

# UC DAVIS

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## STAFF ASSEMBLY

### Annual Report 2022-23



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# 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 about 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 (SAEC), 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.

**View:** [Davis Staff Assembly Bylaws](#) and [Health Staff Assembly Bylaws](#)

# Executive Committees 2022-23

## ***Davis Chapter***

### **Chair and CUCSA Delegate**

Lauren McDiarmid  
*Graduate Studies*

### **Chair Elect**

Dan Ransom  
*School of Veterinary Medicine*

### **Past Chair**

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

### **Communications Chair**

Lisa Nguyen  
*Graduate School of Management*

### **Events Chair**

R. Paul Villaluz  
*College of Engineering Dean's Office*

### **Finance Co-Chair**

Roger Moy  
*Student Affairs Divisional Resources*

### **Finance Co-Chair**

Lisa Feldmann  
*Department of Civil and Environmental  
Engineering*

### **Membership Engagement Chair**

Zoe Bolesta-Reynolds  
*Development and Alumni Relations*

### **Outreach and Marketing Chair**

Bobbie Boozer  
*Facilities Management*

### **Secretary**

Grace Eilers  
*Graduate Studies*

## ***Sacramento Chapter***

### **Chair and CUCSA Delegate**

Khoban Kochai  
*Office for Health Equity, Diversity and  
Inclusion*

### **Chair Elect**

Sarah Button  
*UCDHS: Clinical Operations*

### **Communications Chair**

Brenda Bowden  
*UCDHS: Ambulatory Operations*

### **Events Chair**

Jacqueline Larripa  
*UCDHS: IT Client Services*

### **Events Chair Elect**

### **Finance Chair**

Christine Felkel  
*Office of Medical Education*

### **Member Outreach & Engagement Chair**

Stefan Toma  
*UCDHS: IT Applications Operations*

### **Secretary**

Becca Jorin  
*Office for Health Equity, Diversity and  
Inclusion*

### **Secretary Elect**

Frances De La Cruz  
*UCDHS: Fleet Services*

## Year in Review

**UC Davis Staff Assembly** is dedicated to promoting the welfare, interests and diversity of staff, the wider campus community and the University of California. As one of the recognized campus constituent organizations alongside the UC Davis Academic Senate, Academic Federation, ASUCD and the Graduate Student Association, Staff Assembly actively participates in the shared governance process at UC Davis.

The 2022-2023 Staff Assembly Executive Committee established the following goals to guide our work this year. In these uncertain times, we are committed to supporting staff while remaining flexible and nimble in our approach. Diversity, equity and inclusion (DEI), along with support for the health and well-being of our staff community, are guiding principles embedded throughout our priorities.

### Advocate for change that increases staff satisfaction and retention.

- Create and highlight resources for staff and supervisors related to fostering an inclusive team, conflict competence, and other related topics.
- Provide and promote ways to celebrate staff
- Encourage campus leadership to continue to make public/formal commitments to staff wellness

### Facilitate staff connections.

- Promote and support employee resource groups and advisory committee activities.
- Engage with more staff and encourage staff to engage with each other through events and other forms of communication both online and in person.
- Leverage results of Staff Experience/Engagement surveys to inform programming.

### Optimize and grow our staff communication efforts.

- Increase engagement with Staff Assembly through social media, Slack and other online forms of communication
- Provide increased opportunities for new staff, and staff who may have been onboarded during reduced campus operations, to connect with Staff Assembly and campus.
- Build transparency and trust between the staff community and campus leadership by hosting conversations that demystify the “why” behind campus and university decisions

**UC Davis Health Staff Assembly** continued to work towards transition goals. They piloted a committee restructure by adding chair-elect roles to increase executive committee bandwidth for effectively implementing activities and projects across the Health campus. UC Davis Health Staff Assembly Goals for 2022-2023 included:

### Create a more inclusive Staff Assembly

- Identify alternative methods for communication and meeting formats
- Participate on committees such as Staff Advisory Committee on Diversity, Equity and Inclusion to share opportunities and best practices
- Increase partnership with UCDH units such as the Office for Health Equity, Diversity, and Inclusion; Patient and Employee Experience; Ambulatory care and Employee Resource Groups to reach and engage more and diverse staff

### Strengthen communication strategy to reach more staff and create awareness.

- Increase utilization of internal newsletters, the Insider, and Public Affairs and Marketing to communicate and highlight SA activities.
- Expand outreach methods (i.e. attending staff meetings, booth, etc.)
- Update website.

### Improve programming based on staff feedback.

- Partner with the CommUNITY survey team to better understand staff experience and develop programming based on feedback that addresses these experiences
- Incorporate more professional development activities into Staff Assembly

### Engage executive sponsors and senior leaders.

- Establish regular communication with SA executive sponsor to improve connection and support for SA activities
- Provide opportunities for communication between staff and leadership, with a commitment to effectively communicate with staff about leadership updates
- Prioritize engagement of senior leaders, managers, and supervisors in staff appreciation events

The following report highlights the variety of events, meetings, and other offerings that Staff Assembly provided in the 2022-23 year.

