 6:30 PM	Dinner Reception at Wells Fargo Room

Day 3 | Friday, June 3rd, 8:30 AM - 3:30 PM |
Location: Career Center - Blue and Gold Room
2440 Bancroft Way, Berkeley, CA 94720

8:30 - 9:00 AM	CUCSA Business & Breakfast with Bancroft Catering
9:00 - 10:00 AM	Staff Engagement & Support and DEIB (on behalf of Lasana Hotep, Director of Diversity, Equity, Inclusion & Belonging)- Eugene Whitlock, Chief People & Culture Officer / Associate Vice Chancellor - Human Resources
10:00 - 10:15 AM	Break
10:15 - 11:45 AM	CUCSA Business: Elections, Derek DeMarco, CUCSA Internal Operations Officer
11:45 AM - 12:45 PM	Lunch with Bancroft Catering & enjoy UC Berkeley
12:45 - 1:00 PM	Walk back to Career Center
1:00 - 2:00PM	President Michael V. Drake - Zoom Call
2:00 - 2:30 PM	Debrief of Speakers
2:30 - 3:30 PM	CUCSA Business: End of Year Certificates, CUCSA Leadership
3:30 PM	Adjourn Meeting

Thank you to the following people for their contributions to the CUCSA Quarterly Meeting:

CUCSA Planning Committee

1. Irania Alarcon - Honorary Committee Member/ Budget
2. Arlene Banaga - Lead: Leadership Responsibilities, Meeting Room Requirements, Catering/Extra Dinner, Transportation, Meeting Supplies, Budget, Covid-19 protocols
3. Jeremy Brooks - Lead: Hotel, Survey, Speakers, Guests and Activities, Swag

4. Garen L Corbett - Hotel, Budget
5. Danelle Corwin / Rebecca Neu - Catering Permits, Day of Logistics
6. Karina Fong-Hirschfelder - Speakers, Guests and Activities, Swag, Catering Proposals
7. Courtney Klein - Survey, Speakers, Guests and Activities, Meeting Room Requirements
8. Henriette Mena - Speakers, Guests and Activities, Meeting Room Requirements, Swag/Thank You Prizes, Catering
9. Boban Zarkovich - Hotel, Catering Permit Submissions
10. Shelly Gough - Proxy CUCSA Jr. Delegate for 6/2 and 6/3
11. Jen Brand - Set up Committee
12. Eric Banaga - Set up Committee

CUCSA Leadership

1. Derek DeMarco, CUCSA Internal Operations Officer
2. Cheryl Petrini, CUCSA Chair
3. Dennis McIver, CUCSA Chair-Elect

Speakers and Activity Leaders

1. Dania Matos, Vice Chancellor, E&I Immediate Office and Silvia Marquez, Martha Chavez and Alberto Ledesma
2. Brian Light, Chief Operations Manager, Library Administration and CUCSA Alumni Delegate
3. Henriette Mena, Senior Director of Development, Special Events and Donor Engagement, Intercollegiate Athletics and Courtney Klein, University Development & Alumni Relations & Incoming CUCSA Jr. Delegate
4. Chancellor Carol Christ
5. Cheryl Lloyd, Vice President, Systemwide Human Resources and Chief Human Resources Officer (CHRO) for the University of California
6. Carla Jackson MPH, University Health Services Worksite Wellness Specialist
7. Eugene Whitlock, Chief People & Culture Officer / Associate Vice Chancellor - Human Resources
8. President Michael V. Drake

Additional thank you!

1. Erin Blanton - Reception Attendee
2. Nicole Lowy - Reception Attendee
3. Harumi Quinones - Reception Attendee
4. Brian Light - Reception Attendee
5. Karen Moses - People & Culture Finance
6. Alesia Woods (Customer Service Manager Parking and Transportation)
7. Melisandra Leonardos - UCOP
8. Lorrelie Esteban - UCOP Business Resource Center
9. Jordan Delong - Residence Inn by Marriott Berkeley representative
10. Danae Lutz-Franco - Residence Inn by Marriott Berkeley representative
11. Anissa Hagedorn - Provided clorox wipes
12. Shirley Giraldo - Advice
13. Mike Kalkanis - Jupiter Restaurant
14. Armando - PPE Program at Office of Environment, Health & Safety
15. Elana PEREIRA - Berkeley IT
16. Kelly - Bancroft Catering

17. Dana Dale LUND - Assistance the day of - Berkeley Haas IT for AV

18. Rebecca Neu - Assistance the day of - Assistant Director of Events for Development and Alumni Relations in the Haas School of Business

Looking Forward

Work groups have not been determined for the next year. Many ideas were percolated at the March 2022 meeting, but decisions will likely come in mid-Summer by CUCSA leadership.

A major goal for 2022-23 is building on the work done this year to establish relationships with campus partners including People & Culture, DEIB, Academic Senate, and CSAC. We now meet with all of these entities but there is a lot more room for collaboration and strategically aligning our goals to advocate for staff at UC Berkeley.

Another goal for 2022-23 includes addressing issues brought up by the 2021 Staff Engagement Survey, particularly around retention, campus culture, and the experience of POC at UC. The CUCSA delegates can work with their local Staff Assembly and CUCSA at large to create a more equitable experience at UC. This can include continued antiracism work and other efforts to highlight staff experiences at UC.

An area to grow relationships for the CUCSA delegates is connecting with our government relations contacts. This will be particularly helpful when considering large-scale advocacy and getting staff concerns brought in front of government leaders in California.

CUCSA leadership is looking to focus on the strategic plan for CUCSA for years to come so we have a more cohesive and sustained strategy moving forward.

The CUCSA delegates can look at and revamp the CUCSA page on the BSA GC website.

Excellence In Management

2021-22 Excellence in Management Committee

Co-Chairs

Sarah Gaugler, Berkeley Regional Services, ERSO - Contracts and Grants Supervisor
Sanchita Pal, Berkeley Regional Services, ERSO - Contracts and Grants Supervisor

Committee Members

Claire-Marie Kooi, Engineering Student Services
Nicole Lowy, Nutritional Sciences and Toxicology
Blanca Nuila, Financial Aid and Scholarships Office
Natasha Sandeford, Graduate School of Education
Rodney Enis, Mail Services

Highlights

The Excellence in Management award honors exemplary managers and supervisors who have led their teams and team members to meaningful accomplishments this past year. With the pandemic occurring since 2020, the Excellence in Management 2022 team decided to get creative and bring the Excellence in Management Committee Awards Ceremony into a hybrid format for this year.

2022 Award Nominations Information

Date	Action
November 5, 2021	Event date finalized
December 20, 2021	Committee approved the Theme
January 4, 2022	Theme, Nominee Criteria, and Nomination Form announced
February 22, 2022	Nomination deadline
Late March 2022	Award Recipients Notified
May 3, 2022 2-4 pm	Award Ceremony

EIM Firsts

This was the first time...

- we held a hybrid EIM event.
- we held a ceremony for 2 years worth of recipients - for both the 2020 and 2022!
- we coordinated during an ever changing pandemic.
- our small EIM committee ensured consensus with every decision.
- we've conducted a post-event survey to improve the event for future years.
- we've created multiple documents to use in preparation for an EIM event.
- we continued to push for wider circulation on campus about the event by sending the CalMessage to all the campus staff organizations.
- we had a high attendance of both in person and zoom webinar live streaming viewers due to the flexibility of the Zoom Webinar and in-person aspect.

