BSA Annual Report 2022-2023 [DRAFT]

Executive Summary

2022-2023 in Summary

During the 2022-2023 academic year for the Berkeley Staff Assembly, our top priorities were:

1. Expanding paid Family and Medical Leave
2. Finding campus space for BSA and staff events, meetings, and community building
3. Address representation and affordability of Parking and Transportation for staff
4. Investigating and raised the issues around staff housing and language compensation

This was the fourth 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.

Selected accomplishments for 2022-2023:

- Held semesterly meetings with the Chancellor and were invited to the Chancellor's Cabinet meeting to discuss staff priorities.
- Invited affinity staff organizations to introduce their leadership and organizational priorities in order to align our efforts.
- Got staff representatives on the Chancellor's Joint Oversight Committee on Parking and Transportation.
- Acquired space for staff to gather on campus.
- The Ad-hoc committee on Diversity, Equity, Inclusion, and Belonging moved to a standing committee.
- Conducted elections.
- Presented Excellence in Management program in person format.

- Continued collaboration and meetings with CESO and CSAC
- BSA GC representative served on the advisory committee for beverages on campus.
- CUCSA delegates organized effort to nominate and award systemwide staff award to Berkeley staff member the 2022-23 Outstanding Board Member Award.
- Worked to increase participation in BSA committees via google form sent out in CalMessage and newsletter. Increase membership in programs and events, excellence in management, and CUCSA ad hoc group for in-person meeting.
- Held community building activities for BSA leadership.

Committee/Team Reports

Communications

Co-Chairs
Jen Brand, University Development and Alumni Relations
Hawkin Chan, California Social Work Education Center (CalSWEC)
Alicia Dixon (Past Co-Chair), Office of Prevention Harassment and Discrimination (OPHD)

Committee Members
Irania Alarcon, Plant Microbial Biology (PMB)
Courtney Klein, UDAR - Office of Gift Planning
Henrriette Mena, Special Events and Donor Engagement - BAMPFA
Carmen Miranda, BPOPC - Optometry Clinic
Marvin Morris, University Development and Alumni Relations
Atiyah Rashid, EECS/Simons Institute for the Theory of Computing
Avi Rosenzweig, Nanoscale Science/Engineering Graduate Group

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

- Newsletter co-managers - Hawkin Chan and Atiyah Rashid
- Facebook manager - Avi Rosenzweig
- Website and YouTube manager - Jen Brand
- LinkedIn manager - Marvin Morris
- BSA Comms SPA - Marvin Morris

Highlights

In 2022-2023 the Communications Committee achieved the following goals:

- Website rebrand
- Newsletter rebrand
- Working with BSA co-chairs and committee chairs to promote BSA events and programs

BSA website rebrand

- Homepage refresh with mission statement in more prominent placement
- Promo block to subscribe newsletter
- Added links to past newsletters
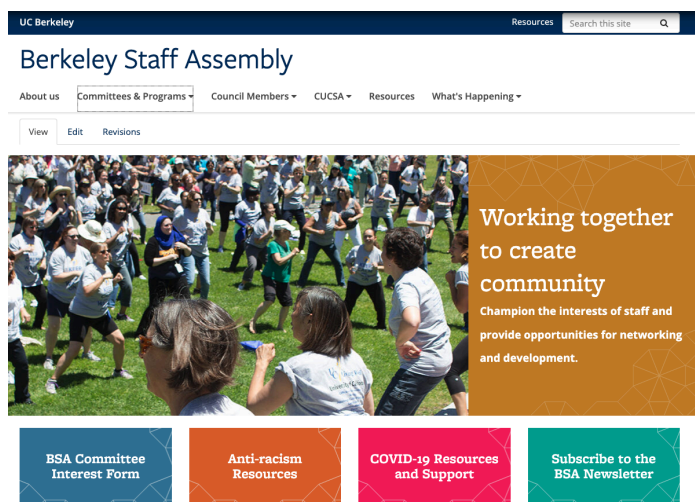
- Regularly updated to reflect current events and programs
- Added past annual reports to About BSA page
- Added Spotlights section to Communications page
- Added ability to subscribe to BSA email list

BSA newsletter

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

The newsletter lives on the MailChimp platform on the [Essentials Plan](#) at $39.50/month with a maximum of 2500 contacts.

- As of June 2023, there are 1,626 subscribers, an increase of 7.0% from 1,519 in June 2022 and an average open rate of 72.0% up from 34.2% since the rebrand in January.
- 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.
- The Communications Team has spotlighted the following staff orgs and staff in recent newsletters:
  - Black Staff and Faculty Organization (BSFO)
  - Cal Women's Network (CWN)
  - Excellence in Management Committee Co-Chairs
  - Yvonne Edwards
  - Asian Pacific American Systemwide Alliance (APASA)
  - LavenderCal
  - Leah Carroll
  - Claire-Marie Kooi
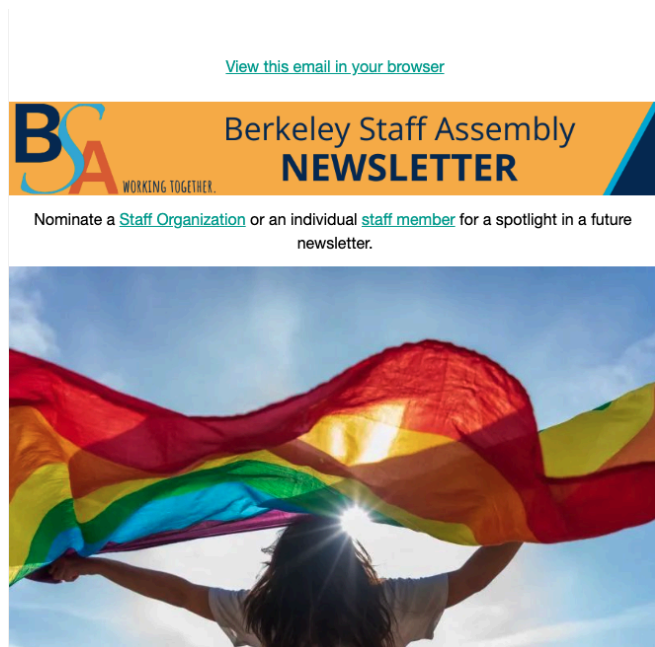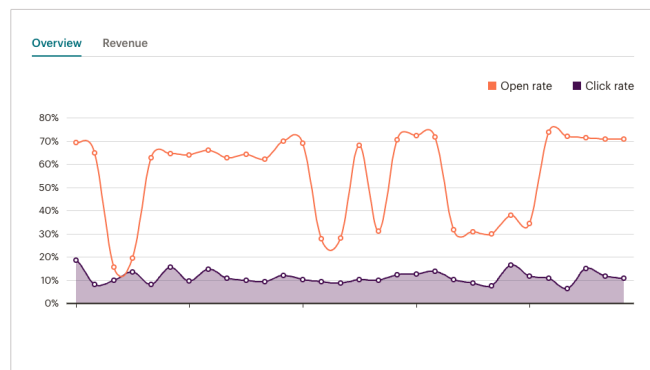
Social Media

- Social media posts continue to promote timely events and information.

