



# **Annual Report 2019-2020**

## About Staff Assembly

### *Staff Assembly Charge*

Staff Assembly is dedicated to promoting the welfare, interests, and diversity of staff, the campus and the University of California. The UC Davis Staff Assembly meets regularly with UC Davis administration on a range of issues important to staff and works to enhance communication among the university community along with proposing and sponsoring programs and activities committed to the interests of staff.

### *Davis Chapter Purpose and Objectives*

- To promote and advocate for the welfare, interests, and diversity of UC Davis staff with the UC Davis principles of Community as a guidepost.
- To stand as a University-sanctioned organization of staff employees. Which will have a voice in matters pertaining to the University with the limitations imposed by law.
- To provide increased staff participation opportunities in the governance of the Davis campus.
- To promote and advocate for improved communication and interaction with all UC Davis staff.
- To promote and advocate for involvement and interaction of staff from all UC Davis organizations and units.

### *Sacramento Chapter Purpose and Objectives*

- To promote the wellness and interests of UC Davis Health its employees, its patients and the University of California.
- To provide our employees with a voice in matters pertaining to UC Davis Health.
- To provide a vehicle through which our employees may become more involved in, and informed of, the central functions of UC Davis Health.

### *Executive Committee*

The Staff Assembly Executive Committee, elected by voting members, further the objectives of Staff Assembly, make decisions on behalf of the organization, and ensure these decisions are carried out. The Executive Committee members will spend one and two-year terms directing the various activities of Staff Assembly representing staff interests with administration and advancing initiatives that improve the staff experience on campus. In addition to their assigned duties, they support each other's work through collaboration and teamwork.

Each Chapter's Staff Assembly Executive Committee is governed by the organization's bylaws and each member is tasked with realizing the specific duties outlined within. (Davis [Bylaws](#) and Health [Bylaws](#))

## 2019-2020 Executive Committees

### Davis Chapter

**Chair**

Paul Cody  
Center for Student Involvement

**Chair-Elect**

Molly Bechtel  
College of Engineering Dean's Office

**Communications Chair**

Jennifer Jackson  
College of Agricultural and Environmental  
Sciences Dean's Office

**Events Chair**

Jaime Allen  
Cal Aggie Alumni Association

**Finance Chair**

Sam Bishop-Green  
University Preferred Partnership Program

**Member Outreach & Engagement Chair**

Delisha Gordon-Brown  
Continuing and Professional Education

**Secretary**

Amy Burns  
Facilities Management

### Health Chapter

**Chair**

Charron Andrus  
UCDHS: IT Enterprise Applications

**Chair-Elect**

Vivian Khem  
UCDHS: IT Applications Operations

**Past Chair**

Annie Caruso  
Diversity, Equity and Inclusion

**Events Chair**

Jill Woodard  
School of Medicine Dean's Office

**Finance Chairs**

Janette Manuel  
UCDHS: Human Resources

Rickey Reid

UCDHS: Medicine CTSC

**Member Outreach & Engagement Chairs**

Hilary Wolf  
Human Resources

**Secretary**

Christine Felkel  
Office of Medical Education

You can read more about the Committee members by visiting the Staff Assembly websites:

<https://staff.ucdavis.edu/about/executive-committee> and <https://health.ucdavis.edu/staffassembly/>

You may contact the members of the Staff Assembly Executive Committee by emailing the Davis Chapter at [staffvoice@ucdavis.edu](mailto:staffvoice@ucdavis.edu) and the Health Chapter at [hs-staff.assembly@ucdavis.edu](mailto:hs-staff.assembly@ucdavis.edu).

## Year in Review

The Staff Assembly Executive Committee continued efforts to unify the main campus and the health committees through updated Bylaws, encouraging meeting attendance through Zoom, shared attendance at events at all locations and other collaborations such as Aggie Square. Although the COVID- 19 pandemic shut down the campus and surrounding communities starting in March 2020, the Staff Assembly Executive Committee and volunteers continued to hold events virtually and attended meetings through Zoom. The COVID- 19 pandemic affected everyone in some way but did not stop the support from this group to a variety of other committees and the UC Davis staff.

Staff Assembly focused on the following areas:

- Clarifying and communicating the purpose of Staff Assembly
  - Communicate who and what Staff Assembly is
- Increasing engagement of staff
  - Why staff should be engaged
  - Who benefits from Staff Assembly
    - Individual staff
    - Departments
    - Campus
- Provide value to staff in unique and meaningful ways
  - Resources
  - Events
  - Initiatives
  - Networking

Following is an overview of the variety of events, meetings, and other offerings that Staff Assembly provided the 2019-2020 year.