# Communications

## 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 continues to be a conduit for campus-wide information for staff. 21 issues of *Staff Voice* were sent to over 10,500 staff in 2022-23. On average, 37% of our staff audience opened the newsletters.

This year, the Communications Chair, in consultation with others on the Executive Committee, redesigned the *Staff Voice* communication in an effort to increase readability and update the overall look of the publication. We continued to include a short poll question to help better determine staff needs and how Staff Assembly can best serve staff. Most notably, a poll question regarding how staff receive their information on campus, helped to better inform our committee as to how to best reach staff to encourage member engagement and outreach. Below are the data on the issues of *Staff Voice* sent for the 2022-23 year.

Subject	Send Date	Sent	Unique Opens	Open Rate	Click Rate
Staff Voice: Announcing the 2023-24 Committee Members	6/15/23	10,006	3,482	34.8%	2.2%
Staff Voice: Commencement, Aggie Explorations & Rivercats	6/1/23	10,089	3,771	37.4%	5.1%
Staff Voice: And just like that, TGFS is a wrap!	5/18/23	10,132	3,636	35.9%	10.1%
Staff Voice: A Message from Staff Assembly Chair	5/4/23	10,135	3,707	36.6%	4.0%
Staff Voice: Your Guide to TGFS!	4/27/23	10,137	4,123	40.7%	6.7%
Staff Voice: Join us for a superbloom Paint & Sip or a Rivercats game!	4/20/23	10,138	3,966	39.1%	6.1%
Staff Voice: Get Ready for TGFS	4/6/23	10,146	4,263	42.0%	5.3%
Staff Voice: Springtime on Campus	3/23/23	10,181	4,025	39.5%	3.7%

Staff Voice: Staff and Staff Dependent Scholarship Deadline Extended	3/9/23	10,223	3,680	36.0%	5.4%
Staff Voice: UC Town Hall with President Drake, Principles of Community Week, TGFS Logo Contest and more!	2/23/23	10,857	3,688	34.0%	4.9%
Staff Voice: Campus News, Staff Awards & Scholarships, Craft Center Celebration & More!	2/9/23	10,871	3,709	34.1%	6.0%
Staff Voice: Save the Date for TGFS!	1/26/23	10,879	3,993	36.7%	8.3%
Staff Voice: Check out a new lunch spot and see what's happening in 2023!	1/12/23	10,886	4,119	37.8%	8.8%
Staff Voice   Issue #339   Last Call for Winter Warmer   Finish the Year with a Focus on Wellness	12/1/22	10,901	4,107	37.7%	4.6%
Staff Voice   Issue #338   Seeking Volunteers for Winter Warmer Event, Fall Commencement and First Year Aggie Connections	11/17/22	10,905	3,839	35.2%	6.7%
Staff Voice: Winter Warmer Event - 12.15.22   Issue #337	11/3/22	10,914	3,937	36.1%	8.5%
Staff Voice: Hidden Gems   Donation Drive   Issue #336	10/20/22	10,919	3,914	35.9%	6.9%
Staff Voice   October~Halloween Contest Spook-tacular!   EPSL Extension   On Campus Flu Shots   Issue #336	10/6/22	10,928	4,228	38.7%	6.3%
Staff Voice   Touchdowns and Tailgating This Saturday   View Our Goals for the 2022-23	9/22/22	10,815	3,945	36.5%	3.5%



Academic Year   Issue #334					
Staff Voice   It's Tour Time with Aggie Explorations   Breakfast with the Chancellor is Back   Issue #333	9/8/22	10,248	3,664	35.8%	4.8%
Staff Voice   See Our Revamped Newsletter   Save the Date for Our Tailgate   Issue #332	8/25/22	10,196	3,768	37.0%	5.8%
	AVERAGES	10,500	3,884	37.0%	5.9%

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

**UC Davis Health Staff Assembly** has continued to closely partner with Public Affairs and Marketing to better communicate activities and highlight staff leaders across the health campus via the Insider. A representative from PA&M attends executive committee meetings and provides insight and guidance related to communications. Staff Assembly Executive Committee was highlighted in articles on the Insider. In addition, events and highlights are shared on other newsletters including the Office for Health Equity, Diversity, and Inclusion and through ERG list-serves.

UCDH SA prioritized growing our listserv this year. We grew the total number of individuals on our listserv by 89%. We've also significantly increased the total number of volunteers interested in helping with events and activities. Our volunteers help to spread the word about SA and our activities and events.

## Website Engagement

This year, our Communications Chair, in consultation with the Executive Committee, worked to redesign the Staff Assembly website to update the design to current UC Davis communication standards, refresh content, and increase readability. Below are the data with regard to our top website links.