- As of June 2023, there are 292 followers on the Facebook account, down 2 followers from June 2022.
- As of June 2023, the BSA LinkedIn group has 529 members, an increase of 2 from 2022.
- As of June 2023, the BSA Instagram account has 199 followers, a decrease of 6 from 2022.
- The Communications Committee had decided not to monitor the BSA Twitter account due to lack of engagement.

Looking Forward

- Develop documentation for website management.
- Continue to bring awareness to BSA and its programs and increase staff engagement.
- Continue to produce a high-quality and relevant monthly newsletter.
- Continue to work with the BSA co-Chairs and committee chairs to promote BSA events and programs.
- Continue to collaborate with other campus communities of practice to grow awareness and mutually support staff resources.

DEIB Committee

Highlights

- The Diversity, equity, inclusion, and belonging priorities were to:
  - identify community space for staff on campus. The committee began developing a survey about what staff would like to see in a staff space.
  - research language compensation in the private sector and how that could be implemented in higher education
  - Uplifted the Division of Equity and Inclusion topical and racial/ethnic initiatives so that we are seen as partners.

Looking Forward

- Need to replenish the DEIB with new members.
- Take up the previous priorities to follow through on.

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 2022-2023 UC Berkeley Delegates to CUCSA were Jeremy Brooks and Courtney Klein.

CUCSA Quarterly Meeting Highlights:

Quarterly Meeting	Location	Berkeley Delegates Attended
September 7-9, 2023	UC Irvine	Jeremy Brooks & Courtney Klein
Nov. 30 - Dec. 2, 2023	UC Riverside	Jeremy Brooks & Courtney Klein
March 1-3, 2023	UC Merced	Jeremy Brooks & Courtney Klein
June 7-9, 2023	UC San Francisco	Jeremy Brooks & Courtney Klein

This year, all quarterly meetings were held in person.

- Courtney provided a Location Update (one focused question) for each quarterly meeting.
  - **September**- Please describe any conversations that have been happening in your staff assembly and around your campus related to staff retention.
  - **December**- Please describe any examples of hardship staff are facing at your location.
  - **March**- Has your staff assembly asked your CHRO (or other campus leadership) for exit survey data? If not, we would like you to bring this topic to your next meeting with the CHRO. We would like each campus to talk about how the conversations went and if you were able to obtain the data.
  - **June** - Address present challenges facing staff at your location.

- **UC Irvine**- The main highlight for the UC Irvine meeting was being able to travel for a CUCSA meeting for the first time in 2 years due to the COVID pandemic.
- **UC Riverside**- The major highlight for the UC Riverside meeting was gaining momentum for collaboration with systemwide HR by having conversations with Cheryl Lloyd, Jay Henderson, and Missy Matella.
- **UC Merced**- The main highlight for the UC Merced meeting was nominating and voting on CUCSA Award winners for the year which included Claire-Marie Kooi receiving the inaugural Outstanding Board Member Award.
- **UC San Francisco-** The major highlight from the UC San Francisco meeting was the workgroups presenting their findings to the UC community in a session broadcast over Zoom.

- Claire-Marie Kooi was elected by CUCSA delegates to receive the 2022-2023 Outstanding Board Member Award. This award was 2022-2023 and recognizes an outstanding local Staff Assembly Executive Board member for outstanding service.

- CUCSA held four town halls, eight CUCSA chats, and one mid-year address. These forums were used to inform staff of the progress on the CUCSA workgroups, raise questions about ongoing staff issues and how they may be resolved.

The 2022-2023 workgroups were:

Each year, the delegation organizes into specific workgroups that focus on staff needs and concerns. This year's workgroups are as follows:

Retention - The last couple of years have been particularly challenging for organizations to retain employees. The Great Resignation has challenged public and private employers alike. When combined with the 5,000 vacancies in UC systemwide, challenges with retention have serious implications as it can impact productivity, workload, and psychological well being of our entire community. CUCSA will dive deeply into total compensation, advancement, wellness and the staff experience to provide a broader view on retention, as well as solutions to address it.

1. **Advancement** - Jeremy Brooks was the chair of this workgroup. The charge for this group is "How can our current advancement infrastructure be refined/enhanced to help retain UC staff?." The recommendations from the workgroup are:

   a. Partnership with HR
      i. Local staff assemblies and CUCSA delegates should have strategic partnerships with their locations' HR department that include regular meetings, involvement in engagement strategies, and input on supervisory training.
      ii. Have the local staff assembly be involved in the interview and onboarding process for the CHRO.
      iii. Make sure that all UC supervisors make PPSM-50: Professional Development a priority for their employees.
   b. Staff Mobility
      i. Speed up the process for reclassification, promotion, and granting stipends at each location. Include consistent timelines for these processes.
      ii. Each location should look to grow examples of clear career pathways within departments to encourage staff advancement mobility.
      iii. Develop a fellowship program at the different locations to support career mobility within the campus community.
   c. Further Areas of Focus
      i. For career coaching, our main recommendation would be to have career coaching available during onboarding for new employees and part of the yearly evaluation.

      ii.   Mentorship programs should be prioritized and have regular input and financial support from OP which would then help grow these important networks of professionals dedicated to work in the UC system.

      iii.   Systemwide Talent Management should facilitate additional integrated talent management strategies in collaboration with location partners to further address shared priorities, leverage best practices, and eliminate redundancies across the University of California's human resources enterprise. Existing professional development resources available to all University of California staff should be available on a centralized webpage and be promoted for utilization by managers and staff across the University of California to encourage advancement and promotion from within the University of California.

      iv.   Make Career Tracks job descriptions and job builder tools available to all UC locations. Explore expanding UCSF career-specific training programs to other locations.