## Outreach & Engagement

### Staff Voice

*Staff Voice*, the publication of the UC Davis Staff Assembly, aims to keep staff informed of staff related initiatives, news, and events. The *Staff Voice*, published biweekly during the academic year and throughout the summer continues to be a conduit for campus-wide information for staff. 24 issues of *Staff Voice* were sent to over 7,300 staff in 2019-2020. On average, 37% of the newsletters are read by staff. That number increased once remote work began due to COVID-19 became prevalent, with open rates bumping up to 41.5% once a bulk of the staff population became remote. Once staff became remote, the addition of “Staff Shout-outs” was well received. [We’ll Get Through This Together Recognitions](#) were added to allow staff to still give kudos to staff that were going above and beyond during this stressful time and when we were not able to see each other face-to-face.

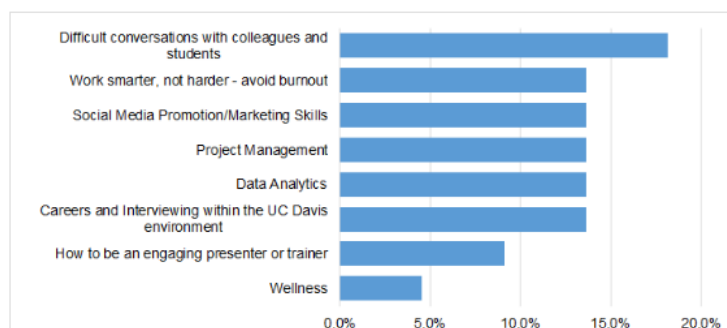
Issues of *Staff Voice* regularly include a short poll question to collect staff perceptions and understanding on a variety of topics. Responses helped guide Staff Assembly efforts in understanding and addressing staff needs, interests and accomplishments. Topics have included:

- We’ll Get Through This Together Recognitions
- Suggestions for the next Staff Assembly gathering at a UCD sporting event
- Changing meeting times from fourth Thursday to Second Tuesday – would more staff be likely to attend
- Garnering interest in staff service opportunities
- What topics are staff interested in for professional development
- Recommended qualities and criteria for selection of new University of California President
- Shelter in Place check ins-how are you passing the time, what is your favorite activity
- We were not able to hold an in-person Thank Goodness for Staff event due to suspended operations. We still wanted to do something for the staff! We polled staff to determine activities that they would like to attend via zoom and got a great response. Zoom activities derived from this survey were a great success.

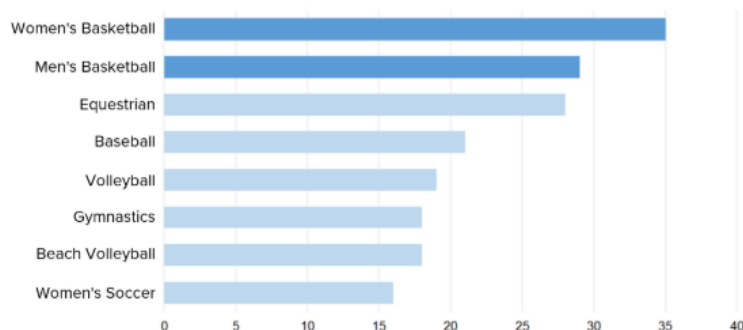
### staff poll



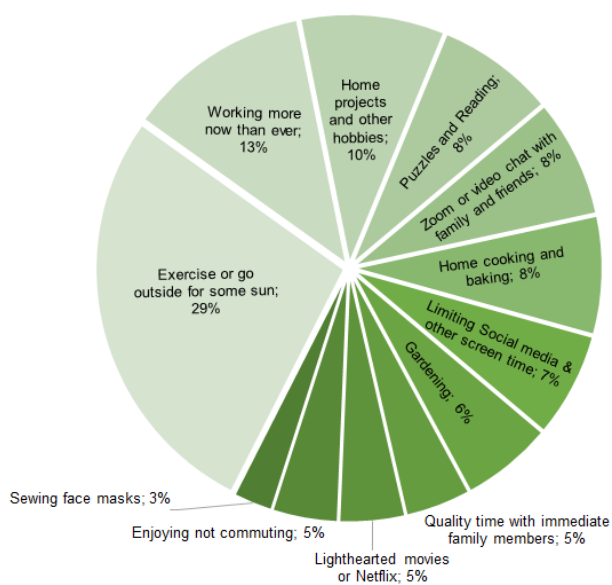
What topic would you be interested in learning about for Professional Development (on or off-campus) next in your career?



What UCD Sport should Staff Assembly organize an event at next?



What are you working on while sheltering in place?