Top 10 Website Links for 2022-23:

Page	Users	Pageviews
/tgfs2023	6,314	11,856
/	5,482	9,321
/meals	3,945	6,919

/staff-awards/staff-scholarship-program	1,564	2,878
/uc-davis-hidden-gems	662	2,078
/staff-awards/citations-excellence	1,061	1,765
/about/executive-committee	788	1,711
/staff-awards	1,016	1,704
/staff-awards/2022-staff-awards-recipients	941	1,522
/tgfs-transportation-and-parking	890	1,362

## Slack Engagement

The #staffassembly Slack Channel was initiated in 2018, and has grown to 560 members, an increase by over 35% (415 staff members) since 2020-2021. With many departments experiencing a return to campus, the Slack channel was a way for staff to remain updated and stay connected. Major events impacting staff can be summarized by the content of our Slack channel, in between advertisements for Staff Assembly events and updates, and promotions of staff surveys.

In 2023-2023, updates circulated in the #staffassembly Slack by the Staff Assembly Executive Committee and Staff Assembly members included:

- Transportation Services announcements
- Staff and Faculty Health and Well-being announcements and challenges
- Employee Giving Program Supplies Drive and Supply Chain Management Food Drive
- Staff Experience Survey
- Retirement transition resources
- Staff Emergency Fund Information
- Staff professional growth and development resources
- Staff Assembly Awards applications & announcements
- Thank Goodness for Staff communications
- HR Updates
- Sustainability tips and updates
- Benefits discussions including Delta Dental
- UCOP, CUCSA, and UC Town Hall updates

## Staff Surveys

### Staff Experience Survey

UC Davis staff members participated in the second Staff Experience Survey March-April 2022. The Staff Experience Survey provided UC Davis departments and units with specific data they could use to improve the staff experience in their own departments and highlighted areas of strength and areas of improvement for the campus moving forward. Campus and individual units are able to compare 2020 versus 2022 results, which decreased slightly, in line with national trends. Results were broadly shared with campus departments and units, and online: <https://hr.ucdavis.edu/staff-experience-survey>

**Highlights from staff experience survey:**

- 4,778 staff members took the survey for a 64% response rate
- Staff submitted a total of 8,895 comments in open comment sections of the survey
- Campus engagement score of 73/100 slightly below the US national benchmark

**Strengths identified by the survey:**

Staff respondents rated the following statements highly:

- Purpose: The work I do at UC Davis is meaningful to me (also top in 2020)
- Role: My role is an excellent fit with my strengths (also top in 2020)
- Manager: I would recommend my manager to others

**Areas identified to improve:**

UC Davis identified the following statements as areas where the campus would seek to improve:

- Communication Flow: There is a good flow of communication between leadership, departments and teams
- Career & Growth: I have good career opportunities at UC Davis
- Equal Opportunity: Regardless of background, everyone at UC Davis has an equal opportunity to succeed (also opportunity in 2020)
- Belief that action will be taken remained a low score from 2020 to 2022 as well

***Advisory Group Actions***

During the 2022-2023 academic year, the Staff Experience Advisory group met monthly to create action plans to highlight the strength areas in the survey and develop recommendations and plans to increase scores in the areas for opportunity. Based on staff feedback at the end of the 2021-2022 academic year, three non-supervisory staff were added to the Staff Experience Advisory Group committee this year, and two additional supervisory staff, in addition to the standing Staff Assembly representative staff member on the committee, which added greater breadth of experiences to the group's discussions and ideas and increased the staff voice while discussing the staff experience.

Over the course of the 2022-23 academic year, the Staff Experience Advisory group met with area experts in all 4 areas identified for growth: communication flow, career & growth, equal opportunity, and taking action. Campus area experts attended advisory group meetings, reviewed current and best practices, and made recommendations to the group. The advisory group voted on best actions to recommend after learning more about each topic. A mid-year report was prepared and presented to the Chancellor, Provost, and Chancellor's Leadership Council on Communication Flow (topic 1). After hearing from campus experts on the remaining three topics and recognizing great overlap between the content and recommendations for each, the advisory group decided to move forward with combining their recommendations for career and growth, equal opportunities, and taking action into a few high-impact items to recommend, instead of several smaller impact recommendations for each topic.

The final report of the recommendations from the group is forthcoming (expected after end of July group meeting) but will include a high impact recommendation of change to policy that does not allow for salary increases for employees making lateral moves to similar positions within the same job title or grade. This recommendation has already been taken and approved by Human Resources and begun advertising on their website: <https://hr.ucdavis.edu/news/compensation-initiatives-summer-2023#policy>.

The advisory group also created a Staff Experience Network, which will convene meetings in 2023-24 with a sub team of the Staff Experience Advisory group and designated Staff Engagement representatives (at least one from each school/college/division), and staff representatives from groups like Staff Assembly and the campus Administrative Advisory Committees. The purpose of the Staff Experience Network is to provide two-way communication around Staff Experience related activities, share ideas around strengthening staff engagement, identifying additional support areas, ensure communication of progress and actions taken by the Staff Experience Advisory Group. The Staff Experience Network will plan to meet quarterly in 2023-24 to follow up on survey recommendations and actions.

The Staff Experience Survey will run every other year in even years, with the next opportunity for staff to participate in 2024.