2022 Numbers at a Glance

Nominations		Total # of Attendees	
93 Nominees	51 Award Recipients	80+ Nominees and guests in person	100+ Live stream nominees, viewers, & guests

The Process

- October 2021 through December 2021: the Committee met monthly
 - A google form was sent out to EIM Committee members to share their ideas on the theme.
 - Finalized the ceremony date after confirming the availability of the BSA Sponsor, Chancellor, and AVC-HR.
- January 2022 through May 2022: the Committee met weekly
 - Sanchita maintained the previously established Team Building Activities at the beginning of almost every meeting.
 - Majority if not all decisions were made by consensus of our small committee.
 - Consistently partnered with BSA Communications Team to send out updates regarding Excellence in Management via the monthly newsletter.
 - A google form was sent out to EIM Committee members so they could pick their top three tasks they'd like to lead and based on preference, committee discussed and assigned leads to tasks

Tasks - Leads & Subcommittees

	Creating an online space	Compiling and deciding on final decisions for theme	Communications Liaison	Purchasing materials	Develop event program flow	Design slide show	Write script	Design certificate, signature, zoom background (if virtual)	Nomination Confirmation	Send out email invitation to award recipients	Notify nominators of recipients	Create printable program (if online, create for online usage)	Assemble certificates/ frames or hand out certificates	Day of In-person/Zoom Logistics	Budget Manager
Sanchita		Team	Lead		Team	Team	Lead	Team	Team	Lead	Lead			Lead	

Pal															
Sarah Gaugler	Lead	Lead	Lead				Lead	Lead	Lead	Lead	Lead	Lead	Team	Lead	Team
Nicole Lowy		Team		Lead									Lead	Team	Lead
Claire-Marie Kooi		Team		Team	Lead	Lead							Team	Team	
Blanca Nuila						Team								Team	
Natasha Sandeford							Team		Team					Team	
Rodney Enis														Team	
COMPLETION	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE

- *November and December 2021: Nomination Confirmation Committee met to determine and confirm requirements of the nomination process and Website was being improved.*

Nominee Eligibility Criteria

The nominee must be:

- In a non-academic payroll title
- A career employee
- A manager or supervisor for at least 1 year in their current positions (including interim roles)

Nominations must originate from staff directly supervised by the nominee, and include supporting signatures from at least one-half of these staff. If there are specific questions regarding a nominee's payroll title, please email bsa_eim@berkeley.edu.

Online Nomination Form

Nomination Deadline is Tuesday, February, 22, 2022

- *December 2021: Theme was finalized, presented, and approved by EIM Committee and BSA Governing Council.*

2022 Excellence in Management Award Theme: *Building and Maintaining Community*

This theme highlights leaders who demonstrate and encourage flexibility, adaptiveness, supportiveness, compassion, understanding, work-life balance, and well-being.

Please nominate your managers/supervisors who exemplify the theme and provide detailed examples based on our [Principles of Community](#). Below are some examples of the characteristics that exemplify "Building and Maintaining Community." **You may choose to use one or more of the examples below or provide your own specific examples that encompass the theme:**

- **Maintain/develop a flexible work environment:** manager/supervisor leads with flexibility and adaptivity while supporting their staff/team during the transition back to campus and focusing on each member's diverse needs to ensure a sense of community within the team/unit/organization/campus.
- **Active and intentional engagement around diversity, equity, inclusion, belonging, and justice:** manager/supervisor is always respectful of cultural distinctions, welcomes differing viewpoints, looks to strengthen team dynamics, and nurtures an environment of inclusivity.
- **Work-life balance:** manager/supervisor creates a positive environment and empowers their team for success. Encourages work-life balance of team members, supports well-being, is empathetic, and supportive of team members.

- October - December 2021
 - *Revised nomination process to limit the character count for nomination letter as well as using PeopleCards to verify direct report information rather than uploading an org chart.*



- January 2022
 - *Calmessage Call for Nominations was sent out to all of campus on 1/4.*
 - *Sent copies of the Calmessage to affinity and staff groups asking that they forward to their members in hopes of increasing engagement and participation.*
 - *Application deadline 2/22/22.*
 - *Contacted Berkeley Event Services and started checking out venue sites for the in-person ceremony.*

- February - March 2022
 - *Verified length of appointment via a title code check in UCPath.*
 - *During nomination review, those who worked directly with a potential recipient recused themselves from voting on nominee.*
 - *Recuse if: the nominee is in your department or you have an ongoing working relationship with them and they are essential to your job. If I was to nominate my boss, you should not be vested in the outcome but will, so must recuse.*
 - *Nominees notified of both selection of recipients and those who were not chosen to receive the award.*
 - *Finalized nominations and final count was determined in late March 2022 for a total of 51 recipients.*

- Zoom background and email signature decal created and attached to notification email sent to recipients on 3/31/22





Dear [REDACTED]

 **Congratulations!**  Your direct report, [REDACTED], and your [REDACTED] team have nominated you for the Excellence in Management Award and after reviewing more than 90 submissions, YOU were chosen!

We'd like to honor how you've been "Building and Maintaining Community" by demonstrating and encouraging flexibility, adaptiveness, supportiveness, compassion, understanding, work-life balance, and well-being.

Please join us at the:

 ***Excellence in Management In-Person Awards Ceremony*** 

Tuesday, May 3, 2022 from 2:00-4:00PM

In order to move ahead, Award Recipients must complete the following before end of day on Friday, April 15:

- Please fill out this Award Recipient [google form](#) that'll cover the following questions:
 - Confirm your department's name, [REDACTED]. We want to make sure that the name correctly reflects on the slideshow and program.
 - Please write out or record the pronunciation of your first and last name so that our Master of Ceremonies may correctly pronounce your name during the event.
 - Please feel free to use these sites to assist you in creating your pronunciation:
 - <https://tophonetics.com/>
 - <https://www.name-coach.com/namebadge>
 - <https://www.cmu.edu/hub/registrar/docs/phonetic-spelling-instructions.pdf>
 - If you would like to include [pronouns](#), please do so.
 - If you're available to attend the in-person awards ceremony on May 3rd.
 - Your nominator will be invited to attend the in-person ceremony as well. However, because of the limited space for this year's ceremony, we kindly ask that you do not bring any other guests.

As an award recipient, you are receiving the following:

- EIM Award Recipient Certificate (*to be handed out at the in-person ceremony*)
 - *For those unable to attend the in-person event, we will be arranging a pick up of certificates on campus later in May.*
- EIM Award Recipient Email Signature (*attached; feel free to add to your email today*)
- EIM Award Recipient Zoom Background (*attached in both an animated and static version; feel free to use going forward*)

Your supervisor (and/or heads of department) are cc'ed so they may celebrate your extraordinary achievement with you! [REDACTED], we encourage you to tune in to the live streaming of the EIM In-Person Awards Ceremony on Tuesday, May 3rd from 2:00-4:00PM. The link will be provided prior to the event so it may be shared with others who wish to view the event.

Please be aware that this event will be recorded, and your videos and/or participation in the live event may be used for UC Berkeley media in the future. The recording of this Zoom event will be posted on the EIM webpage. If you have any concerns about this, please let us know at the email address below.

If you have any further questions, please email bsa_eim@berkeley.edu. Thank you again--we are so excited to honor YOU at the event!

Sincerely,
Sarah Gaugler & Sanchita Pal
on behalf of the Excellence in Management Committee

—
Excellence in Management (EIM) Program
Berkeley Staff Assembly (BSA)




3 attachments



BSA EIM 2022_Zoom Background_Recipient.png
137K



BSA EIM 2022_Email Signature.png
382K

 BSA EIM 2022_Zoom Background_Recipient_Animated.mp4
1193K

2022 Excellence in Management Award Recipients

- Alyssa Funk, Major Gifts, University Development & Alumni Relations (UDAR)
- Anne-Marie Harvey, Principal Gifts & Strategic Initiatives, University Development & Alumni Relations (UDAR)
- Audrey Sillers, Electrical Engineering and Computer Sciences (EECS)
- Cara Stanley, Student Learning Center (SLC)
- Claudio Valencia SR, Richmond Field Station, COE
- Cori Evans, MA, University Health Services (UHS)
- Craig Mielcarski, Be Well at Work
- Cruz Grimaldo, Financial Aid and Scholarships and Cal Student Central
- Diana Moore, Prospect Development, University Development and Alumni Relations (UDAR)
- Donna Hendrix, California Institute for Quantitative Biosciences (QB3-Berkeley)
- Elisa Diana Huerta, Multicultural Community Center
- Esther Chang, Contracts and Grants Accounting at the Controller's Office
- Finsen Chiu, Electrical Engineering and Computer Sciences (EECS)