Staff Voice archived issues are available here: <https://staff.ucdavis.edu/staff-voice/archives>

UC Davis Staff Assembly, Health Chapter was able to setup an opt-in listserv which has allowed for more targeted communication to staff based on the Health campus. Emails to the listserv included:

- General meeting invite
- Garnering interest in staff service opportunities and events
- Career development and HR related information
- Shelter in Place check ins and COVID19 information sharing

## **Monthly Meetings**

Every UC Davis staff person is a member of Staff Assembly! We encourage all staff to attend our General Meetings.

- Davis: The second Tuesday of every month
- Health: The second Wednesday of every month

Staff Assembly and its committees offered key information from the Chancellor's Office, Human Resources, UC Path, FOA, and other units to keep staff informed. Instituting Zoom and WebEx links to each meeting has helped Staff Assembly reach more staff that were not previously able to attend due to time, location, or parking restrictions. Monthly meetings attendance has almost doubled because of outreach, change to meeting the second week of the month and offering remote participation.

Having remote option already in place helped the executive committee reach staff during suspended operations for the COVID- 19 pandemic. This allowed staff to feel connected to the campus community when there was so much uncertainty due to the pandemic.

## **Presentations**

To provide campus-wide information that affects all staff, we worked with various departments to provide information on their programs either through presentations, tabling at Staff Assembly events, or inclusion in the *Staff Voice* newsletter.

Presentations provided:

- UC Path Updated Presentation
- Retirement Overview
- Preferred Partnership Program Financial Partnership Presentation
- 2019 Engagement Survey Results
- Office of the Ombuds
- Give Day Presentation

## Satisfaction Survey

Staff Assembly participated for the second time in the Satisfaction Survey conducted by Finance, Operations and Administration. The survey results helped Staff Assembly to see progress in the initiatives undertaken from the findings of the 2019 report. Staff Assembly showed improvements in all questions when compared to 2019 results. In addition, the Net Promoter score improved from 21 in 2019 to 35 in 2020. Three of the primary opportunities identified remain the same as the prior year. Although these areas may not be fully within the scope of Staff Assembly, it may be helpful to use these to help guide our work in better educating staff on what Staff Assembly does and does not do.



### 2020 UC Davis Academic and Staff Satisfaction Survey Staff Assembly

Staff Assembly is dedicated to promoting the welfare, interests, and diversity of staff, the campus and the University of California. The UC Davis Staff Assembly meets regularly with UC Davis administration on a range of issues important to staff and works to enhance communication among the university community along with proposing and sponsoring programs and activities committed to the interests of staff.

2020

398

respondents

2019

474

respondents

#### Strengths

Helpful Staff  
Moving in a Positive Direction  
Accessible to Customers

#### Opportunities

Understands My Needs and Requirements  
Provides Effective Advice, Guidance  
Facilitates Problem Resolution

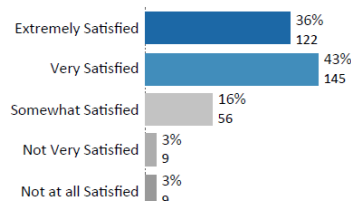
#### Overall Satisfaction

Thinking of your OVERALL experience with this department, how would you rate your satisfaction with it during the past 12 months in meeting your department's needs?

4.06

mean

Standard Deviation  
0.93



#### Net Promoter Score

Below 0 - Low | 0-19 - Marginal | 20-49 - Good | 50 & above - Excellent

The Customer Satisfaction Survey includes the question "How likely is it that you would share a positive impression of Staff Assembly with other colleagues?(10 being extremely likely and 0 being not at all likely)" answered on a scale from 0 to 10. The Net Promoter Score is calculated as follows: the percent falling in the lowest segment (red section below) is subtracted from the percent falling in the highest segment (blue section below) to determine the Net Promoter (NPS) score.

2019	2020
21 NPS	35 NPS
$43.4\% - 22.7\% = 21$	$54.2\% - 19.5\% = 35$

#### NPS Breakdown for 2020

Detractor							Passive		Promoter	
0	1	2	3	4	5	6	7	8	9	10
3%	1%	0%	2%	1%	5%	7%	8%	18%	19%	35%
10	3	1	8	4	19	26	30	66	69	129



## CUCSA Staff Engagement Survey

In spring 2019, the University of California (UC) Employee Engagement Survey was conducted for a subset of represented staff at UC Davis. Results were received in fall 2019 and the highlights are reviewed below.

- Survey participation was 45 percent (1,068 responses), a decline of 2 percent from the 2017 return rate.
- Overall, there was notable improvement at UC Davis in comparing 2017 to 2019 trends.
  - Slight declines were seen in Working Relationships (-3) and Diversity & Inclusion (-2).
- Strengths
  - I believe strongly in the teaching, research, and public service mission of the UC system.
  - My campus/location is highly regarded by its employees.
  - Generally, recent major organizational changes across the UC system have been: Explained well
- Opportunities
  - There is sufficient contact between senior leadership at my campus/location and employees in this organization.
  - Senior leadership at my campus/location has adequately communicated the organization's long-range goals and strategic direction.
  - People here are open to trying new and different ways of addressing our departmental challenges.
- Individual Contributors have markedly lower favorability in all categories compared to Supervisors, Managers, and Directors and above.
- In many cases, respondents' higher salaries corresponded with higher favorability scores.