2. **Total Compensation** - This workgroup's charge was "How can our current compensation model be refined and enhanced to help retain UC staff?." This group is taking a multi-year approach to the charge. The deliverables from this workgroup are to raise awareness at multiple levels throughout our organization through:

    a. [UC Wide Total Compensation Matrix](#)
    b. Staff Housing & Dependent Tuition Assistance
    c. Compensation Benefits Survey
    d. [Understanding Your Compensation Situation](#)

3. **Wellness and Staff Experience** - Courtney Klein sat on this workgroup. This workgroup's charge was to look at the University of California's (UC) current models for staff wellness and to make specific suggestions as to how these models can be refined/enhanced in order to help retain UC staff. We met with topic experts, reviewed previous workgroups reports, researched best practices, and collected impact testimonials from UC staff. Our recommendations are:

    a. Hiring goals for staff that are on par with student and faculty growth numbers. Lean and mean is not the answer, rather we need to change the message on overwork and burnout.
    b. Funding for at least one wellness manager and a programming budget for each campus and location.
    c. Building accountability and critical skills for managers and supervisors through evidence-based training, guidelines, and leadership.
    d. A Director of Systemwide Employee Wellbeing within the Office of the President serving all UC employees.
    e. Adaptation of the Okanagan Charter as a directive from the President to the campuses to sign on to be a "health promoting university".

4. **Internal Operations** -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 Government Relations Coordinator. Headed by the Operations Officer, the group maintains our internal best practices survey.

5. **Strategic Plan** - It is important to remember where CUCSA has been to know where it is going. Considering this, we will use this year to consider a strategic framework for the next few years of the organization. The Strategic planning workgroup will present their work at the June CUCSA Meeting. The slides and recording from that presentation are linked above.

Workgroup reports will be uploaded to the CUCSA website.
The final workgroup presentation slides can be found [here](#).
The recording of the final workgroup presentations can be found [here](#).

CUCSA Local Highlights:

- Jeremy and Courtney met with the Academic Senate to discuss what challenges faculty are facing and how staff can collaborate with faculty to address the issue of burnout, overwork, and retention.

- Jeremy and Courtney met with CSAC to initiate conversations on how we can work together to advance staff priorities surrounding burnout and retention to campus leadership.

- Jeremy and Courtney met with Jo Mackness, Staff Advisor Designate to align and raise issues.

- UC Berkeley continued its participation in UC-wide Bingo to increase staff engagement and participation.

- Jeremy and Courtney met with Govern Relations leaders Chris Treadway in the Fall and Miguel Martinez in the Spring. Jeremy and Courtney discussed ways CUCSA can partner with GR to advocate for staff interests and learned about GR work around campaigns, the state budget, and advocating to the Regents.

- Jeremy sat on the Berkeley Future of Work committee.

Looking Forward

Work groups have not been determined for the next year. Many ideas were percolated at the June 2023 meeting, but decisions will likely come in mid-Summer by CUCSA leadership.

CUCSA leadership will be reporting the workgroup recommendations to The Regents in July.

Goals for 2023-24 are: Continuation/follow up on recommendations from workgroups (benefits, compensation, and supervising in a hybrid workplace), identifying a Communications Officer, and rolling out the strategic plan.

Another goal for 2023-24 includes addressing finding a company to partner with for the next CUCSA Staff Engagement Survey. UC's contract with WTW ran out and CUCSA is working with systemwide HR to find an organization to partner with to conduct the survey. The CUCSA survey is vital for understanding the needs of staff and the progress we are making on a variety of issues including sense of belonging, work culture, supervision, etc. at each location.

An area to grow relationships for the CUCSA delegates is continuing to connect with the Academic Senate to align staff and faculty priorities. Jeremy and Courtney encountered some resistance in working with the Academic Senate this year, so finding the best partners within the Senate will be crucial moving forward to maintain a relationship with them.

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.

Berkeley can look forward to hosting in June 2025.

Excellence In Management

2022-23 Excellence in Management Committee

Co-Chairs
Nicole Lowy, Department Manager - Environmental Science, Policy, and Management
Patrick G. Allen, Policy Analyst - Academic Senate

Committee Members
Rodney Enis, Mail Services
Sarah Gaugler, Contracts and Grants Supervisor, CRA RACC - ERSO
Claire-Marie Kooi, Associate Director, MPS Scholars - Mathematical & Physical Sciences Dean's Office
Henrriette Mena, Director of Events – BAMPFA
Blanca Nuila, Financial Aid and Scholarships Office
Sanchita Pal, Berkeley Regional Services, ERSO
Natasha (Sunni) Sandeford, Berkeley School of Education
Warren Whitfield, Student Health Insurance Office UHS - Student Health Insurance Office

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. The Excellence in

Management 2023 team decided to have an in-person Excellence in Management Committee Awards Ceremony. Staff and guests who are unable to attend could view the event via Zoom Webinar online live streaming.

2023 Award Nominations Information

Date	Action
October 3, 2022	Event date finalized
November 7, 2022	Committee approved the Theme
January 3, 2023	Theme, Nominee Criteria, and Nomination Form announced
February 21, 2023	Nomination deadline
April 7, 2023	Award Recipients Notified
May 2, 2023, 2-4 pm	Award Ceremony

EIM Firsts
This was the first time...
- We provided the Rubric with the nomination information.
- We had Rodney Enis, EIM committee member, give some closing remarks from a staff perspective at the ceremony.
- We purchased wooden bears to give out along with the frame EIM certificate.
- We expanded the post-event survey to get information on the use of the Rubric.

2022 Numbers at a Glance

Nominations		Total # of Attendees	
66 Nominees	**28** Award Recipients	**130+** Nominees and guests in person	**~20** Live stream nominees, viewers, & guests

The Process
- *August 2022 through December 2022:* 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. Got confirmation from BSA Sponsor, Chancellor and AVC-HR in mid August as their calendars fill up fast.*

● *January 2023 through May 2023:* *the Committee met weekly*
  ○ *Nicole and Patrick maintained the previously established Team Building Activities at the beginning of almost every meeting.*
  ○ *Majority if not all decisions were made by consensus of the 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, the committee discussed and assigned leads to tasks.*

Tasks - Leads & Subcommittees													
	Maintain website updates	Compiling and deciding on final decisions for theme	Communications Liaison (including sending out email invitation to award recipients and notifying nominators of both recipients and non-recipients)	Purchasing materials	Develop event program flow	Design slide show	Write script	Design certificate, signature, zoom background (if virtual)	Nomination Confirmation	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 Pal		Team			Team				Lead		Team	Team	
Sarah Gaugler	Team	Team				Lead		Lead		Lead	Team	Team	
Nicole Lowy	Lead	Co-Lead		Lead							Lead	Team	Team
Claire-Marie Kooi		Team			Team	Team	Team	Team		Team		Team	
Blanca Nuila		Team	Team			Team	Lead				Team	Team	
Henrriette Mena		Team			Lead				Team			Lead	

Natasha Sandeford	Team										Team		
Rodney Enis	Team	Team						Team		Team	Team		
Warren Whitfield	Team	Lead						Team		Team	Team		
Patrick Allen	Co-Lead		Team								Team	Lead	
COMPLETION	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete

- *November and December 2022:* *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 were specific questions regarding a nominee's payroll title, we advised them to email bsa_eim@berkeley.edu.