- Holli Griffin Strauss, Social Sciences Dean's Office, Letters & Science (L&S)
- Isela Peña-Rager, Office of Undergraduate Advising, Letters & Science (L&S)
- James Wert, Capital Projects
- Jennifer Woods, UC Berkeley Police Department (UCPD)
- Jess Bauer, Summer Sessions, Study Abroad, Lifelong Learning & Extension (SSALLEX)
- Jim De Zetter, Environment, Health & Safety (EH&S)
- Justin Oliver, Summer Sessions, Study Abroad, Lifelong Learning & Extension (SSALLEX)
- Karina Saravia-Butler, Environment, Health & Safety (EH&S)
- Kathleen Kelly, Capital Projects
- Kiyoko Thomas, Equity & Inclusion: Basic Needs Center
- Kristi Panik, Counseling and Psychological Services at the Tang Center
- La Shana Porlaris, Department of Statistics
- Lasana O. Hotep, Diversity, Equity, Inclusion & Belonging | People & Culture (P&C)
- Laura Slakey, Department of Statistics
- Leslie Silvers, Department of Chemistry
- Lisa Long, Haas School of Business, Development & Alumni Relations
- Micah Bot-Miller, IT Client Services
- Michael Schneider, Department of Sociology & Demography
- Monica Esmeralda Stuart, Capital Finance
- Monica Porter, Berkeley Optometry and Vision Science
- Norton O. Mitchell, Housing Facilities Service, Residential & Student Service Program
- Omar Ramirez, Office of Undergraduate Advising, College of Environmental Design (CED)
- Rachel Humphrey, Fund Stewardship, University Development and Alumni Relations (UDAR)
- Rich Lyons, Office of the Vice Chancellor for Research (VCRO)
- Robyn Doughty, Data Quality and Management, University Development and Alumni Relations (UDAR)
- Roqua Montez IV, Office of Communications & Public Affairs
- Russell Chung, Supply Chain Management (SCM)
- Sarah Gaugler, Berkeley Regional Services (BRS), ERSO Region
- Sereeta Alexander, Office of Planning & Analysis
- Sheehan Grant, University Library, Arts & Humanities Division
- Stacey Alvarez, People & Culture (P&C)
- Stacey Templeman, Supply Chain Management (SCM)
- Stephen Furman, Business Operations Student Affairs
- Tara Young, Fall Program for Freshmen (FPF)
- Teal Sexton, Berkeley Regional Services (BRS), SHARE Region
- Tom Lowry, Department of Intercollegiate Athletics
- Tracy Turner, CITRIS and the Banatao Institute & California Institute for Energy & Environment (CIEE)
- Tyler Crooks, University Health Services (UHS)

- April 2022
 - *Worked on and finalized slideshow, catering menu, Berkeley AV services, venue contract details, certificates (including framing them), programs, and script. Created name tags, check-in list, and sign-up sheet for committee members/volunteers for the day of event.*

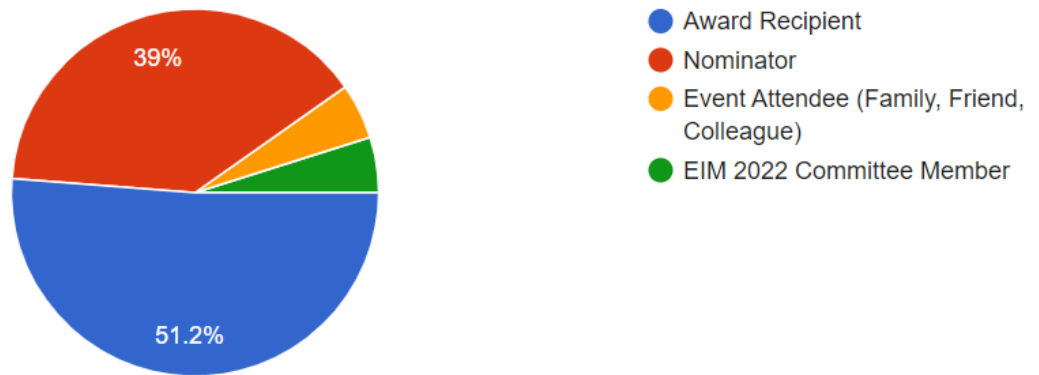
- Additional vegan dessert ordered from Cupcakin' Bake Shop.
- May 2022
 - May 3, 2022 - Excellence in Management Awards Ceremony
 - See [video of the Excellence in Management Awards Ceremony here](#)
 - Received a lot of positive feedback about the event returning to in-person and many thanks from 2020 recipients for being included in the event this year
 - Held a debriefing session to discuss the results of the survey and any feedback that should be addressed on the Lessons Learned document.

Excellence in Management Virtual Awards Ceremony 2022 Event Feedback Survey Results

*Note: Results below do **not** include open-ended responses. See actual google sheet for those results.

Who are you?

41 responses

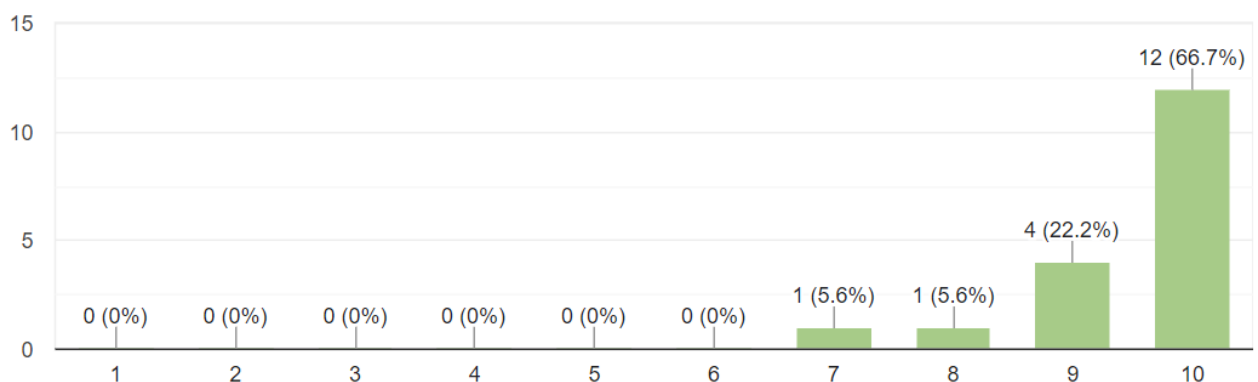


Nomination Process

On a scale of 1-10, 1 being unsatisfactory and 10 being excellent, how clear was the communication timeline?



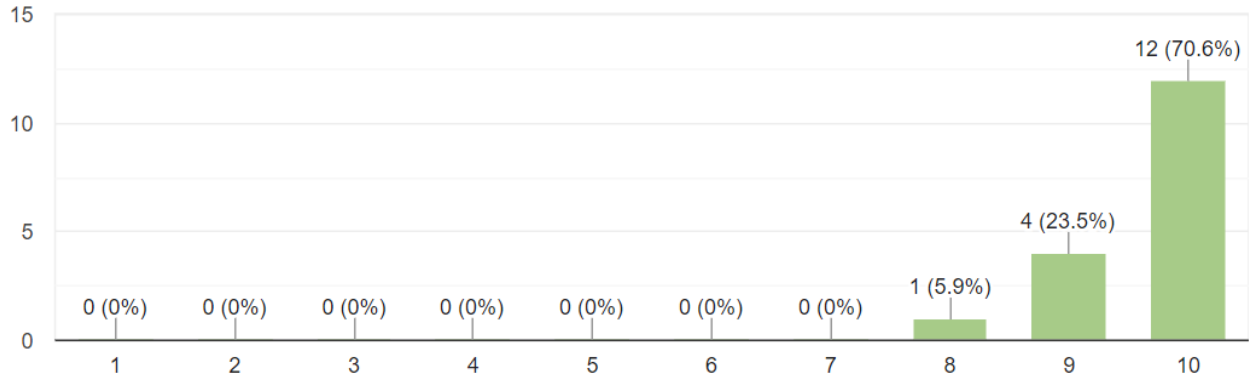
18 responses



On a scale of 1-10, 1 being unsatisfactory and 10 being excellent, how easy was it to navigate through the nomination process?



17 responses

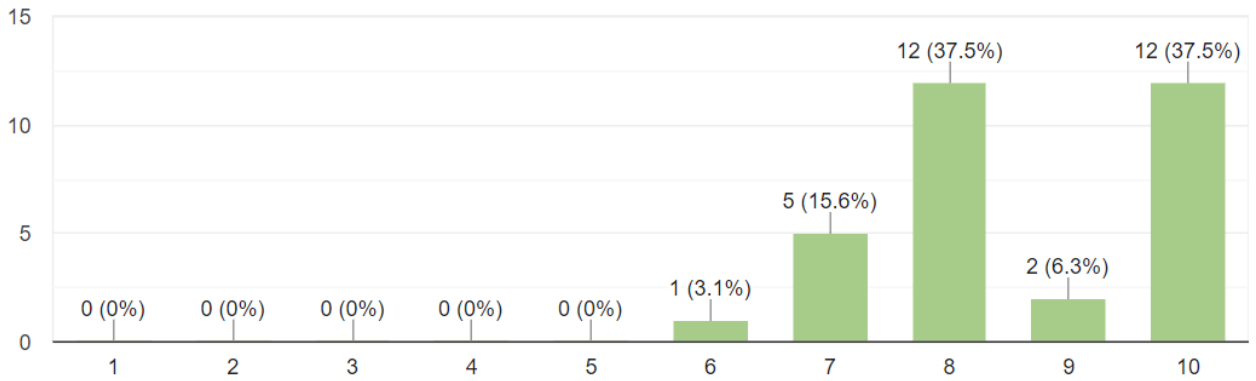


Ceremony

On a scale of 1-10, 1 being unsatisfactory and 10 being excellent, how would you rate the in person ceremony at Krutch Theater?