Based on the 2019 results, UC Davis Staff Assembly, UC Davis Health Staff Assembly and Human Resources leadership have identified three priority areas to focus on to better understand and improve employee engagement: empowered culture, leadership, and organizational change and innovation. Diversity and inclusion, specifically that working relationships are anchored in dignity and respect, were to be embedded within the exploration of and recommendations for each of the areas. Each of the priority areas was assigned to a Working Group. We are honored and grateful that more than 30 staff members from 25 departments agreed to serve on working groups. The charge for each of the Working Groups was to explore each priority area further and identify actionable recommendations for improvement. Recommendations asked to be based on relevant research and/or successful programs implemented by companies, universities, or other organizations throughout the world that represent best practices.

The initial meetings for the three Working Groups took place in March 2020 and service was expected to continue through December 2020. Service included a mid-process report to present initial findings and recommendations in June 2020 and a final report in fall 2020.

Mid-process reports were presented at the Quarterly Meeting with Chancellor May in early June 2020.

#### Empowered Culture (Kassie Obelleiro)

- Reviewing the Empowered Culture questions which address whether employees feel “safe to speak up” and “report dishonest and unethical practices without fear of reprisal”. Our goal is to develop positive recommendations to help staff feel empowered to speak up, paying special attention to the two groups with the least favorable impact scores (Length of tenure: 5-20 years; Race American Indian: Hispanic and Black).
- We are reviewing recommendations from prior groups, existing required training, historical reports and meeting with relevant offices, to identify potential trends and determine where additional information is needed. The data we have reviewed has been consistent with the survey results.
- Tentative Recommendations
  - Request to work with HR to include questions in the upcoming survey to help identify what people specifically fear and what the fear is based on.
  - Solidifying the definition of "bullying" as this might be a factor in staff not feeling empowered.

#### Leadership (Lisa Feldmann)

- The Leadership Working Group has been tasked to find out where the disconnect is happening between leadership and staff due to the findings from the Staff Assembly survey that was sent to staff earlier this year. In order to get a better understanding of where to start, we asked Staff Assembly to send out a small survey to get a synopsis of how staff view senior leadership on campus and where the disconnect is in terms of communication. There were 39 responses received.
- In terms of communicating important information to staff, what senior leadership does well is:
  - Chancellor’s weekly communication is helpful, transparent, positive, consistent and useful to *most* constituents
  - Provides time to clear up any misunderstandings
- What I wish senior leadership did better in terms of staff communication is:
  - Direct leadership provide consistent communication
  - Messages don’t fully trickle down at the same time or in a timely manner and tends to get diluted
  - Follow-up messages
  - Multi-lingual messages
- In thinking about the questions above, whom does “senior leadership” refer to, in your opinion?
  - 87% – Chancellor, Provost, AVCs and Deans
  - 11% – Department leadership (i.e. Executive Director, Manager, Supervisor)
  - 2% – No response
- Suggestions for better communications:
  - Communication happen in a more timely fashion so departments/staff/faculty have enough time to plan for the future
  - To increase effectiveness, consider adding additional context where they can (i.e. this is how we made our decision or this is what we still need in order to make a decision) and send off-cycle messages when breaking news is provided (i.e. Governor’s budget cut)

- Quickly recognizing that the issue is going to be concerning/impactful to the campus community will go a long way in building trust, even if there are no answers yet; get ahead of the fear where possible
- Less duplications (Chancellor sends, then AVC, then direct manager, etc.) – create communication plan of who sends what for entire campus

#### Organizational Culture and Innovation (Steffi House)

- We encourage campus to develop a ‘best practices’ in sharing information
- Outline important information that must be or is okay to be shared down
- We recommend broader participation in future surveys (include all staff/employees)

### Breakfast with the Chancellor

Davis’ monthly breakfast at the Chancellor’s residence was held 9 times this last year and provided 108 staff a chance to engage with the Chancellor, his wife and other campus leaders and discuss issues of importance to staff. Staff Assembly committee members recruited, managed invites and facilitated discussions at each breakfast.



Health’s Quarterly breakfast provided 36 staff the opportunity to share quality time with Chancellor May, Provost Hexter, Vice Chancellor Lubarsky and our executive leadership teams from both campuses. Conversations were engaging and enlightening. Staff have enjoyed the opportunity to ask a broad range of questions and share valuable input that helps shape how we grow and take on new and exciting challenges in Sacramento.