### UC Davis Health Staff Assembly – CommUNITY Survey

In partnership with Press Ganey, the CommUNITY Feedback survey was conducted in March 2023 at UC Davis Health. The data survey was administered among employees and physicians across UCDH. The survey team has taken a very inclusive and transparent approach to sharing results across units and departments with the goal to collectively build and nurture our CommUNITY. Additional information and resources can be found here: [CommUNITY Feedback Resource Page](#).

Highlights from the CommUNITY feedback survey:

- 7,006 employees completed the survey for a response rate 54%
- Department and unit managers were provided with customized reports through an online portal
- Themed resource sheets were developed for each survey item or area of improvement identified in the survey.
- Subject matter experts, including Staff Assembly, contributed towards the development of these resource sheets which offer actionable suggestions for leveraging survey results to drive positive change
- Virtual sessions were also conducted for units, departments, and teams
- Survey results pertinent to policy-represented and union represented staff at UCDH were shared at the SA general body meeting on 6/28
- Specific areas of focus included: recognition; well-being; career and professional development, communication, welcoming opinions, diversity, equity and inclusion, workplace civility, building trust, and communication

# Meetings, Events, and Activities

## Meeting and Event Attendance

Davis Staff Assembly hosted General Monthly Meetings on the second Tuesday of each month. Health Staff Assembly hosted two virtual general assembly meetings with an estimated attendance of 160 employees.

General meetings offered a chance for staff to engage across campus, hear from campus leadership and stay engaged in all things UC Davis.

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 in 2022-23 included the following speakers and topics:

### *Davis*

- Staff Experience Surveys – Progress and Plans (Jacob Miller, Workforce Strategies)
- UC Davis Transportation Updates (Ramon Zavala, TAPS)
- UC Davis Information Security Office Updates (Petr Brym, Zainab Shakoor, and Jeff Rowe, IET)
- Clare Shinnerl, Vice Chancellor of Finance, Operations and Administration
- UC Retirement Plans (Kim Becker, Fidelity)
- Lauren Bloom, Director, UC Davis Office of the Ombuds
- Campus Budget Update (Sarah Mangum, FOA)
- Annalisa Teixeira, Campus Manager, Learning and Development

### *Health*

- Inclusion, Diversity, Anti-Racism, and Equity (I-DARE) Initiative survey results at UCDH (Ceasor Dennis, Office of Health, Equity, Diversity, and Inclusion)
- CommUNITY Feedback Survey Results (Prati Saxena, Amy Murphy, Workforce Organization; Jenny Goddeau, Patient and Employee Experience)

Staff Assembly's nine general meetings drew an average of 144 attendees per meetings. This represents a slight decrease of 12% from last year's average meeting attendance. However, the number of attendees in September and October surpassed last year's attendance by 111 and 66 attendees, respectively.

Monthly Meeting	Number of Attendees
September	374
October	299
November	192
December	162
January	81
February	82
March	113

April	19
June	73

### Other Attendance Highlights:

Members who attended at least one event or meeting in 2223 AY	1421
Members who attended 3 or more Staff Assembly General Meetings	251
Members who attended 5 or more Staff Assembly General Meetings	67
Members who attended 3 or more Staff Assembly events	71
Members who attended 5 or more Staff Assembly meetings and events	106

### New Employee Orientation Initiative

Resulting from Staff Assembly's conversation about staff trends with the Ombuds office and hearing directly from staff, we learned that newer staff and staff on-boarded during reduced campus operations were having a harder time connecting on campus and finding community. In partnership with the Learning & Development team and with the goal of capturing staff participating in orientation and inviting them to engagement opportunities through Staff Assembly, we implemented a [Staff Assembly welcome video](#), welcome e-mail, and staff swag opportunity within the New Employee Orientation framework.

### Breakfast with the Chancellor

UC Davis' monthly Breakfast with the Chancellor series returned with some improvements, including a new more casual bio format, more informal agenda, and a new feedback form. In a total of 8 sessions, close to 80 Davis campus staff members, including Employee Resource Group Chairs, were able to engage with the Chancellor and his leadership team to discuss pertinent campus topics and issues of importance to staff. Staff Assembly committee members recruited, managed invites, and facilitated discussions at each of the breakfast sessions. UC Davis Health conducted four in-person Breakfast with the Chancellor with an average of 16 attendees at each session.



### Aggie Explorations

Aggie Explorations provides program opportunities for staff to learn something new about the UC Davis campus by engaging with other staff members in and around their



work places. 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. During 2022-2023, we reimagined Aggie Explorations to highlight our agricultural roots, UC Davis' leading research and innovation in this field, and how our community bonds, specifically over food and drinks. Along with providing a sensory experience with each of our nine tours, we showcased our facilities and world-class staff and faculty with "A Taste of UC Davis!"