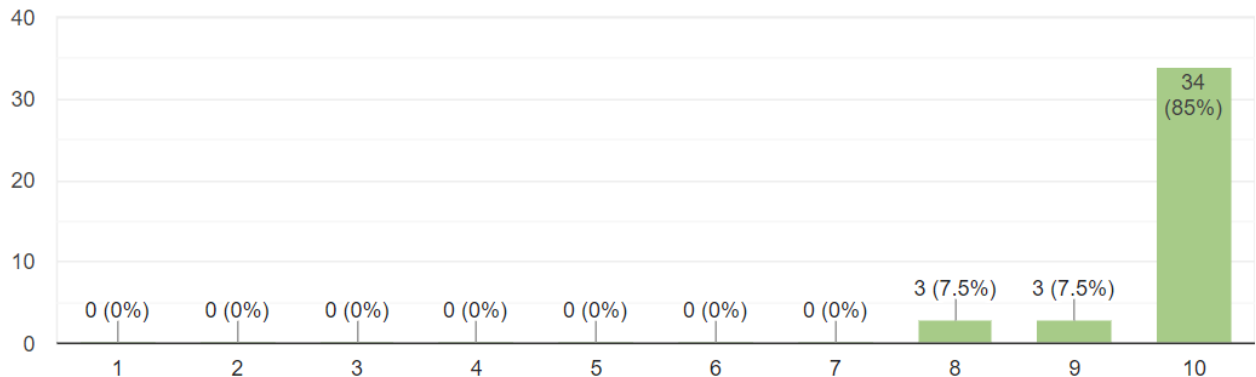
32 responses



On a scale of 1-10, 1 being least likely and 10 being most likely, would you recommend your colleagues to nominate their supervisor/manager for future Excellence in Management Awards?



40 responses



Below are a few quotes provided form the survey comments:

What was your favorite part of this event?

- Loved seeing our colleagues live getting acknowledged for their remarkable work.
- Seeing all the excitement after so many years without being in person.
- Cheering from the chat space of Zoom.
- Seeing the broad array of departments and managers represented! Both my direct, indirect, and unit manager all won EIM awards so I was tickled pink to see my team representing so hard, and to see other folks I know across campus be celebrated for their work as managers. And that catering was tasty!
- Seeing my supervisor happy she works her butt off - plus we sat at a table with her supervisor, so she was doubly honored that day. I also enjoyed getting to sit in the sun eating Ann's Catering once again while meeting people from units I would never otherwise get a chance to interact with.
- Seeing colleagues and catching up. I also really appreciated that Eugene Whitlock was there, and I enjoyed meeting him. I wanted to thank everyone involved with the award process and ceremony. You made us all feel very special.
- The ability to celebrate quality of work and have a moment as an individual to realize what you do does make a difference.
- Framed certificate and walking across the stage to shake Eugene's hand.

Looking Forward

- A chair or 2 co-chairs are needed as Sarah is stepping down from being co-chair.

- Have recipients pick up remaining certificates, which are to be scheduled with Claire-Marie Kooi over the month of June.
- Consider feedback and the following documents when planning EIM 2023:
 - [EIM 2022 - Lessons Learned Document](#)
 - [Excellence in Management Awards Ceremony 2022 Event Feedback Survey \(Responses\)](#)
 - [EIM Points of Contact](#)
- Co-chairs should meet monthly to plan prior until September 2022.
- First committee meeting should be held in September 2022, at first meeting monthly then bimonthly meetings closer to the event date.
- Co-chairs should meet before every committee meeting to build and create the meeting agenda.
- Plan a successful hybrid event during FY22-23.
- Ensure live streaming link is accessible for all those who wish to view, including those who are not affiliated with UC Berkeley.
- Continue to pass on good documentation of the planning of the event for future committees.
- Revisit and fine tune a rubric document describing the nomination review process to aid in transparency.

Mentorship/Career Development

Cycle 13 Chairs: Sarah Gaugler (Sr. Co-Chair), Jolie Lam (Jr. Co-Chair)

Committee Members: Anna Bellows Meister, Jeremy Brooks, Angela Chang, Angelica Gonzalez, Devin Jones, Sanchita Pal

Highlights

The BSA Mentorship Program pairs experienced UC Berkeley staff (mentors) from across campus with staff (mentees) seeking to develop themselves professionally. The program provides a supportive structure in which participants build connections, increase their engagement on campus, promote a culture of leading by example, and enhance effectiveness as they structure their career path at Berkeley. Participant goals typically include developing peer support, learning more about management, and understanding campus organizational culture.

Though all participants should benefit from involvement, the program is designed to be mentee-driven.

Cycle 13 Key Stats:

- Mentorship program participants:
 - 38 mentors* Note: 10 mentors had 2 mentees, and 1 mentor had 3 mentees.
 - 50 mentees
- CDC committee: 8 members
- Key events led by CDC committee:
 - Mentorship program information session

- Tips & Tricks session
- Mentee Cohort Planning Kick-off
- Mentor Panel Event (2 virtual sessions)
- Mentor Career Development Event
- Mid-Program Check-in Event
- Cycle 13 Closing Event
- Outstanding 95%+ program recommendation/satisfaction from cycle participants

Cycle 13 Committee Key Achievements & Efforts:

- Ensured Staff Organizations or Identity Groups were listed on both mentor and mentee applications so that both groups could match with those who were in alignment with personal/professional values.
- Continued with updated matching process, switched from best-match to most-match approach.
- Launched new mentor events during cycle 13, in response to feedback from cycle 11-12 regarding more support for new mentors and interest for mentor-specific events, including having Assistant Vice Chancellor & Dean of Students - Sunny Lee (a past BSA Mentor!) come speak on mentorship and the path it can take you on professionally and personally.
- Expanded program eligibility requirements in preparation for Cycle 13. Reviewed with Angela Stopper, Chief Learning Officer, and Ryker Hittner, Employee & Labor Relations Consultant, to update the mentee eligibility requirements to include the Teamsters Union! We are still working on getting the other Unions noticed and on board.

How the Program Works

- The program runs on a nine-month cycle which mirrors the academic year, running from September 1 - May 31. The goal for the nine-month cycle was to make the calendar more reliable to track for potential participants and to offer more frequent opportunities to participate.
- Mentors have at least one year of Berkeley campus experience as of September 1 and can be career or contract staff (provided their contract runs through May 31 of the cycle) at or above a P3, M1, S2, or Continuing Educator classification.
- Mentors can self-nominate or are identified by their colleagues through a campus-wide nomination process.
- Mentees career or contract staff (provided their contract runs through May 31 of the cycle) at the AA2-3, P2-3, S1, or Staff Research classification. Those classified as P3 are eligible to participate as either a mentee or mentor.
 - Note: Beginning in Cycle 13, the one year of Berkeley campus experience as of September 1 for mentee eligibility has been eliminated to simplify and expand eligibility. The eligibility update has been reviewed and approved with Angela Stopper, Chief Learning Officer.
- Mentees complete a short, online application and receive guidance throughout the application and matching process.
- Information sessions are held for potential mentees and mentors.
- The CDC hosts a “Tips and Tricks” session to prepare potential mentees for the process of selecting mentors, which covers a variety of skills including informational interviewing and elevator speeches.

- Mentors submit resumes for mentees to review, and the latter contact potential mentors to schedule informational interviews.
- After conducting informational interviews, mentees and mentors submit their match preferences in ranked order. Matches are identified by Google script process developed by committee member Devin Jones.
 - Note: Beginning in Cycle 12, the matching algorithm will prioritize most matches over best (1 to 1 ranked) matches, based on feedback from prior participants.
- Once matched, the mentor and the mentee establish a written agreement outlining their schedule and goals for the 9-month cycle.
- Mentees interested in further leadership volunteer to be on the Mentee Planning Committee which runs meetings and events throughout the mentorship cycle.
- The CDC sponsors events throughout the cycle, including a kick-off networking event, a mid-point check-in, mentor events, and a closing reception.