### Staff Tailgate Event

This was the second year that Staff Assembly members organized a staff tailgate event at the Staff Appreciation UC Davis Football Game on September 14, 2019. Staff Assembly volunteers cooked and served 500 free hotdogs, drinks, and snacks to 388 staff and family members. Seats were raffled off to spend a quarter of the following football game in the Chancellor’s Box with Chancellor May and his wife LeShelle, which is always a hit.



## Third Thursdays

The Third Thursday program provides an opportunity for staff to learn something new about fellow staff community. This is a Staff Assembly initiative to encourage staff to get out from behind their desks over the lunch hour and explore some of the interesting things other staff are doing here on campus. Staff joined us at the following locations to learn more about campus departments and the role staff play:

- Dairy Barn
- Activities & Recreation Center
- Memorial Union
- Aggie Surplus



## The Great Staff Assembly Bake-Off



The Staff Assembly Bake-Off, an annual event, is an opportunity for UC Davis staff to gather, socialize, and compete in a friendly competition. This year, the event was held in the Student Community Center on December 3, 2019. Applicants brought bite-sized cookies, cupcakes, bars and more. The applicants were encouraged to decorate their station with a theme and present their baked good to the tasters to earn votes. There were 17 entries and awards were presented to the Top 3 People's Choice and Best Table Presentation.



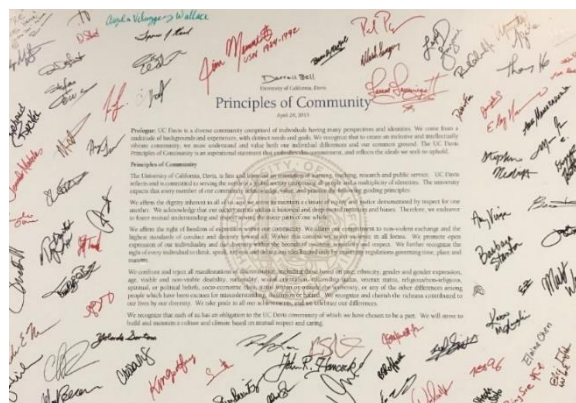
## UC Davis Basketball for Staff

To promote our basketball teams, Staff Assembly worked with Athletics to obtain tickets for basketball games at a reduced price. This initiative was successful for all involved. Staff Assembly assisting in increasing staff involvement with UC Davis athletics and everyone had a great time. Tickets were \$5 each and staff could purchase up to four tickets each game. At each game, court-side seats were raffled off and they were announced that night for an added bonus. We had almost 50 staff join us at the game.



## Principles of Community Pop Up Fairs

Every year, UC Davis reaffirms our commitment to engendering an environment of community and inclusion by celebrating Principles of Community Week. This year Health Staff Assembly participated in a number of Pop Up Fairs hosted at various buildings across the Health campus. The fairs allowed us to engage with a broader audience and meet staff where they work. The vision is to have more inclusive environment with staff and the community.



## Campus Participation & Involvement

Staff Assembly continues to encourage staff participation in campus service, decision-making, and takes an active role in sponsoring initiatives and development opportunities that support staff.

## Partnerships & Collaboration

### Academic Senate Town Hall

Staff Assembly collaborated with the Academic Senate on their University of California Presidential Search Town Hall. We were able to share staff perspective and better understand the selection process for the UC President.

### Departmental Presentations

This year an effort was made to engage with staff in ways beyond our traditional strategies. Staff Assembly offered to speak at department meetings to talk about the programs, initiatives and to hear from staff on their needs and concerns. We met with one department and had several more scheduled prior to campus suspended operations.

### First Generation Initiative

Staff Assembly worked with Undergraduate Education to share information on the initiative with staff and recruit those who are first generation college graduates to register online. Adding more staff to the website has allowed students to see staff who may have had similar experiences and can serve as role models.



### *ProShare*

Staff Assembly continues to serve as a co-sponsor of ProShare, a networking program that aims to help managers, aspiring managers, and staff at all levels form connections with campus and medical center colleagues for mutual guidance and support. The kick-off event on January 29, 2020, at the Betty Irene Moore School of Nursing, hosted lunch and networking opportunities for 118 staff members from UC Davis and UC Davis Health. Our speaker, Christine Lovely, Chief Human Resources Officer, provided a moving speech on her climb to her current position, grit and facing adversity in your career and steps you can take to overcome it. Christine and many attendees even stayed late have one on one discussions.

The mid-point provided a panel of UC Davis leaders and experts in Diversity, Equality and Inclusivity; Dr. Renetta Tull, Dr. Adrienne Lawson and Dr. Lyndon Huling. The event was held virtually due to the shelter in place and remote working due to COVID 19 mandates. 57 staff attended virtually and 42 stayed an extra half hour to continue the Q and A session with the panel.