Online Nomination Form

Nomination Deadline was Tuesday, February 21, 2023

- *November 2022:* *Theme was finalized, presented, and approved by the EIM Committee and BSA Governing Council.*

2023 Excellence in Management Award Theme: *Everyday Hero: Leading the Path to Excellence*

This theme highlights leaders who demonstrate and encourage mentorship, dignity, respect, and belonging.

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 2022*

  ○ *Revised the Rubric for reviewing nominations and for transparency provided it for the nomination process.*
  ○ *Found a space that was able to live-stream the ceremony and hold reception after the event - Sibley Auditorium and Garbarini Lounge were confirmed.*

● *January 2023*
  ○ *Calmessage Call for Nominations was sent out to all of campus on 1/3.*
  ○ *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 2/21/23.*

● *February - March 2023*
  ○ *Verified length of appointment via a title code check in UCPath with the help of our central HR partners.*
  ○ *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/early April 2023 for a total of 28 recipients.*
  ○ *Email signature decal created and attached to reminder email sent to recipients on 4/25/23*

2023 Excellence in Management Award Recipients

Award Recipient Name	Department
Charron Andrus	Office of Information Security
Andrew Besson	University Development & Alumni Relations, Fund Stewardship & Compliance
Emily Briguglio	Student Affairs Communications
Tami Cate	University Health Services (UHS)
Tanya Chirapuntu	Office of Undergraduate Advising, Letters & Science (L&S)
Joshua Dullaghan	Rausser College of Natural Resources - Office of Instruction and Student Affairs
Michelle Fong	Department of Economics
Phaedra Gauci	University Housing
Christian Gordon	Office of College Relations, Social Sciences
Cruz Grimaldo	Office of Financial Aid & Scholarships
Sugi Harto	Facilities Services
Laura Imai	Data Science Undergraduate Studies
Mio Katayama Owens	Rausser College of Natural Resources Dean's Office - International and Executive Programs
Kathleen Kelly	Capital Strategies
Dana Kowalski	School of Social Welfare
Tiffany Lohwater	Division of Computing, Data Science, and Society
Khuyen Nguyen	Student Learning Center (SLC)
Mavis Njoo-Lau	California Social Work Education Center (CalSWEC)
Sanchita Pal	Engineering Research Support Organization
Isela Peña-Rager	Office of Undergraduate Advising, Letters & Science (L&S)
David M. Robinson	Office of Legal Affairs
Christine Schmidt	Principal Gifts and Strategic Initiatives, University Development and Alumni Relations (UDAR)
Sara Souza	Environment, Health & Safety (EH&S)
Angela Stopper	People & Organization Development
Beth Tafolla-Voetsch	Intercollegiate Athletics
Yasmin Wofford	Berkeley Public Health
Tian Yu	Professional Schools (ProS) Region
Valerie Zylla	Capital Strategies

- *April 2023*
  - *Worked on and finalized catering menu, AV services through hiring Christopher Bjuland through the recommendation of Douglas McSkimming, venue contract details, certificates (including framing them), programs, and script. Created name tags, and sign-up sheet for committee members/volunteers for the day of event.*
  - *Additional regular and vegan mini-cupcakes (200) ordered from Cupcakin' Bake Shop.*
- *May 2023*
  - *May 2, 2023 - Excellence in Management Awards Ceremony*
    - *See [video of the Excellence in Management Awards Ceremony here](#)*
  - *Received a lot of positive feedback about the event*
  - *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 2023 Event Feedback Survey Results

*Note: Results below do **not** include open-ended responses.

If you could improve anything specifically for the nomination process e.g., communication, rubric, what would it be and why?

- Give a more clear instruction in the original message as well as in the follow up messages so the nominator understands the importance of the prompts and the rubric and an inked/e-signature is required from at least 50% of the nominees Direct report.
- Make the process for nominating easier and more user friendly…very complicated process.
- Provide an example of a successful application previously submitted.
- Was a bit lengthy, but felt that was appropriate.
- Nothing!

If you'd like to elaborate on the previous answers, please do so here.

- Great ceremony, very inspiring, and great food too! Loved the opportunity to celebrate with our team.
- Make sure we label the foods
- "One bit of feedback - I can never tell when things are Berkeley Time or not.
- It might be good to have very important things like Chancellor remarks not start until 10 minutes after just in case you come from a school or college that runs on Berkeley Time :)."
- You asked for pronunciation of names, but they were utterly butchered by one of the mcs. Please read the materials before reading on stage, there were many mistakes in the reading of the program information, which was made even worse by having the screen show the passages from the program as they were being mangled. I was not going to say anything because I appreciate the effort to put such an event on, and I am absolutely honored to be included, but you did ask for feedback.
- I think we did not need so much food - for that time of day, people don't expect a full meal. The cupcakes were a hit - and the food was good, but I don't think we needed so much.

- I cannot comment on the food as I didn't attend in person, but the streaming via zoom was excellent and enjoyed it as much as if I would've been there in person.
- It was disappointing that the applause/cheering for the Zoom webinar was muted.
- It would be good for nominators to include the phonetic pronunciation of names so they aren't mispronounced during the ceremony. Lines were long for food, but otherwise thought the ceremony was great!
- Great event, really meaningful. Thanks for making the obvious effort to make this a good event.
- The only reason I didn't rate the refreshments higher is that I would have preferred a non-sparking beverage option.
- As a nominator, I would have liked an opportunity on the quote that was selected for my award recipient.
- Wine or champagne would have been nice. Even sparkling apple juice feels closer to a "celebration" than La Croixs.
- It would be great if cards identifying the food and common allergens were possible.

If you'd like to elaborate on the previous answer, please do so here.
- Directions to Sibley Auditorium would have been nice.
- I really don't have a good view of the deadlines and expectations part.
- One email indicated the ceremony would last until 5pm. The live stream has not worked well for interested parties for guests that are external to UCB.

What was your favorite part of this event?
- Loved being together with campus leadership and the team!
- Networking with colleagues and congratulating in person the winners
- The food was great!
- The individual recognition of each supervisor and telling their story
- Being able to nominate my very deserving supervisor! (And then getting the chance to celebrate her.)
- That quotes were read about each honoree
- Speeches, certificate presentation to the awardees, and quotations from the nomination letters
- Hearing from the various speakers about BSA and the Chancellor
- The speeches by the leadership and the enthusiastic support of the attendees for the awardees
- Award ceremony and speeches from the Co-Chairs and BSA member
- I appreciate that remote honorees still had their names and nominations read out. Prior ceremonies just had them listed on a screen so thank you for still celebrating them.
- Eugene Whitlock!
- Seeing all the teams come and cheer on their awardees!
- Mingling with everyone and Chancellor Chris and Eugene Whitlock's intro speeches.