Committee Structure

CDC Roles & Responsibilities, Cycle 13:

Name	Budget Management	Communications & Marketing	Assessment & Data	Matching & Eligibility	Event Planning	Mentee Planning Support
Sarah Gaugler*	Lead	Lead	Team	Team	Lead	
Jolie Lam		Lead			Team	Team
Anna Bellows Meister			Lead	Lead		
Jeremy Brooks*				Team	Team	
Angela Chang	Team		Team			
Angelica Gonzalez				Team		Lead
Devin Jones				Lead		
Sanchita Pal*					Team	Team

*Note: CDC committee members with joint appointment as BSA general council member.

Within the CDC committee, members have self-selected to participate in one of the 6 committee areas:

- Budget Management
- Communications & Marketing
- Assessment & Data
- Matching & Eligibility
- Event Planning
- Mentee Planning Support

Each area has at least one lead, as well as several team members for support. This division of tasks and projects helps spread the workload out more evenly amongst the committee members and helps the team feel a sense of ownership over their responsibilities which encourages committed participation.

There are two Co-Chair roles, a Senior Co-Chair and a Junior Co-Chair, typically nominated and selected based on seniority/experience & interest with the committee. The Co-Chairs will have slightly different responsibilities, but will co-lead the committee together. One of the co-chairs will likely also be a BSA general council member to support close coordination/collaboration with BSA. Each Co-Chair will serve one year as Junior Co-Chair and one year as Senior Co-Chair. During Spring, the Senior Co-Chair will roll off the leadership team, the Junior Co-Chair will step up to become Senior Co-Chair, and the new Junior Co-Chair will join the leadership team. We believe that this will help to keep continuity of leadership within the committee, and support staff who are interested in the leadership position of CDC Co-Chair in their development as leaders.

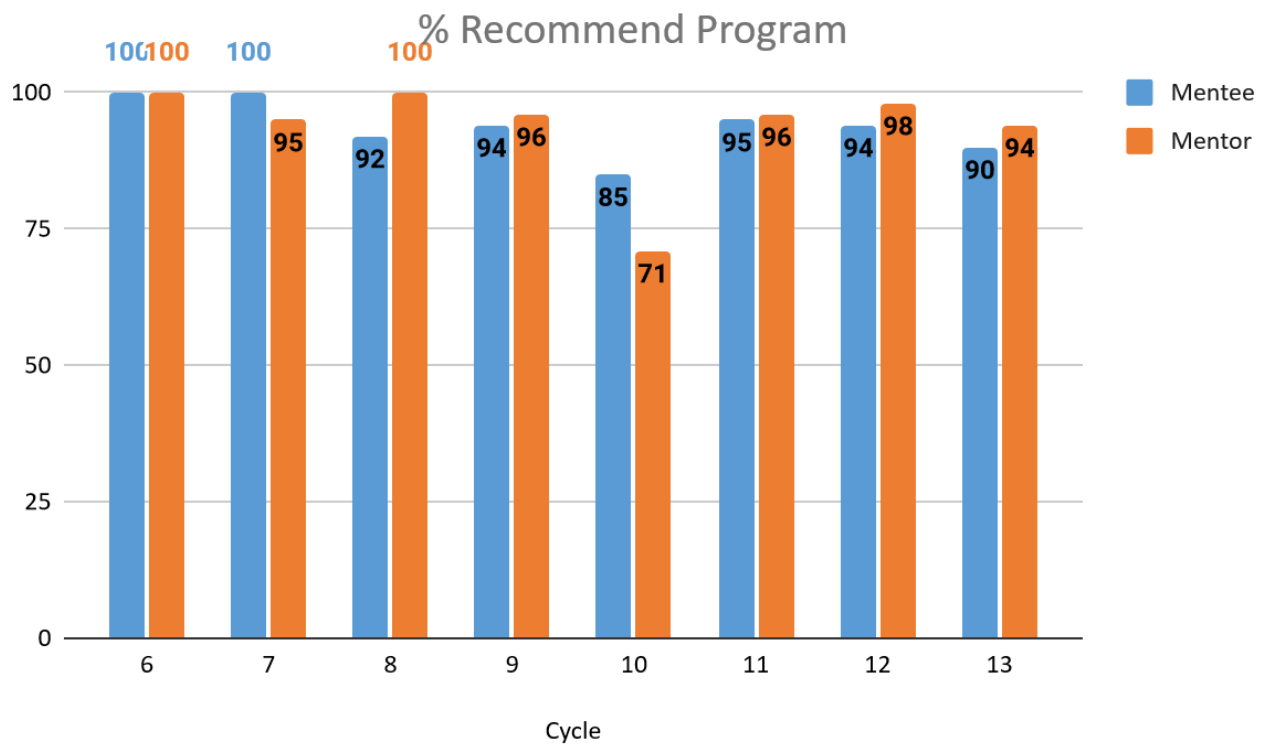
Survey Results

Participants are surveyed at the conclusion of each cycle, and both mentee and mentor respondents consistently report a positive experience. By collecting this data, we are able to analyze each cycle in detail, as well as identify potential campus trends in career progression, mobility, and professional development goals.

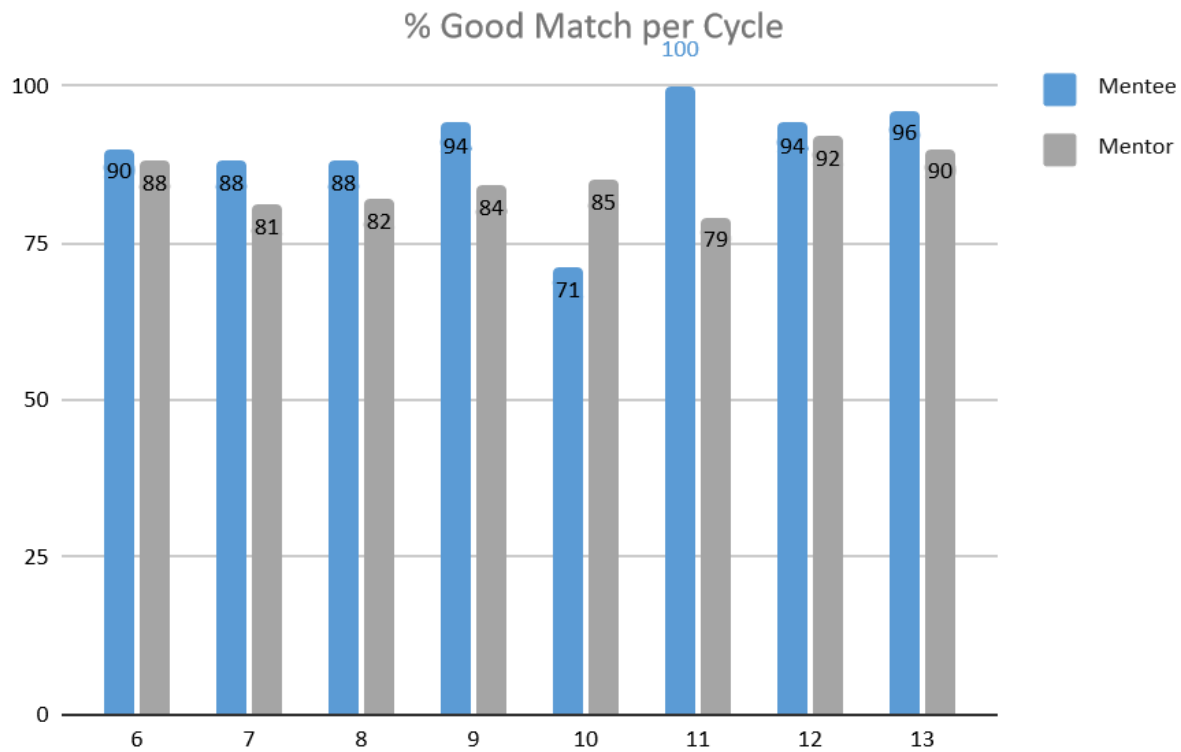
It is clear from the survey results the program is still having a significant impact on those who participated.

