

BSA Staff Perspectives Event Article – by Harumi Quiñones Austria 5/30/18



The theme for BSA Staff Perspectives event, hosted on Tuesday, May 22<sup>nd</sup>, was Professional Development. The goal of this year's program was to determine what existing learning and development resources Berkeley staff most value and what new sorts of programming should be made available. The summarized results from this event will be provided to HR with the hope that staff voices will impact future programming.

Staff joined one of 6 tables to share their perspectives on what works for folks, including existing opportunities such as the NOW conference, sponsored tuition Wisdom Café, Staff organization sponsored events such as BSAs Mentorship Program or the Communities of Practice Workshops. They also shared on preferences for existing programs, such as an expanded sponsored tuition program, more cohort-based programs, and better communication on existing opportunities and on innovations such as an onboarding buddies program, internship program, open mentorship program for all titles.

One method staff saw to increase support of professional development in a tangible way, was to incentivize management to support their staff by building in metrics on professional development of supervisees in the supervisors' performance appraisals.

All in all, attendees were thrilled to be able to directly voice their opinions and appreciative of the Berkeley Staff Assembly's role in providing a space where we could all share our perspectives.