- 35 staff joined a walking tour of the UC Davis Bee Haven with Christine Casey and a honey tasting in September
- 50 staff joined a walking tour of the UC Davis Brewing Lab with Joe Williams and Kelly Scott with the opportunity to taste malt and smell hops in October
- 22 staff joined a walking tour of the Pantry in November
- 290 staff RSVP'd for the Winter Warmer event in December where we showcased UC Davis' very own Top 100 Best College Food in the U.S. as Chef Cesar Cienfuegos & Chef Roger Thompson went head to head in our very own cooking competition at the Latitude Restaurant
- 35 staff joined a walking tour of the UC Davis Student Farm along with a carrot tasting in January
- 47 staff enjoyed an exhibition by the directors of the Robert Mondavi Institute for Wine and Food Science, the Honey and Pollination Center, and the Olive Center at the Sensory Theater of the RMI Institute in February, with bonus honey and olive oil tasting
- 23 staff joined a walking tour of the Meat Lab with Caleb Seinert in March, with an exclusive opportunity to buy meat in the retail store
- 29 staff enjoyed an exclusive presentation by Katharine P. Burnett, Ph.D., Founder and Director of the Global Tea Institute for the Study of Tea Culture and Science at the RMI Sensory Theater in April along with a tea tasting
- In May, 25 staff joined a walking tour of the Noel-Nordfelt Animal Science Goat Dairy and the Creamery, as well as the opportunity to pet goats and taste goat cheese



## One-Time Annual Events

### ***September: In-Person Staff Assembly Tailgate and Football Game***

Staff Assembly, UC Davis Health Staff Assembly, and UCD Athletics partnered again for fourth annual Staff Assembly Football Tailgate which was held on Saturday, September 24 at Biggs Field, adjacent to UC Davis Health Stadium.

Staff attendees received a UC Davis Staff Assembly-branded clear tote bag, and two free tickets to the football game. Barbequed hot dogs and light snacks were also provided, along with other branded giveaways. There were approximately 18 volunteers, both from the Davis campus and UC Davis Health campus.



### ***October: Halloween Contest Spook-tacular***

From Monday, October 24 through Tuesday, November 1, participants submitted photos and videos of uniquely fa-boo-lous decorated office spaces and bewitching costumes. Winners received bragging rights, recognition in Staff Voice and social media as well as a treat of a prize.

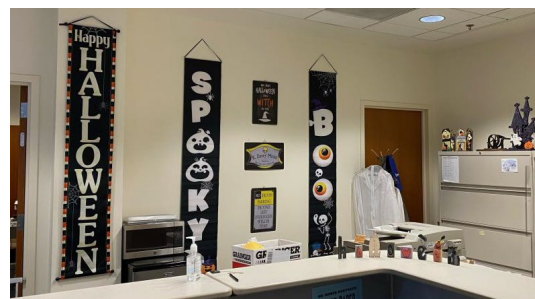
#### **Categories and winners for costume (individual or team):**

- Staff Choice (overall best): Laura Rogers (Campus Learning and Development) as Winifred Sanderson from Hocus Pocus.
- Funniest/Cutest: Gay Bawana (Molecular and Cellular Biology) as Beaker from The Muppet Show
- Scariest: Daniel Bradley as Cyber Sith
- Most Creative: Tracey Pereida (Graduate Studies) as Her Majesty Queen Elizabeth II



#### **Categories and winners for Office Decoration (department, individual cubicle, or home office):**

- Staff Choice (overall best): Team That's Witchful Thinking (Plant Biology)
- Funniest: Gay Bawanan (Molecular and Cellular Biology)
- Scariest: Sproul Hall House of Horrors (Languages and Literatures)
- Most Creative: Welcome to the Advising Haunted Student Lounge! (BFTV Advising Team)



### ***November: Staff Assembly at the Sacramento Kings***



Staff Assembly hosted a UC Davis Staff Assembly at the Sacramento Kings on Saturday October 22, 2022 with 74 staff members attending to cheer on our local team. The tickets sold for this event were utilized as a fundraising opportunity, so that a portion of the ticket proceeds supported our staff scholarship fund.

### ***November: Healing HeARTS (UC Davis Health Staff Assembly)***

UCDH SA partnered with the Patient and Employee Experience team to bring together “Healing HeARTS,” UCDH’s first art exhibition of employee art submissions. The art gallery in the North Addition Building of the hospital showcased the unique, artistic talents of our employees that highlight a theme of hope.



### ***December: In-Person Winter Warmer***



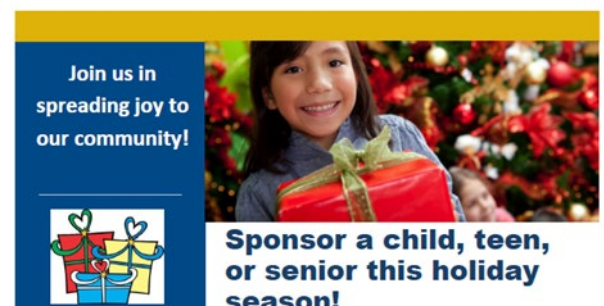
The Winter Warmer took place on Thursday, December 15, from 11 a.m.-1 p.m. at Latitude Restaurant on campus. Partnering with Senior Executive Chef Kue Her, the event featured a head-to-head cooking competition. Over 150 participants were encouraged to don their festive holiday garb, enjoyed a photo booth, and light refreshments. Madison Suoja from Sustainability was voted the winner of the festive sweater contest.