Survey results are summarized in the following charts:

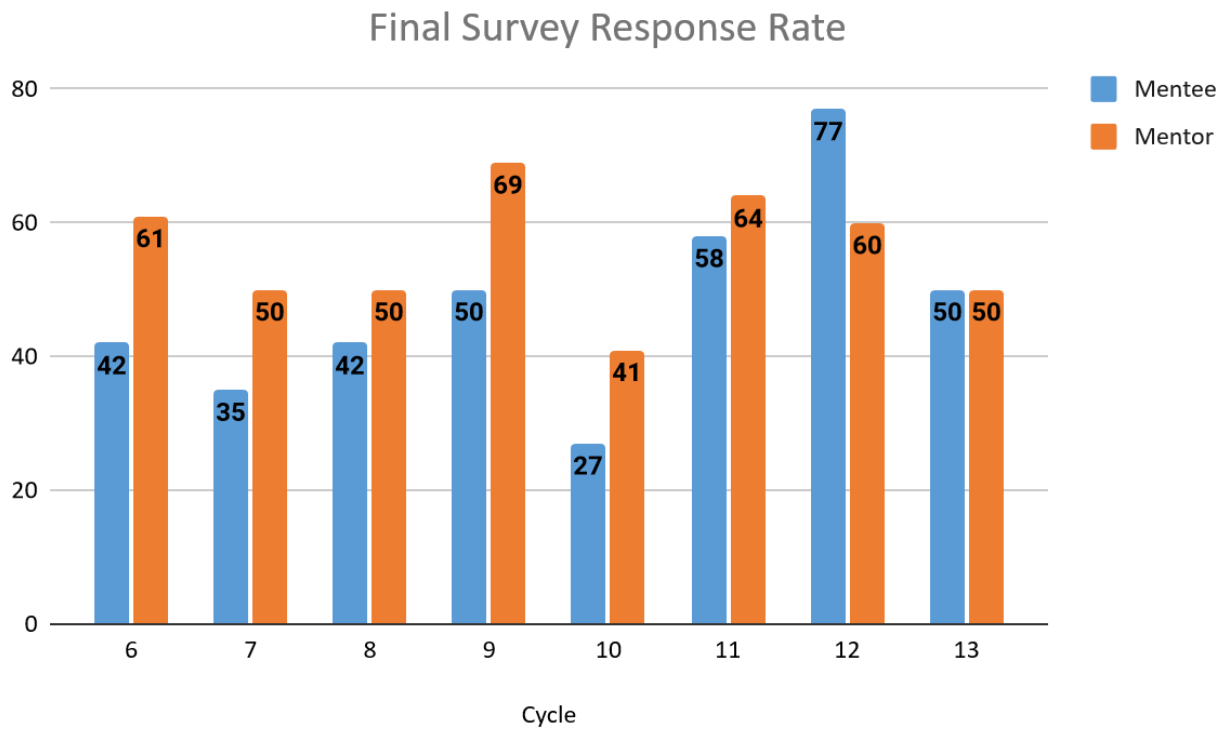
% Recommend Program - percentage of participants who responded to “How likely are you to recommend this program to your colleagues?” with 8 or higher response given a 1-10 range: 1 representing “Not Recommend” and 10 representing “Highly Recommend”.



% Good Match per Cycle - percentage of participants responded to “I feel that my mentee/mentor and I are a good match” with “Strongly Agree” or “Agree” response.



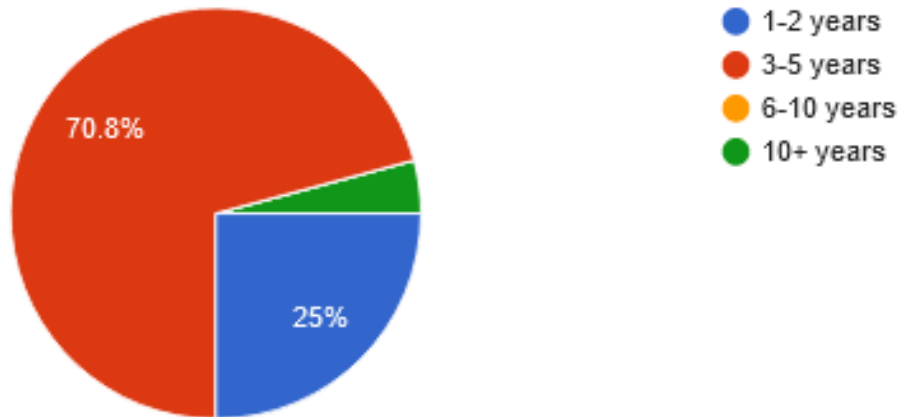
Final Survey Response Rate - percentage of participants who completed the final program survey.



Mentees, years of experience on campus:

How many years have you worked at the University?

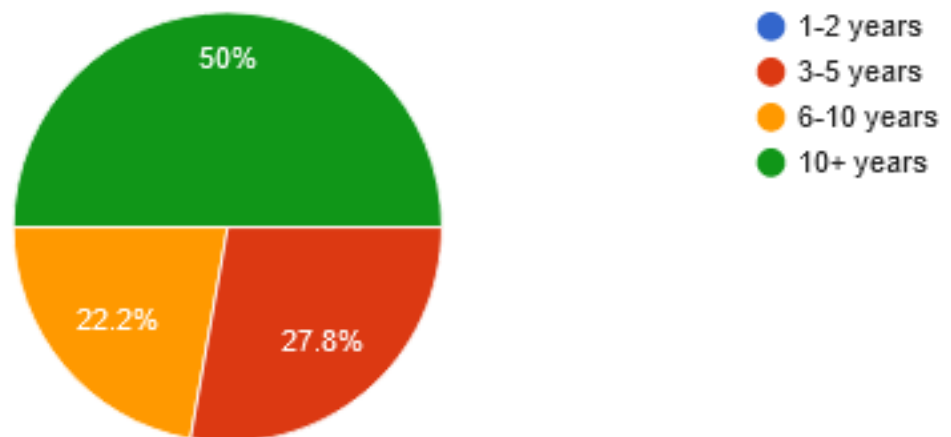
24 responses



Mentors, years of experience on campus:

How many years have you worked at the University?

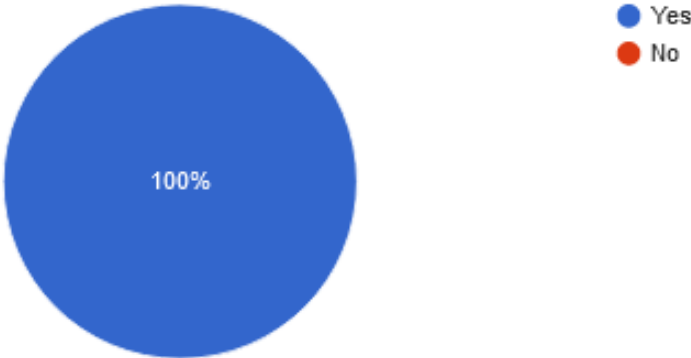
18 responses



Mentee professional development impact:

Has participation in the Mentorship Program supported your career development?

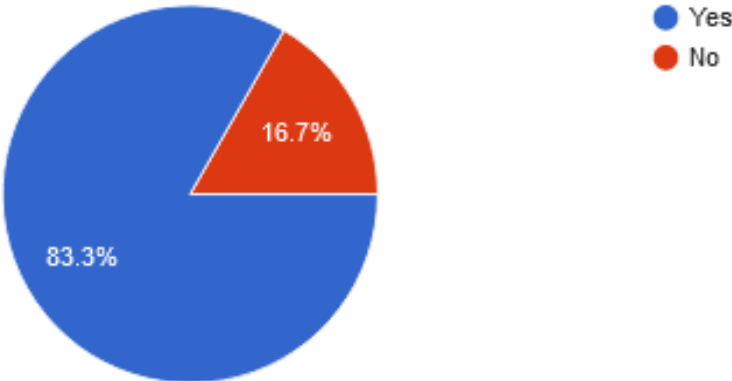
24 responses



Mentor professional development impact:

We have heard that mentorship experience may benefit mentors as well as mentees. Has participation in the Mentorship Program supported your career development?

18 responses



Word Cloud from Closing Event prompt “One word that describes my mentorship experience this last year is...”:



Below are a few quotes provided from the survey comments:

Mentee examples:

My mentor encouraged me to seek career counseling support through People & Culture, which really helped me figure out what some of my career goals and needs were. With this framework, my mentor and I worked toward my ultimate goal of moving on to a new role at UC Berkeley. There were several pieces involved (updating resume, informational interviews, interview practice and prep, and emotional support/confidence building) and ultimately I am about a month into my new role! It had tremendous impact on me and my career and I'm very grateful for the opportunity.