## UC Davis Rebrand Event: Outgrow the Expected



This year, UC Davis undertook a rebranding across all locations. The new brand is titled “Outgrowing the Expected”. Staff Assembly had an active role in the kick-off event held at the ARC Pavilion on February 10, 2020, with over 1,000 staff in attendance. Charron Andrus, Health Chapter Chair and Molly Bechtel, Davis Chapter Chair Elect, spoke at the event to outline Staff Assembly’s dedication to the campus rebranding through increasing visibility and awareness through our actions and media.

## Council of University of California Staff Assemblies (CUCSA)

The Council of University of California Staff Assemblies (CUCSA) is the group of Staff Assemblies from all the UC campuses that meet quarterly to maintain and enhance communication within the UC system on matters of interest to staff. Normally each quarterly meeting is held at a different UC campus. The final meeting for the year was the first time that the meeting was held virtually. The work groups for the year developed reports on fostering a flexible work culture and staff basic needs. In addition to the work groups, a priority for CUCSA has been to provide information to the UC Board Of Regents to understand what staff do and the impact that they have on the University of California and communities across the state. Additional information about CUCSA can be found at [cucsa.ucla.edu](https://cucsa.ucla.edu).

The CUCSA Kevin McCauley Memorial Outstanding Staff Award was created in 2015 as a memorial to the long-time UC staff member who passed away in January of that year. It is intended to recognize staff members with the University of California, who are supportive and inclusive of staff, and encourage equity, diversity, and community, are forward thinking, and do not compromise quality. This year’s recipient is Maricel Lumaquin, Data Analyst at the Betty Irene Moore School of Nursing at UC Davis.

## Committee Representation

### Representatives from Staff Assembly served on the following committees:

- Provost & Executive Vice Chancellor Recruitment Advisory Committee (Molly Bechtel)
- Vice Chancellor for Student Affairs Recruitment Advisory Committee (Paul Cody)
- Commencement Speakers Committee (Paul Cody)
- Council of University of California Staff Assemblies (Paul Cody & Charron Andrus)
- Council on Student Affairs and Fees (Sam Bishop-Green)
- Faculty Senate Welfare Committee (Keavagh Clift)
- Global Education for All (Kerry Hasa)
- Healthy Campus Network (Samira Abedini)
- Hispanic Service Institution Task Force (Lina Mendez)
- Lived Name Gender Marker Taskforce (Paul Cody)
- Operational Focus Planning Group (Paul Cody)
- Police Accountability Board (Lisa Feldmann)
- Preferred Partnership Program Advisory Board (Jennifer Jackson)
- Staff Advisory Committee on Equity Diversity and Inclusion (Charron Andrus, Annie Caruso , & JP Eres)
- Staff Diversity Administrative Advisory Committee (Paul Cody)
- Status of Women at Davis Administrative Advisory Committee (Molly Bechtel)
- The Green Initiative Fund (Jennifer Larr)
- Transportation and Parking Services Administrative Advisory Committee (Calvin Lee)

### TGFS Sports

- Volleyball - Dan Colvin,
- Golf - Tasha Burr & Don Petty

### Citations of Excellence Committee

- Darolyn Striley, Office of Medical Education, UC Davis Health (Co-Chair)
- Lauren Thomas, School of Education (Co-Chair)
- Ahna Heller, IET Enterprise Infrastructure Services
- Hilary Wolf, Human Resources, UC Davis Health
- Jennifer Jackson, College of Agricultural & Environmental Sciences
- Mary Carrillo, Civil and Environmental Engineering
- Michael Sandoval, Special Services
- Elliott Pollard, Humanities



### Scholarship Committee

- Mayra Llamas, Community Resource & Retention Centers (Co-Chair)
- Terry Ramirez, Internship and Career Center (Co-Chair)
- Kristi Lusso, Public Health Sciences
- Carol Nickles, Microbiology and Molecular Genetics
- Jennifer Moylan, Global Learning Hub
- Maricel Lumaquin, Betty Irene Moore School of Nursing
- Roxanne Grijalva, Transfer and Reentry Center
- Janette Manuel, Human Resources (Health)
- Charron Andrus, IET (Health)
- Karen Castelli, Retiree Association

### Engagement Survey Workgroups

#### Empowered Culture

- Peter Blando, IET
- Layne DeLorme, CAES Dean's Office
- Jojo Melendres, UC Davis Health
- Bahiyyah Muwwakkil, Development & Alumni Relations
- Chris Nicolini, Strategic Communications
- Kassie Obelleiro, Office of Research
- Kyle Urban, Retiree Center