### ***December: Gifts from the Heart (UC Davis Health Staff Assembly)***

The Gifts from the Heart Program is a project organized by Sacramento County to collect holiday wish lists from low- income community members and with the dedication of their volunteers, they coordinate a huge effort to making these wishes come true. Over the past few years, UCDH Staff Assembly has partnered with Sacramento County in this program. UCDH Staff Assembly is given many wish lists from children, disabled adults, and seniors in need and are asked to match an UCDH employee to sponsor a list and help make these holiday wishes come true. In 2022, UCDH employees adopted over 200 names

**UCDAVIS  
HEALTH**

**Gifts From the Heart**  
*Sponsored by Staff Assembly*



from the list and received the most donations since the partnership began. Fifty employees volunteered for the event, coordinating with departments and rallying colleagues.

### ***January and February: Move & Groove Playlist***

All staff were invited to submit songs/music that got them energized, pumped their adrenaline, got them on their feet, shake their groove thangs. The submissions were shared widely on a Spotify playlist for others to enjoy. Approximately 18 staff members submitted 60 songs.

### ***February: Principles of Community Week (UC Davis Health Staff Assembly)***

Every year, UCDH Staff Assembly serves on the planning committee for Principles of Community Week alongside other Employee Resource Group leaders and Diversity champions from the Staff Advisory Committee for Equity, Diversity and Inclusion. Staff Assembly hosts sessions to reaffirm its commitment to an environment of community and inclusion and promote campus entities that support the Principles of Community. This year we hosted a session focused on professional growth through Employee Resource Groups and Diversity Committees.

### ***March: In-Person and Virtual “Pop-up” Floral Design Demonstration***

Tom Ursini, a veteran in the floral industry, provided a live demonstration in this hybrid event. With 15 in-room participants and 25 virtual attendees, the demonstration covered where to source materials, flower care and handling, learning the basics of design, how to make a hand-tied bouquet, and hands-on making a spring basket centerpiece.

### ***April: Paint and Sip at Gunrock Pub***

While riding the amazing waves of the wildflower super blooms, participants were provided with a canvas, brushes, paint, and apron, to paint a field of poppies. The Gunrock served as the venue; the 25 attendees were able to order their own food and drink.



### ***May: Thank Goodness for Staff (TGFS) Picnic***

Staff Assembly’s signature annual event took place on Tuesday and Wednesday, May 9-10. Partnering with Athletics, TGFS After Dark was held on May 9 at UC Davis Health

Stadium. The night version serves staff whose work hours start in the afternoon and evening who cannot attend the day version. The stadium provided built-in amenities which greatly reduced costs and manpower from volunteers for setup and breakdown as the host venue graciously had their staff prepare furniture in the Bruce Edwards Room and the concourse. The night program is a scaled-down version of the day program. It featured three food trucks and several vendors, both from on- and off-campus, that participated to provide activities and giveaways for the attendees.

Initially, there were plans to include live student musicians for entertainment, but because of safety concerns at the time, the planning team decided to stick with playing piped music. TGFS After Dark was considered a logistical and event success, attended by approximately 320 staff members, based on meal ticket sales.

Meal tickets included a main course, beverage, and dessert per person. Approximately 6,921 tickets were purchased for staff, student staff, and remote staff (Fire, PD, Vet Med) for the day program.

Like the previous year, the daytime TGFS, held on Wednesday, May 10 at Russell Field, featured over 20 food trucks offering a variety of food choices. Three additional food trucks served as roaming lunch trucks to serve the remote staff. UC Davis departments and local businesses joined the event's vendor showcase. Other activities offered included the famous Dunk the Chancellor, lawn games, field competitions such as hula hoop and lime and spoon races. Corrine Hawes of the College Agricultural and Environmental Sciences served as the emcee.

97 volunteers signed up for various duties and shifts for the day program and six signed up for the night program via SignUpGenius. Additionally, campus leadership (administration, deans, etc.) were approached to assist with volunteer assignments such as food line monitors. Volunteers wore shirts adorning the winning TGFS logo chosen the previous year via staff votes. Staff this year voted on another set of artwork that will serve as the following year's logo.

A volunteer appreciation lunch was held on Wednesday, May 24 at Woodstock's Pizza in downtown Davis.

Lastly, an experience survey was widely sent out, inviting folks to provide honest feedback on the event. The survey will serve as a tool for planning future iterations of the event.