My mentor helped me guide me through a potential job change, now I have a new job on campus and I love it!

Just having a human connection with someone outside my department to give me that third person perspective provided a lot of necessary perspective for me in how I navigate my career advancement at Cal.

My mentor is highly skilled but also very relatable and insightful. He helped me navigate work and career related situations that I've had trouble doing myself or with me colleagues. Each meeting was extremely valuable for me.

Mentor examples:

You never really know something until you have to explain it to someone else. This is especially true when the conversation is more of a brainstorming session, rather than a one-direction lecture. When someone asks "how would I solve ", by going through different scenarios helps all participants deepen their understanding of the issue and the possible solutions.

In this year of things not quite being back to normal, mentoring has helped with my engagement and my feelings of connection across campus. Working with someone who is so motivated to their own goal has also helped me think through my next steps a bit.

I benefit greatly from structured opportunities to meet colleagues on campus, and working with mentees through this program has provided valuable perspective and insight both for my understanding of the many nuances of the campus staff experience as well as for my understanding of how newer professionals experience supervision and other departmental dynamics.

It provides an opportunity for my own reflection. I get to think about the questions that I ask my mentees. I also get to practice my coaching and listening skills. I realize that I do have some wisdom and experience to share.

Program Growth Areas

There are still areas of growth we would like to work on during the next cycle.

- Increase eligible mentee participants. Based on survey feedback, direct email to CDC committee, and further understanding of staff job classification distribution - we are looking to adjust our mentee eligibility requirements to help increase the eligible participant pool to accommodate additional job classifications (for example, expanding from PIII to PIII+) to include mid-career professionals as well as the other Unions.
- Improve the matching process. Provide further clarity and information around the program matching process so applicants can be even more successful in finding good matches and have small group mentoring options.
- Increase participation from staff of color, work towards staff diversity representation within the mentorship program to be as similar to overall campus staff diversity representation as possible.
- Return to some in-person events for the next cycle.

Acknowledgments

We would like to thank the continued leadership support we have received from People and Culture and their mission to help advise the Mentorship Program. In particular, we'd like to thank Ryker Hittner, who was essential in getting the Teamsters Union noticed and approved to participate in the BSA Mentorship program going forward. Additionally, we would like to thank AVC Sunny Lee for hosting the second mentor cohort event and speaking about how mentoring can build you both personally and professionally.

New Professionals Network

Highlights

In light of the new virtual paradigm and a decreased interest in evening events, NPN shifted to hosting one monthly lunchtime event with fairly successful results. Most events were attended by 20–30 staff members, and many attendees expressed gratitude for an opportunity to connect with people from different campus units during an otherwise isolating time. Event highlights included a virtual gallery talk by curators of the Rosie Lee Tompkins exhibit at BAMPPFA and a conversation with members of the Staff Ombuds Office about general concerns of new employees. Plans for a professional development event in June have been postponed in light of the coinciding NOW Conference and feedback from members that an in-person event would be preferred in the fall.

The NPN committee also created an “informal networking roster” to encourage staff members to meet for one-on-one networking, discuss shared interests, and share best practices. The roster currently includes 34 staff members.

Leadership changes

Ben Dillon and Anthony Merrill continued to serve as Co-Chairs of NPN. Two members stepped down from the committee (Irania Alarcon and Nicole Rucinski) with the possibility of rejoining when in-person meetings resume.

The current committee consists of the following members:

- Hannah Bloom, Department of Molecular and Cell Biology
- Jeremy Brooks, UC Berkeley Career Center
- Jessica De Anda, Haas School of Business
- Ben Dillon, Department of Theater, Dance, and Performance Studies
- Rachel Kowalik, Department of Earth and Planetary Science
- Anthony Merrill, University Development and Alumni Relations
- Kalie Sacco, Lawrence Hall of Science

Looking Forward

The committee will discuss the possibility of returning to twice monthly events when in-person gatherings are allowed to resume in the fall. Through feedback from our own membership survey and BSA’s survey of staff needs, NPN will work to establish themes and learning outcomes for our hosted brown bag lunches and social events. This would entail theming social hour to specific audiences or topics relevant to the workplace; outlying the benefits of serving as a presenter or panelist at our hosted lunches as an opportunity to further professional development; and furthering our branding and identity as a committee of BSA.

Programs & Events Committee

Chairs: Elizabeth Granlund & Bonita Dyess

Committee Members: Erin Blanton, Deb Danziger, Karina Fong-Hirschfelder, Shelly Gough, Anissa Hagedorn, Katie Kadas, Courtney Klein, Brian Light, Henriette Mena, Sreekala Nair, Harumi Quiñones, Judy Smithson, Boban Zarkovich, and Samantha Zepeda

Highlights

The Program and Events committee supports BSAs mission of creating community, championing the interests of staff, and providing opportunities for networking and development. During the 2021-2022 fiscal year the committee shifted all events to a virtual platform due to the pandemic in order to continue supporting the mission. The BSA Programs and Events Committee sponsored six events during AY2021-22:

Pass the Mic: Pre-recorded Speaker Series (September 2021 & May 2022)

We continued with the "Pass the Mic" series, which we started last year. These programs entailed pre-recorded conversations with leaders or staff groups in all areas across the campus. The conversations were brief, no longer than 20 minutes, with the hope that staff found these short videos informative and useful. These events were recorded monthly using Zoom, downloaded with the transcript to include captioning for ADA compliance, and uploaded to the BSA website.

Pass the Mic Series: Disability, Access & Compliance

What is Disability, Access & Compliance?

Disability, Access, & Compliance (DAC) connects the UC Berkeley community with the resources, training, evaluative tools, and services that support equal access to students, staff, faculty, and visitors with disabilities to participate in university-sponsored non-course-related programs or activities.

Who are the DAC Members in today's event?

Ella Callow, J.D., Director, Chief ADA/504 Compliance Officer
Years of Service - 3 years

Derek Coates, PhD., Manager, Program Access Compliance
Years of Service - 17 years

Ben Perez, Manager, Physical Access Compliance
Years of Service - 6 years

Steve Johnston, Disability Compliance Investigator
Years of Service - 1 year

Event's Moderator:

Elizabeth Granlund, Employer Relations and Recruitment Programs Manager, Berkeley Law.
Years of Service - 4 years

Event's Technical Support:

Courtney Klein, Gift Planning Coordinator
University Development and Alumni Relations.
Years of Service - 8 years



Pass the Mic: Disability and Accessibility Compliance

Guest Speakers: Ella Callow, Derek Coates, Ben Perez, and Steve Johnston

Date: September

Recording: <https://youtu.be/HURvK477AP0>

Questions:

1. Could you give an overview of your office and the type of requests you receive?
2. Can you explain the differences between all the different types of requests?
3. What are the most common accessibility requests you get from students/staff?
4. How do students, faculty and staff report concerns about accessibility, and how do the processes differ?
5. What is the number of requests you receive relative to our campus population?
6. How often do you see students, staff or faculty hesitate to make a request?
7. What would you say to encourage someone to reach out?
8. What tips do you have for making your office, unit, or school more accessible?
9. What can staff do to ensure their colleagues with accessibility needs are being heard and having their needs being met? (How can staff be advocates/allies?)
10. What if a staff member has a temporary condition which requires accessibility accommodations? Do they ask you for help?
11. How has COVID-19 and our return to campus affected some of your processes?

Pass the Mic Series: BSA Governing Council

What is the BSA Governing Council?

The Berkeley Staff Assembly Governing Council is an elected council within the Berkeley Staff Assembly dedicated to creating community, championing staff interests, and providing opportunities for networking and development. They meet twice a month to facilitate and promote BSA programs, and engage in discussions on important topics pertaining to staff.

Who are the BSA GC Members in today's event?

Bonita Dyess, Supervisor, Earth Science & Map Library.