#### Leadership

- Lisa Feldmann, Financial Aid and Scholarships
- Kaylie Kingston, Center for Equine Health
- Grant Nejedlo, FOA
- Amy Oleynik, Student Housing and Dining Services
- Babette Orendain, Robert Mondavi Institute
- Cindy Smith, Ceremonies and Special Events
- Stephanie Zarate, Math Department

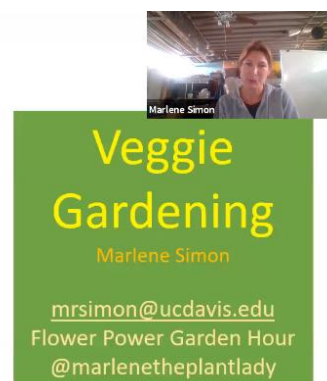
#### Organizational Change and Innovation

- Gwen Caraminica, Chemical Engineering
- Matt Czarnowski, Supply Chain Management
- Mikaela Falwell, OSSJA
- Steffi House, SAMC
- Panhoia Lee, TRiO/OEOES
- Bambi Rhoden, Carlson Health Sciences Library
- Carol Safford, Student Affairs Divisional Resources
- Jennifer Thompson, Office of the Chancellor and Provost
- Leota Wilson, Student Housing and Dining Services
- Alex Vela, Shared Services Center

## Staff Appreciation & Recognition

### *Thank Goodness for Staff (TGFS)*

The Thank Goodness for Staff event has been a staple event enjoyed by staff throughout campus. Events occur during the day as well as in the evening to accommodate staff that work at alternate times from most of campus. The appreciation events would typically occur during the day and late evening to accommodate the staff that work at varying times. Regrettably, this year due to the necessary response to the COVID-19 pandemic, all in-person events were canceled. This did not stop Staff Assembly volunteers from still providing events for our staff! Volunteers used Zoom to host meet-ups to talk about cooking and baking, home improvement projects, books, and puzzles. Additionally, we held an informative session about gardening hosted by the The Plant Lady. Unfortunately, with Shelter in-Place restrictions, we were not able to host the sports events. We had 96 staff register for Virtual TGFS.



The Health TFGS Planning Committee is working with UC Davis Health Administration with the goal of arranging smaller scale appreciation events across the Health campus to recognize the incredible work of both our essential and non-essential staff during this unprecedented time.

## Staff Assembly Awards

Each year, Staff Assembly provides an opportunity for staff to be nominated for individual and team Citations of Excellence that highlight efforts by staff that go beyond their normal responsibilities that help to improve UC Davis. Individual award categories include innovation, research, service, supervision and teaching. Team awards focus on efforts that support the University mission of teaching, research and service, as well as makes notable contributions to the department or campus.

### Citations of Excellence

#### Individual Awards

##### Innovation

Andy Richmond, Lead Developer, IET-Academic Applications

##### Research

Joseph Newman, Development Technician, Bodega Marine Laboratory

##### Service

Ivana Li, Staff Research Associate, Evolution and Ecology

Damian Caravez, Legal Fellow, UC Immigration Legal Services Center

##### Supervision

Danielle Kehler, Manager, Employee and Labor Relations

#### Honorable Mention

##### Service

Linda Plutino, Lead Institutional Research Analyst, Enrollment Management Analytics

##### Supervision

Rebecca Miller, Longitudinal Curriculum Manager, Office of Medical Education

## Team Awards

### Animal Science Student Support

- Lisa Holmes – Advising Center Supervisor, Animal Science
- Emma Martinez – Student Academic Advisor II, Animal Science
- Katherine Livingston - Student Academic Advisor II, Animal Science
- Caitlin Wehrley - Student Academic Advisor II, Animal Science
- Grace Dell'Olio – Administrative Assistant, Animal Science

### IT Help Transitioning to WFH

- Jeremy Phillips - Director of Information Technology, College of Letters and Science IT
- Janine Carlson - Service Desk and Desktop Support Manager, College of Letters and Science IT
- Mike Andrews - Service Desk Analyst, College of Letters and Science IT
- Brandon Baker - Desktop Support Analyst, College of Letters and Science IT
- Charley C'Alba - Desktop Support Analyst, College of Letters and Science IT
- Sean McKee - Desktop Support Analyst, College of Letters and Science IT
- Omar Mojaddedi - Senior Desktop Support Analyst, College of Letters and Science IT
- Hector Sotelo - Senior Service Desk Analyst, College of Letters and Science IT
- Ivy Tillich - Desktop Support Analyst, College of Letters and Science IT

### Chicana/o/x & Latina/o/x community support

- Cirilo Cortez – Director, Center for Chicanx and Latinx Academic Student Success
- Chanelle Brackens – Office Coordinator, Center for Chicanx and Latinx Academic Student Success
- Lina Mendez – Associate Director, Center for Chicanx and Latinx Academic Student Success
- Roxana Reyes – Community Counselor, Student Health & Counseling Services/ Center for Chicanx and Latinx Academic Student Success

## UC Davis Health Dean's Staff Award for Excellence in Mentoring

The Deans' Staff Award for Excellence in Mentoring recognizes a UC Davis Health staff member who plays a special role in personal and professional development and institutional growth that leads to recruitment and retention of outstanding staff. This year's award went to Brian Groeschel, Supervisor Departmental Services Group in the division of UC Davis Health Information Technology.