- Seeing my supervisor Sanchita Pal receive her well deserved award from Chancellor Christ herself.
- Presentation of awards
- The celebratory feeling that the committee created throughout
- Listening to Chancellor Christ and what she had to say about ALL our Campus managers.
- Celebrating our award recipient!
- I really enjoyed being able to be present as a nominator to celebrate this amazing moment with my manager. It's great that you allowed for the award recipient's support system (nominators, colleagues, family, friends) to be present. I also liked that the committee used excerpts from what the nominator(s) wrote about the award recipients and had that displayed in the program and on screen. The food was delicious too!!
- Chatting with colleagues during the reception afterward.
- It was great! It felt so special and we made a big deal of the awardees.
- The energy and excitement around celebrating these wonderful managers
- The culture of celebration by both the hosts as well as the audience. Also, the food was on point.
- When people cheered in the audience. Encourage that.
- Staff joining their managers!

Do you have any other ideas for future EIM Awards that you would like us to consider?

- Perhaps make it a bit more exclusive, 28 winners seemed like a lot
- Best in Communications
- Not sure how feasible this is but photos of each awardee with their team (if there are representatives at the ceremony). I realize this is not inclusive of those on zoom so would need to be thought through more.
- Perhaps for those managers not present to receive their award, a picture of them can be added to the presentation.
- Not at this time, thanks.
- Unsung Hero Award; Rising Star (new employee) Award
- It might be interesting to see different categories of awards. Everyone received the same award, but the brief descriptions all highlighted different elements of management.
- Find a better location for the reception or set up the lobby in a way that promotes mingling. The buffet line and tables felt more like a cafeteria and as a result people stuck close to their "cliques."

Looking Forward

- Having 2 co-chairs is the best set-up for the EIM. Nicole's BSA-GC term ends June 2023, so recruitment of another co-chair is vital.
- Have recipients pick up remaining certificates, which are to be scheduled with Nicole over the month of June. Patrick will work on getting prior 2020, 2021, and 2022 EIM certificates to award recipients starting in Fall 2023.
- Consider feedback and the following documents when planning EIM 2024:

- o [EIM 2023 - Lessons Learned Document](#)
- o [Excellence in Management Awards Ceremony 2023 Event Feedback Survey (Responses)](#)
- o [EIM Points of Contact](#)
● Co-chairs should meet monthly to plan prior until September 2023.
● First committee meeting should be held in September or October 2023, 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.
● Look at good practices for planning a hybrid event during FY23-24.
● 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.
● Continue to revisit, revise, and fine tune document describing the nomination review process to aid in transparency.

Mentorship/Career Development

Cycle 14 Chairs: Sarah Gaugler (Sr. Co-Chair), Jolie Lam (Jr. Co-Chair)

Committee Members: Anna Bellows Meister, Jeremy Brooks, Angela Chang, Mark Davis, 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 14 Key Stats

- ● Mentorship program participants:
  - o 34 mentors* Note: 5 mentors had 2 mentees
  - o 41 mentees
- ● CDC committee: 9 members
- ● Key events led by CDC committee:
  - o Mentorship program information session
  - o Tips & Tricks session

- Mentee Cohort Planning Kick-off
- Mentor Panel Event (2 virtual sessions)
- Mentor Career Development Event
- Mid-Program Check-in Event
- Cycle 14 Closing Event
- Outstanding 95%+ program recommendation/satisfaction from cycle participants

Cycle 14 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 14, in response to feedback from cycle 11-12 regarding more support for new mentors and interest for mentor-specific events, including having Justin Oliver (Director of New Student and Pre-College Programs, SSALL) and Sereeta Alexander, Ph.D. (Executive Director, Office of Planning & Analysis) for a panel discussion on mentorship and the path it can take you on professionally and personally.
- We had a late matching process this year due to unforeseen circumstances (e.g. COVID, bereavements, etc.), thus the program started 1.5mo late. We made a concerted effort to bounce back and provide the necessary support to the participants over the cycle.
- Heidi Wagner, Assistant Dean for Finance and Administration, College of Letters and Science is currently adopting the BSA mentorship program as a base in building their own mentoring program for faculty at the College of Letters and Science. They will credit BSA on the form (pre interview prep form) that they are utilizing. They will also credit BSA in their written materials as one of many of the sources to build the program and as one of their collaborative partners.
- Expanded program eligibility requirements in preparation for Cycle 15. Reviewed with Angela Stopper, Chief Learning Officer, and Lasana Hotep, Director of Diversity, Equity, Inclusion & Belonging, to eliminate essentially all eligibility requirements. Now the only eligibility requirement is that mentors need to have been at UC Berkeley for 1yr in order to serve a mentor. This is a **HUGE** accomplishment and is already showing incredible results in the Cycle 15 applications.
  - We did this to allow for growth so anyone can participate as a mentor or a mentee. We have many staff that have been at Berkeley for years in certain titles, and we think they should be able to participate in either category and share that institutional knowledge despite being bound by their title. We also have some people in the higher titles have expressed interest in participating as mentees given that they, too, would like to grow, and we wanted to provide that opportunity.

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.