### ***May: Thank Goodness for Staff (TGFS) UC Davis Health Staff Assembly***

UCDH SA was excited to host our annual "Thank Goodness for Staff" event in May - which brings staff together to celebrate their work and recognize their contributions to our organization. This was the first in-person TGFS since 2019! Considering the rapid growth and expansion of our Sacramento campus, UCDH Staff Assembly organized three separate TGFS celebrations this year to be as inclusive of our staff as possible. Here is a short summary:

- We conducted a day event with reached over 7,500 staff, an evening event for our night shift staff which reached about 1900 staff, and offsite events for 41 separate locations.
- Event planning, led by Staff Assembly Executive Committee, took over 6 months and included numerous key units across the Sacramento campus including Food and Nutrition Services, Environmental Services, Plant Operations and Management along with many others.
- 70 employees, 30 senior leaders, and numerous managers and supervisors volunteered their time to help make the event successful.
- Our day event featured a healthy gourmet lunch planned by Chef Santana Diaz and made with love by our Food and Nutrition Services team.
- Internal and external vendors were showcased in the day and evening event.
- Food trucks were the highlight of our evening and off-site events. For locations where food trucks were not feasible, we catered lunch.
- Staff were invited to submit original artwork for the TGFS logo.



### ***June: Staff Assembly at the Sacramento River Cats***

Staff Assembly hosted a UC Davis Staff Assembly at the River Cats on Friday June 9, 2023 with 78 staff members attending to cheer on our local team. The tickets sold for this event were utilized as a fundraising opportunity, so that a portion of the ticket proceeds supported our staff scholarship fund.

# Campus Involvement, Representation and Partnerships

During the 2022-2023 year, Staff Assembly across both campuses strived to re-establish partnerships with other campus groups as well as to represent the staff voice on various committees. Involvements and partnerships this year on the Davis campus, included (alphabetically):

- Administrative Management Group (ADMAN)
- Aggie Launch
- Campus Advisory Committee on Sustainability
- Campus Community Council (CCC)
- Campus Council on Community & Diversity (CCC&D)
- Campus Safety Oversight Committee
- Council of UC Staff Assemblies (CUCSA)
- Council on Student Affairs and Fees (COSAF)
- Executive Recruitment Advisory Committees
- Faculty Senate Welfare Committee
- Healthy Davis Together Advisory Committee
- Hispanic Serving Institution (HSI) Taskforce
- Next Generation Campus Safety
- Policy Accountability Board (PAB)
- Staff Advisory Committee on Equity, Diversity and Inclusion (SACEDI)
- Staff Diversity Administrative Advisory Committee (SDAAC)
- Staff Experience Campus Advisory Group
- Status of Women at Davis Administrative Advisory Committee
- The Green Initiative Fund (TGIF)
- Transportation and Parking Services Administrative Advisory Committee
- University Preferred Partnership Program (UP3)

Health Campus Staff Assembly members were involved in:

- Council of UC Staff Assemblies (CUCSA)
- Healthy UC Davis Steering Committee
- Police Accountability Board (PAB)
- Staff Advisory Committee on Equity, Diversity and Inclusion (SACEDI)
- UC Davis Health Sustainability Committee
- Campus Community Council
- Executive Recruitment Advisory Committee
- CommUNITY Feedback Survey input and follow up
- University Preferred Partnership Program (UP3)



# Staff Recognition

## 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, mentorship, service, supervision and teaching. Team awards focus on making notable contributions to the department or campus through supporting the University mission of teaching, research, service, as well as nurturing collaboration with the Faculty & Staff Partnership Award.

## Citations of Excellence

Thanks to generous support from the Office of the Chancellor, Staff Assembly awarded more than \$17,000 to individual staff as well as teams and partnerships.

### *Individual Awards*

#### **Innovation Award**

Faye Perata, Director, Residential Operations, Student Housing and Dining Services

#### **Mentorship Award**

Mike Waid, Technical Lead, IET

#### **Service Award**

Grace Dell'Olio, Administrative Assistant, Animal Science

#### **Supervision Award**

Meshell Louderman, Chief Administrative Officer, Computer Science

#### **Teaching Award**

Joseph Pacini, Curriculum Coordinator, Veterinary Medicine Dean's Office

### *Team and Partnership Awards*

#### **Faculty and Staff Partnership Awards**

Graduate Mentoring Initiative

- Elizabeth Sturdy, Director of Mentoring and Academic Success Initiatives, Graduate Studies
- Pamela Lein, Professor, Molecular Biosciences
- Ambar Kulkarni, Associate Professor, Chemical Engineering

The Bee Team

- Wendy Mather, Co-Program Manager, California Master Beekeeping Program, Entomology and Nematology
- Elina Niño, Program Director, Department of Entomology and Nematology

## **Team Award**

### **Orientation Team**

- Catrina Wagner, Director, New Student Academic Services
- Mia Terrell, Orientation Business Manager, New Student Academic Services
- Amy Oleynik, Lead Orientation Program Coordinator, New Student Academic Services
- Joseph Villegas, Orientation Program Coordinator, New Student Academic Services
- Jessica Acuña, Orientation Program Coordinator, New Student Academic Services
- Gabe Bellue, Orientation Administrative Assistant, New Student Academic Services
- Lian Boos, Director, Center for Student Involvement

## **UC Davis Health Vice Chancellor and Dean's Staff Award for Excellence in Mentoring**

The Vice Chancellor and 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 Azim Alizadeh from Neurodiagnostic Services.

## **Staff Scholarships**

Staff and staff dependents were awarded more than \$20,000 in scholarships.