Years of Service - 6 yrs

Erin Blanton, GSAO, Political Science

Years of Service - 5 yrs

Event's Moderator:

Shelly Gough, Sr. HR Business Partner, Berkeley

Regional Services (BRS)

Years of Service - 4.5 yrs

Event's Technical Support:

Karina Fong-Hirschfelder, Associate Visitor Services

Coordinator, Simons Institute

Years of Service - 0.5 yrs



Pass the Mic: Berkeley Staff Assembly (BSA) Governing Council

Guest Speakers: Erin Blanton and Bonita Dyess

Date: May

Recording: <https://youtu.be/KVuO4pH3zLk>

Questions:

1. What does the BSA Governing Council (GC) "do"? How does it differ from other staff organizations on campus?
2. Who is eligible to be on the BSA GC? Who is eligible to be part of a BSA Committees?
3. What are some of the pressing issues the BSA GC is tackling and what are some of the past "wins"?
4. What's coming up OR new within BSA?
5. What can staff look forward to on the General Council next year?
6. What if I've never been on a committee before? Would I still be a good fit?
7. What is the time commitment? And the length of commitment? One month, one year?
8. If I nominated myself or am nominated by my peers for the BSA GC, what are the best ways to get enough votes to place me on the BSA GC?
9. I'm interested in being a GC member but last year I didn't get selected/get enough votes. Is there a way I can still be involved with BSA work?
10. Why should I consider joining?

BSA Leadership Stories: Staff Program (October 2021)

Attendees: 140 RSVPs

The Berkeley Staff Assembly's Programs & Events Committee held a program for staff to hear about the career trajectories of a few of their fellow colleagues at UCB. The questions below were created to facilitate the conversation based on common themes found in the concerns submitted.

Structure: The program was conducted virtually via Zoom as a moderated panel discussion with a member of the BSA Program & Events Committee, Harumi Quinones as the moderator. The guest speakers were Anne Marie

Richard, Fabrizio Mejia, and Rebecca Sablo. The last 10-15 minutes of the program were reserved for a live Q&A with the audience.

Below is the list of the questions we asked the panelists.

1. Please provide a little background on your career and how you got to the point where you are now. (All)
2. What efforts have been most instrumental in advancing your career? (i.e. networking, professional development) (All)
3. When did you know it was time to start looking for a new opportunity? Did you talk to your immediate supervisor about making a move, and if so, what advice would you give for staff on approaching their supervisor? (Fab)(Rebecca)
4. How did you find other opportunities at UCB, and did you have a plan of exactly what positions you needed to apply for in order to achieve your ultimate goal?
5. Did you know you were ready for the next role, or did you figure it out on the job (i.e. did you feel like you really had all the qualifications for your next position when you applied)? (Anne Marie)(Fab)
6. Do you have a graduate degree? Did that help you get to where you are now, and if so what degrees do you recommend for people trying to advance. (Anne Marie)
7. How did you gain managerial, or supervisory experience when your current position does not offer this opportunity? (Rebecca)
8. As a manager, how do you deal with conflict in the workplace? (Rebecca)
9. How do you navigate inequitable practices (in actuality, even if not in intent or on paper) in the workplace and how that impacts your staff's well-being, sustainability, advancement, etc.? (Anne Marie)
10. For women, people of color, and other marginalized groups what obstacles should they be looking out for when trying to advance their career at UCB? (Fab) (Anne Marie)
11. What are the 3 best pieces of advice you have received in your career? (All)

Feedback: The feedback on the event was very positive. There were a lot of good takeaways from the panelists.

Identifying Your Path at UC Berkeley: Staff Program (November 2021)

The Berkeley Staff Assembly's Programs & Events Committee decided to hold a companion program to the BSA Leadership Stories program, where staff could get practical tips and guidance from People & Culture on how to make their own moves within UCB.

Structure: The program was conducted virtually via Zoom with Linda Lundberg from People & Culture's Talent Acquisition Team presenting on the general job search strategies, assessments, and other career planning resources provided by the university. The last 10-15 minutes of the program were reserved for a live Q&A with the audience.

Slides: <https://docs.google.com/presentation/d/1quYDOTCODAyRVHgBAJti8JS0HqPRgEek/edit#slide=id.p1>

Feedback: There were a good number of attendees, but we failed to get a final headcount, so we will need to remember that for future events.

BSA Programs & Events: Favorite Things Bay Area (February 2022)

Attendees: 33 RSVPs

The Berkeley Staff Assembly's Programs & Events Committee decided it would be nice to hold a casual event to help build community and share some of our favorite things we like in the Bay Area.

Structure: The program was conducted virtually via Zoom with breakout rooms for participants to be put into smaller groups for sharing, and members of the BSA Program & Events committee serving as hosts/notetakers for each room. After the program we shared the recommendations with all of the participants.

Feedback: We ended up with a lower turnout than expected. We are not sure what was the issue, whether it was timing, lack of interest, or competing priorities. This program was pulled together quickly, so we may have not had an adequate amount of time to market this event. We ended up only having a couple breakout rooms, but the information and recommendations shared were great.

BSA Programs & Events: Focus Groups on Flexible Working (April 2022)

Attendees: 247 Responses to the survey, 68 people signed up to participate in a focus group

The Berkeley Staff Assembly's Programs & Events Committee felt like there was a lot of discussion on campus about flexibility at UCB. Many of the anecdotal information was negative and we wanted to gauge more broadly how staff was feeling about their flexibility at UCB

Structure: The program used a survey to collect overall data, as well capture those who wanted to participate in virtual focus groups on Zoom. We grouped participants based on their job categories, so that people with similar issues would be in focus groups together to discuss their particular set of challenges with flexibility working. The focus groups were held virtually via Zoom with breakout rooms for participants to be put into smaller groups for sharing, and members of the BSA Program & Events committee serving as hosts/notetakers for each room. After the program we gathered the data to send to People & Culture and other departments curious about the feedback we received.

Feedback: Participation was high. We did not have many people cancel at the last minute. The insights that were shared were helpful and we were glad that people had a chance to be heard and share constructive feedback that we hope will help various departments within campus.

Looking Forward

Continuing Members: Elizabeth Granuland (continuing co-chair), TBD (incoming co-chair), Erin Blanton, Deb Danziger, Bonita Dyess, Karina Fong-Hirschfelder, Shelly Gough, Anissa Hagedorn, Katie Kadas, Courtney Klein, Brian Light, Henriette Mena, Sreekala Nair, Harumi Quiñones, Judy Smithson, Boban Zarkovich, and Samantha Zepeda

Plans will be determined with the committee's new leadership and members' availability/capacity during FY22. The committee will collaborate with the BSA Treasurer/GC to figure out a more centralized process for processing reimbursements, and other expenses. Tentatively, the committee will plan to continue "Pass the Mic" events as campus staff returning to campus will fluctuate. Tentatively, the following events may return this fiscal year as well in a virtual or in person format:

- Welcome to the Fall Semester Sound Bath (Tentatively Scheduled for August 11, 2022)
- Staff Organization Fair (August/September)

Elections

Election Process and Documentation

Officer elections were held in May and Governing Council elections were held in June.

There were 10 open positions available to fill on the Governing Council.

All of the documents referred to in this section are located on our 2021 BSA Elections shared drive:
<https://drive.google.com/drive/u/0/folders/1BZ9sp0aLtmTnEP6eSCOWXgeVQQWHXoEH>

Officer Elections

Officers were nominated by Governing Council Members. GC Members are eligible to self-nominate.

Shelly Gough, Courtney Klein, and Sanchita Pal all nominate themselves for executive roles (Shelly Gough for Co-Chair-Elect role, Courtney Klein for Jr. CUSCA Delegate role and Sanchita for Treasurer). All three were elected to the roles they accepted nomination for. After the nomination and election cycle Anika Doyles volunteered and was selected to the Co-Chair Elect role with Shelly. We still have a need to fulfill 2 executive roles, Secretary, and Operations Officer. We hope to fill those from the incoming GC cohort of 10.

Governing Council

- A Google form was created to collect Governing Council Nominations from BSA membership
- Call for Governing Council nominations was shared via BSA newsletter and other Comms channels. There was also an announcement sent out via CalMessage.
- 38 nominations were submitted.
- Each nominee was contacted by the election committee by phone and email.
- 10 Nominees submitted their Candidate Statements.
- Elections were not held because the available seats on the GC are 11 and only 10 candidates moved forward with their nomination. In the BSA by-laws it states there is no vote minimum required for new GC elections, so it was decided to forego them for this year
- The candidates were notified of their selection to the GC by email prior to making a more public announcement.

Financial Report

[BSA Expenses FY22 \(July 1, 2021 - June 30, 2022\)](#)

[Proposed Budget for 2022-2023 DRAFT Proposed BSA FY22-23 Budget](#)