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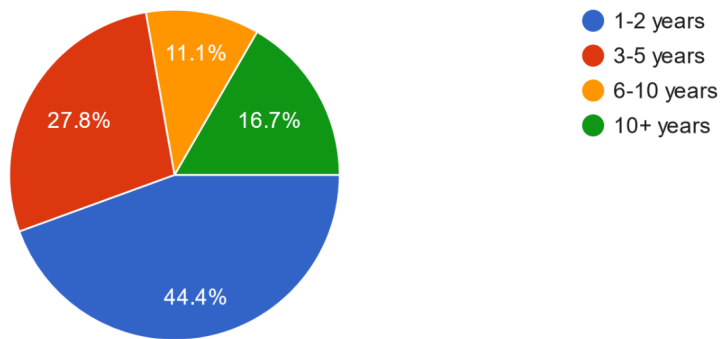
% Recommend Program
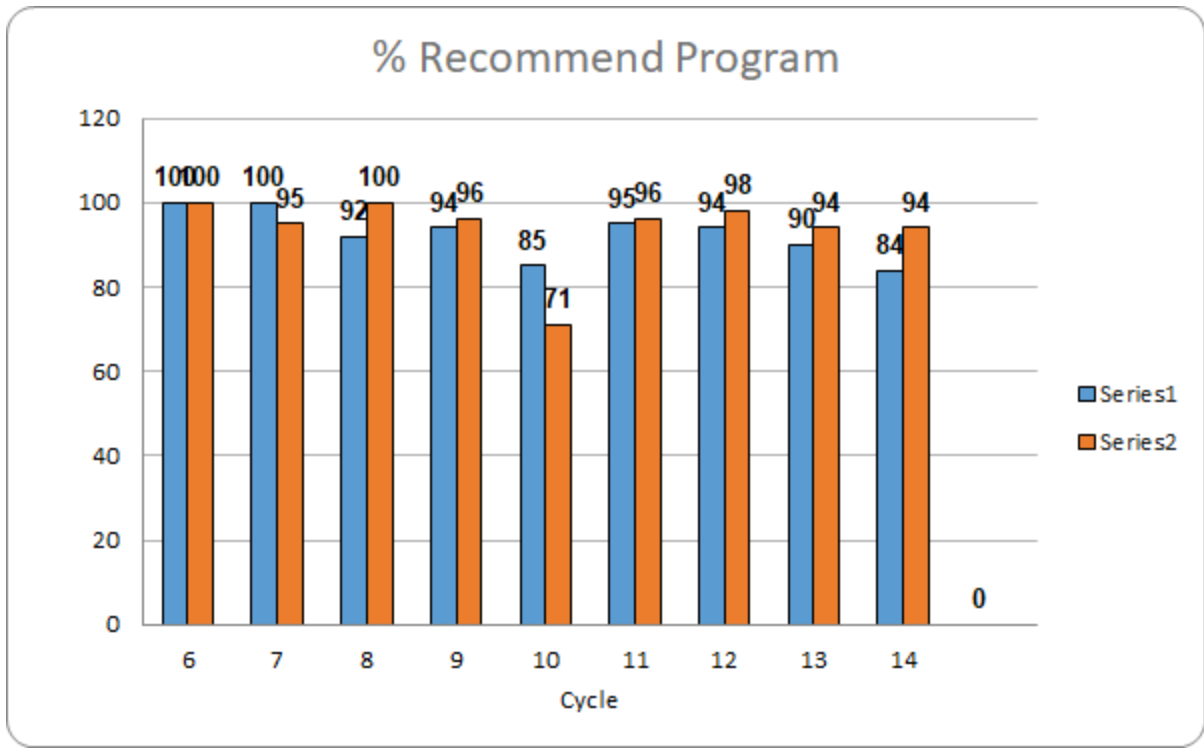
% Good Match per Cycle - percentage of participants responded to "I feel that my mentee/mentor and I are a good match" with "Strongly Agree" or "Agree" response.

% Good Match per Cycle
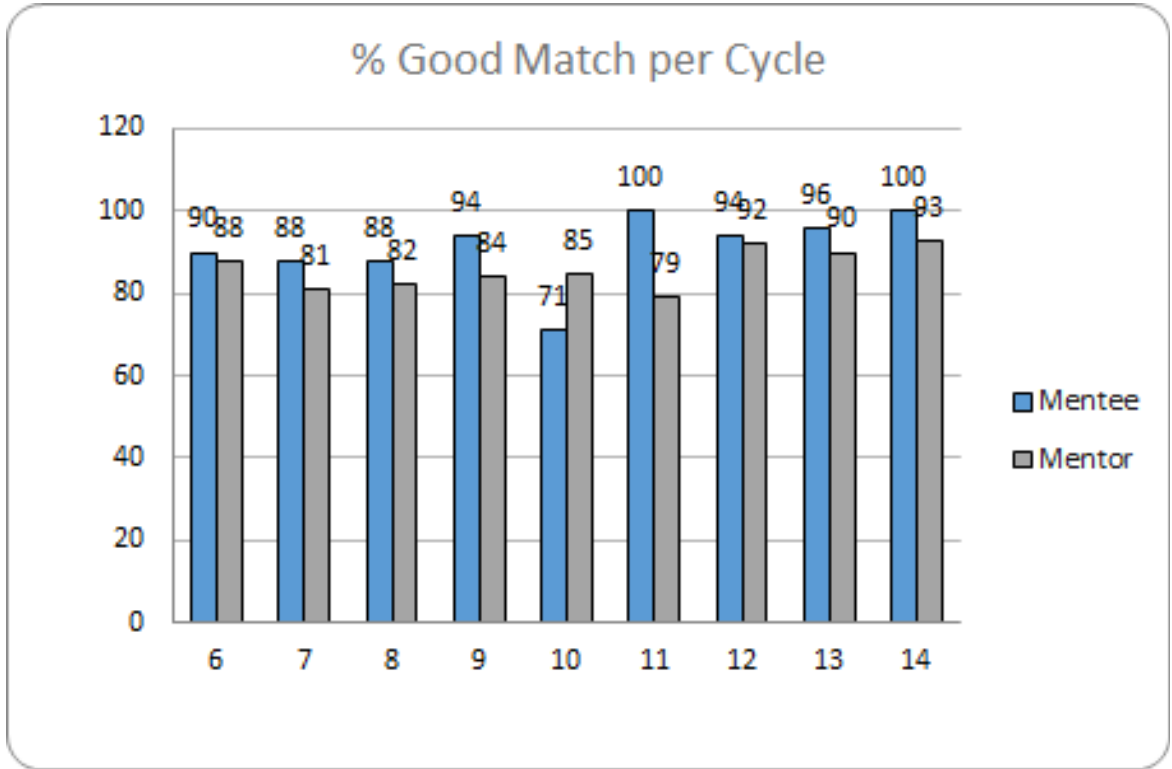
Mentees, years of experience on campus:

How many years have you worked at the University?
18 responses

- 1-2 years
- 3-5 years
- 6-10 years
- 10+ years

11.1%
27.8%
16.7%
44.4%

Mentors, years of experience on campus:

How many years have you worked at the University?
15 responses

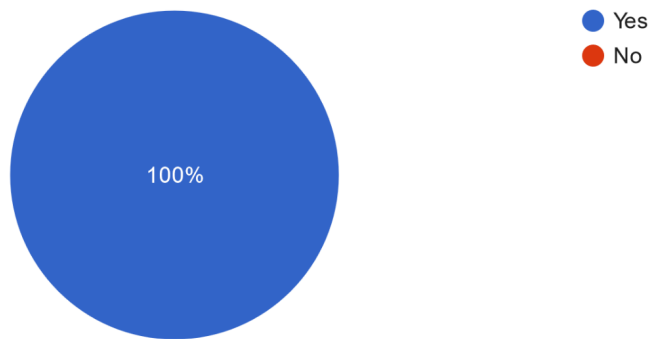- 1-2 years
- 3-5 years
- 6-10 years
- 10+ years