### *Staff Dependent Scholarships*

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

- Nancy Alderete, Assistant Director of Chicanx/Latinx Recruitment, Undergraduate Admissions
- David Taylor, Senior Tech Support Analyst, Administrative Innovation and Technology

### *Staff Scholarships*

#### **Larry Vanderhoef Staff Scholarship & UC Davis Retiree's Association Career Enhancement Award**

Rachel Henry, Trainer, Employee & Labor Relations COE

#### **Latinx Staff & Faculty Association Scholarship (UC Davis)**

Anthony Alvarez, Emergency Trauma Tech, Emergency Medicine

Amanda Marie Lopez, Clinical Research Coordinator, MED: Physical Medicine & Rehab

#### **Latinx Staff & Faculty Association Scholarship (UC Davis Health) and UC Davis Health DiversABILITY Scholarship**

Marissa Hernandez, Supervisor, D-3 University Birthing Center

## **UC Davis Staff Assembly Scholarships**

- Ashley Carr, Chief Administrative Officer, VM: Anatomy, Physiology, and Cell Biology
- Kristina Hanna, Project Analyst, Academic Affairs
- Aaron Inserra, Animal Health Technician, UC Veterinary Medical Center-San Diego
- Lauren Issvoran, Clinical Student Affairs Coordinator, Veterinary Medicine Teaching Hospital
- Saeed Roughani, EEG Technician, UCDHS: EEG Laboratory
- Carmen Soriano, Learning and Development Analyst, Staff Dev & Prof Services
- Michelle Younger, HR Analyst, Human Resources
- Lauren Wong, Academic Advisor, College of Letters and Science

#### **UC Davis Health Staff Assembly Scholarships**

- Janell Conner, Project Policy Analyst, UCDHS: Patient Experience
- Dominique Eagen, Medical Assistant, UCDHS: Sports Medicine
- Heather Parish, Business Services Assistant, Social Sciences Orange Cluster Administration
- Sheemal Prasad, Parking Assistant, Parking Operations
- Kao Saetern, EEG Technician, Anesthesiology
- Amritpal Saini, Technician, IET Enterprise Infrastructure Services
- Peter Tran, EEG Technician, UCDHS: EEG Laboratory

#### **UC Davis Health DiversABILITY Scholarship**

Jacelyn Lang, Research Associate, Medicine & Epid: VM

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

Eva Lee, Diversity and Recruitment Coordinator, Office of Student and Resident Diversity

#### **UC Davis Health PRIDE Scholarship**

- Kristyn Keylon, Academic Advisor, MED:Public Health Sciences
- Alfredo Lopez, Clinical Research Coordinator, MED:Pediatrics
- Sara Stewart, Administrative Officer, Public Health Sciences

#### **UC Davis Health PRIDE Scholarship and Latinx Staff & Faculty Association Scholarship (UC Davis Health)**

Guadalupe Castro, HR Analyst, Student Affairs Divisional Resources

#### **Kathleen Moore Endowment Scholarship**

Francisco Carrillo Robles, Buyer & Administrative Support, Supply Chain Management

#### **Margene E. Orzalli Endowment Scholarship**

- Alexandra Gori, Health Educator, MED:Cancer Center

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

Rachel Rivas, Project Policy Analyst, UCDHS: Cancer Center Admin



## **UC Davis Retiree's Association Career Enhancement Award and Latinx Staff & Faculty Association Scholarship (UC Davis Health)**

Briana Luna, Hospital Lab Technician, Comp Path Lab: VM

### *Committee Membership*

#### Citations of Excellence Committee Members

Mary Carrillo, Co-Chair  
*Languages and Literatures*

Darolyn Striley, Co-Chair  
*School of Medicine*

Kevin Adamski  
*Languages and Literatures*

Sarah Button (UCHDS Staff Assembly EC)  
*UCDHS: Clinical Ops*

Grace Eilers (Staff Assembly EC)  
*Graduate Studies*

Valerie Eviner (Faculty Representative)  
*Plant Sciences*

Lexi Hennequin  
*Voorhies Administrative Unit*

Alma Martinez  
*Chicana/o Studies*

Kristen Mercado  
*UC Davis School of Law*

Elliott Pollard  
*University Writing Program*

#### Scholarship Committee Members

Jaime Allen, Co-Chair  
*Public Health Sciences*

Paul Cody, Co-Chair  
*Student Affairs*

Kristina Guzman (UCDH LSFA)  
*UCDHS: IT Business Operations*

Daniel Marenco (UCDH LSFA)  
*UCDHS: IT Client Services*

Dannette Hollinger (UCDH AAFSA)  
*UCDH Medical Svcs Abstracting Unit*

## Conclusion

In submitting this annual report, Staff Assembly's Executive Committee would like to thank all Staff Assembly members, campus leadership, campus partners and supporters, for their commitment to enhancing the staff experience at UC Davis. While we aren't able to list everyone, who helped our success in this challenging year, we thank you for your efforts in furthering the mission of Staff Assembly at UC Davis.