## Staff Scholarships

### Staff Dependent Scholarships

Staff Assembly continues to provide scholarships to dependents of UC Davis staff that are attending UC Davis. Staff Assembly awarded three student scholarships to staff dependents of:

- Kristen Farrar, Assistant Director, Foundation Plant Services
- Chitra Rao, Auditor, Pharmacy Administration Department
- Anh Vo, Medical Biller, Professional Billing Group

### Staff Scholarships

Staff Assembly continues to partner with campus units, constituent groups and sponsors to provide scholarships for staff. The following scholarships were awarded:

#### Kathleen Moore Endowment Scholarship

Abbey Hart, Nursery Special Projects Manager, Arboretum and Public Garden

#### Larry Vanderhoef Scholarship

Michelle Ho, Student Affairs Officer, Betty Irene Moore School of Nursing

Daisey Sandoval, Financial Aid Officer, Financial Aid & Scholarships

Stephanie Zarate, Student Services Assistant, Mathematics

#### Latinx Staff & Faculty Association Scholarship

Stephanie Zarate, Student Services Assistant, Mathematics

#### Margene E. Orzalli Endowment Scholarship

Amy McElroy, SRA, Neurobiology, Physiology and Behavior

### Staff Assembly Scholarships

Samantha Arcement, Undergraduate and Graduate Program Coordinator

Katie Caruso, Medical Assistant II, Student Health & Wellness

Heather Gastellum, Advisor, ASUCD

Michelle Ho, Student Affairs Officer, Betty Irene Moore School of Nursing

Alissa Magorian, Executive Assistant, Enrollment Management

Amy McElroy, SRA, Neurobiology, Physiology and Behavior

Daniel Moglen, Education and Training Specialist, Clinical and Translation Science Center

Jamie Mouzoon, Project Policy Analyst III, School of Medicine Dean's Office

Ani Movsisyan, Research Data Analyst, Institute for Population Health Improvement

Brenna Rizan, Clinical Licensed Social Worker, Ellison OB/GYN Practice

#### UC Davis Health African American Faculty & Staff Association

Stephanie Zarate, Student Services Assistant, Mathematics

#### UC Davis Retiree's Association Career Enhancement Award

Stephanie Zarate, Student Services Assistant, Mathematics

## Acknowledgments

Chancellor Gary May & Leshelle May  
 Provost Ralph Hexter  
 David Lubarsky, Vice Chancellor of Human Health Sciences & Chief Executive Officer, UC Davis Health  
 Karl Engelbach, Associate Chancellor & Chief of Staff  
 Kelly Ratliff, Vice Chancellor, Finance, Operations & Administration  
 Renetta Garrison Tull, Vice Chancellor, Diversity, Equity & Inclusion  
 Ken Burtis, Faculty Advisor to the Chancellor  
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 Christine Lovely, Associate Vice Chancellor, Human Resources  
 Blair Stephenson, Assistant Vice Chancellor & Chief Operating Officer, Finance, Operations and Administration  
 Edwin Arevalo, Academic Senate Office  
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 Jennifer Zimmerman, Ceremonies & Special Events  
 PJ Kelly, Conference & Event Services  
 Lina Layiktez, Conference & Event Services  
 Lisa Cruz, Finance, Operations and Administration  
 Tracy Hunter, Finance, Operations and Administration  
 Michelle Hassett, Finance, Operations and Administration  
 Lydia Shang, Finance, Operations and Administration  
 Olivia Pennell, Finance, Operations and Administration  
 Stephen Chilcott, Human Resources  
 Karmen Fittes, Human Resources  
 Mi-Chelle Thomas, Human Resources  
 Lori Hubbard, Office of the Chancellor  
 Angie Albrecht, Office of the Chancellor  
 Lisa Kay Chance Berriz, Office of the Chancellor  
 Mary McLaughlin, Office of the Provost  
 Rose Cabral, Office of the Provost  
 Amy Pereira, Office of the Provost  
 Viendi Hoang, Staff Assembly website manager  
 Dave Jones, Strategic Communications  
 Rich Sheasley, Student Housing & Dining Services  
 Pepsi  
 UC Davis Latinx Staff & Faculty Association  
 UC Davis Health African American Faculty & Staff Association  
 UC Davis Retiree Association