53.3%
20%
26.7%
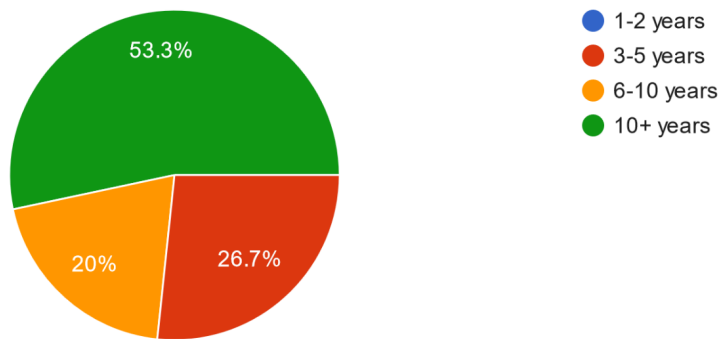
Mentee professional development impact:

Has participation in the Mentorship Program supported your career development?
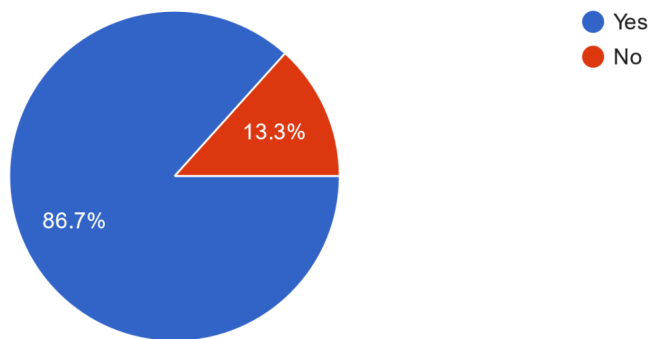
18 responses

- Yes
- No

100%

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?

15 responses

- Yes
- No

86.7%

13.3%

Word Cloud from Closing Event prompt "One word that describes my mentorship experience this last year is…":

Below are a few quotes provided form the survey comments:

Mentee examples:

Having a great mentor can be a game-changer in career development. A mentor serves as a guide, providing valuable insights, advice, and support as you navigate your professional journey. They share their expertise and experiences, helping you make informed decisions and overcome challenges. A mentor can provide a fresh perspective, hold you accountable, and empower you to reach your full potential. This describes the experience I had with my mentor and more. We held bi-weekly meetings with agenda items to discuss. Additionally, we created a documented list of goals that includes their priorities, statuses, and types. This comprehensive approach allowed us to effectively track the progress of each goal.

We met every other week, but unfortunately, in the spring semester, my schedule was busier and we would instead meet monthly. Pam was incredibly supportive of my calendar and remained flexible.

We met for 30-45 min about monthly and discussed progress we made in helping me network, figure out a career path, etc.

Mentor examples:

We met once a month mostly in person but would sometimes do Zoom. I wouldn't assign homework but we would discuss the mentee's professional development goals and I would provide suggestions from my own experience where I could. It also seemed to be helpful and a confidence boast for the mentee to hear from another person how applicable so much of their experience is to various positions on campus. I would and still do send job notifications I think would align with her skillset since obtaining another job was a main goal for my mentee.

We met about once every 3 weeks for 60-90 minutes. Our first couple sessions were focused on general career development resources, such as where to learn more about specific career paths, what campus groups are available for those career paths, how compensation and career growth works at Berkeley. As time went on, those gradually became how to ask for a raise and how/where to look for a new job.

I have served as a BSA Mentor at least five times, maybe more, and I've really appreciated the opportunity to participate. I not only enjoyed building relationships with the staff members I formally mentored for a year, I enjoyed meeting even just one time with other staff members who requested informational interviews with me. Some of my mentees became true friends, and all of the people I met became part of my professional network. Serving as a mentor taught me that I had valuable knowledge and perspectives to share with colleagues who hadn't been on campus as long, and allowed me to "pay it forward" as I entered the later stages of my career.

Looking Forward

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

- 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 through informational interviews.
- 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, if possible.
- This program needs to have a Chair/Co-Chair on the BSA GC to ensure communications between the GC and committees are happening and clear.
- There has to be partnership between the the Sr Chair and Jr Chair as this is a robust program that needs 2 people who are willing to invest their time and effort to ensure it runs smoothly.

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 Angela Stopper, who was essential in getting the eligibility restrictions removed for future cycles. Additionally, we would like to thank Justin Oliver and Sereeta Alexander for hosting the second mentor cohort event and speaking about how mentoring can build you both personally and professionally.

New Professionals Network

The New Professionals Network was not active for the 2022-23 academic year. Ben Dhillon and Anthony Merrill stepped down as co-chairs. Michelle Hanke was identified as the incoming chair for the 2023-24 academic year.

Programs & Events Committee

Chairs: Elizabeth Granlund & Karina Fong-Hirschfelder

Committee Members: Erin Blanton, Deb Danziger, Shelly Gough, Anissa Hagedorn,Courtney Klein, Sreekala Nair, Harumi Quiñones

Highlights

The Program and Events committee supports BSA's mission of creating community, championing the interests of staff, and providing opportunities for networking and development. During the 2022-2023 fiscal year the committee reintroduced some in-person events in conjunction with virtual events in order to continue supporting the mission. The BSA Programs and Events Committee sponsored five events during AY2022-23:

Staff Sound Bath (August 2022)

Attendees: 61 RSVPs, 30 in person attendees

Structure: Our committee co-sponsored a community sound bath with Be Well at Work for staff before the start of the 22-23 school year. It took place on the lawn outside the Campanile (originally Hearst Mining Building Lawn), during the lunch hour. We hosted a professional sound healer who led a guided meditation and sound bath, complete with singing bowls. Participants were encouraged to bring yoga mats & items to shield their face from the sun.

Feedback: The feedback was very positive and participants greatly appreciated the event. They expressed interest in joining again should there be another sound bath the next year.

Pass the Mic: Pre-recorded Speaker Series (November & December 2022)

We continued with the "Pass the Mic" series, which 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: Cal Women's Network

What is the Cal Women's Network?
The Cal Women's Network exists to create a strong community of women* that supports collective learning and growth through social and professional opportunities. It is a campus community where women are empowered to pursue and achieve their professional and personal goals.

All who experience life through the lens of a woman in body, spirit, identity - past, present, future, and fluid.

Who are the CWN Members in today's event?

Heidi Wagner, Assistant Dean for Finance & Administration, Biological Sciences Division, L&S Dean's Office
Years of Service - 10 yrs

Ziva Armstrong, College Advisor, College of Letters & Science
Years of Service - 5 yrs

Event's Moderator:
Anissa Hagedorn, Activation Manager, University Business Partnerships & Services
Years of Service -7 yrs

Event's Technical Support:
Karina Fong-Hirschfelder, Academic Program Coordinator, Data Science Undergraduate Studies
Years of Service - 1 yr

Berkeley Staff Assembly
Working Together

Pass the Mic: Cal Women's Network

Guest Speakers: Heidi Wagner, Ziva Armstrong

Date: November

Questions:

- What does CWN "do"? How does it differ from other staff organizations on campus?
- Who is eligible to be in the group? How do you join? Why should you join? What is the time commitment? And the length of commitment? One month, one year?
- What are some of the pressing issues the group is tackling and what are some of the past "wins"? What's coming up/new?
- Tell us about the history of the CWN. How did it get started, and how did it morph into what it is today?
- CWN is currently running a Making Connections program. Can you share more about this specific program? What is it about? How did it come about? And why might folks be interested in taking part in it in future cycles?
- What is the best part about being a part of the CWN community?

Pass the Mic: Lawrence Hall of Science

Guest Speakers: Reyna Lee Hamilton, Dione Rossiter, Tim Hurt

Date: December

Questions:

- Tell us about The Lawrence and its history. How did it get started, and how does that relate to what it is today?
- What are some cool things that happen at The Lawrence? What can the public look forward to seeing from you in the near future, and in particular is anything special happening over the upcoming holidays?
- What specific perks/benefits do staff have access to?
- How can staff get to The Lawrence? What are the options?
- How can staff get involved if they want to?

BSA Leadership Stories: Staff Program (October 2022)

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.

Attendees: 140 RSVPs, 67 virtual attendees

Structure: The program was conducted virtually during the lunch hour 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 Jo Mackness, Marcia Gee-Riley, and Takiyah Jackson. 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.

- Please provide a little background on your career and how you got to the point where you are now.
- 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?
- 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?
- What got you involved in volunteering for overarching campus or professional association leadership roles? How did/do you manage the significant time commitment in the leadership role with your "day" job?
- It sometimes feels like the campus builds its reputation off the labor of committed individuals without fairly compensating them for their efforts. How do you negotiate this concern with your commitment to building a more equitable and exemplary university?
- What are the 3 best pieces of advice you have received in your career?

Feedback: The feedback on the event was very positive. There were a lot of good takeaways from the panelists, such as setting work/life boundaries & exploring passions in & outside of work. Participants appreciated the virtual format & the time (lunch hour) as it allowed for more staff to join than if it had been in person. They expressed interest in joining again should there be another similar event in the future.

BSA Programs & Events: Staff Org Fair (February 2023)

The Berkeley Staff Assembly's Programs & Events Committee decided to host a Virtual Staff Organization Fair that included non People & Culture sponsored organizations, as past staff org fairs put on by P&C were limited to only those under its umbrella.

Attendees: 113 RSVPs, 86 attendees, 20 different campus organizations

Structure: The event was conducted virtually via Zoom with breakout rooms assigned to each organization, so that participants could freely jump between different rooms to explore the different staff organizations on campus. The hour was broken up into 10 minute intervals to add structure so that participants could be sure to visit more than one organization's room. After the event, we shared a list of contact information of all organizations to all attendees.

Feedback: Although the participants reported having lovely conversations with committees & learning a lot, unfortunately we had a very large Zoom issue that overshadowed the entire event and that became an obstacle to the flow of the hour. Thankfully the participants were very understanding, but should we host this event again, we will need to do a test run so that this issue does not arise again.

BSA Programs & Events: Focus Groups on Achieve Together Process (May 2023)

The Berkeley Staff Assembly's Programs & Events Committee felt like there was a lot of discussion on campus about the Achieve Together performance review process for non-represented staff at UCB. Many of the anecdotal information was negative and we wanted to gauge more broadly how staff was feeling about this process.

Attendees: 25 in person attendees, 36 virtual attendees

Structure: This event used a survey to collect overall data, as well capture those who wanted to participate in in person and virtual focus groups. For those who participated in person, we offered lunch. For those who participated virtually, we raffled off a few gift cards as prizes. We did not separate managers from direct reports in groups, as we wanted to make sure both sides would hear each other's perspectives. For both focus groups, we split participants into smaller groups of 4-5 so that everyone would have adequate time to share their thoughts. Members of the BSA Program & Events committee served as hosts/notetakers for each table & Zoom room/ After the program we gathered the data to send to the participants, People & Culture, and other departments curious about the feedback we received. Our committee also participated in a post-event meeting with Jan Crosby-Taylor of P&C to share our findings.

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

Plans will be determined with the committee's new leadership and members' availability/capacity during FY23. The committee will collaborate with the BSA Treasurer/GC to figure out a more centralized process for processing reimbursements, and other expenses. 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 Back Snacks & Goodies for staff (August)
- In Person Networking/get to know your staff event (August/September)
- Leadership Stories (October)
- Staff Organization Fair (February)
- Focus Group (April/May)
- Pass the Mic (once per semester)

Elections

Election Process and Documentation

Executive Team Officer elections for 2023-2024 offices were held in the months of May to June of 2023, and Governing Council elections were held in the months of May and June 2023.

There were 11 open positions available to fill on the Governing Council.

All of the documents referred to in this section are located on our 2023 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.

During the 2022-2023 Executive Team election Shelly Gough, Courtney Klein, and Sanchita Pal were nominated and accepted their executive roles (Shelly Gough for Co-Chair-Elect, Courtney Klein for Jr. CUSCA Delegate, and Sanchita Pal 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 Gough. 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. We were unable to fill the Secretary position for the 2022-2023 fiscal year.

During the 2023-2024 Executive Team Election a Co-Chair Elect was not identified. A second Election was held. Three GC member stepped forward for this opportunity. After the GC voted, Jessie and Sarah were identified as the Co-Chairs Elect 2023-2024 and will be Co-Chairs 2024-2025.

Marvin Morris BSA Secretary transferred to UCSF in late-November 2023. Vineeta Ram stepped forward as a volunteer to fill his role In Late-November 2023. No other BSA GC members stepped forward to volunteer for the role of Secretarty so we proceeded without an election.

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 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 decide 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.

In August 2023, Fermin Hernandez received a job opportunity with LBNL and resigned from the BSA effective August 11, 2024. We had a high number of nominees for the GC this year so we voted at the

next GC meeting on if we wanted to invite the next member with the highest votes and and the majority stated they wanted to add a GC member. Weixing Ou was the member with the most votes, she was invited and she accepted starting in August 2023.

In November 2023, Marvin Morris received a transfer opportunity to UCSF and notified us he would need to leave the GC. BSA GC voted at a November 2023 GC meeting if we wanted to add another member and a majority stated they wanted to add a GC member from the recent vote where we had more nominees than GC spots available. Michelle Hanke was the member with the most votes, she was invited and she accepted starting in November 2023.

Financial Report

BSA Expenses FY22 (July 1, 2021 - June 30, 2022)

BSA Actual Budget & Actual Expenses for FY 2022-2023