

# WE ASKED...

Would you like to highlight a colleague or manager who has made a particular impact on creating a positive work environment?

Jillian Kochan  
Adriana Long Kim Ayoub  
Malia Mahi Liz Powell Erika Wilson Michael Stuart  
Rashinda Hutchinson Rosie Castaneda Lynsey Buerer  
Paula Soder Finnegan Terri Winbush Irene Xavier Andrina Marshall  
Eric Mah Maegan Carey Pa Chia Vue Kevin Chou Lola Hernandez  
Daniel Carillo Melanie Cruz Ana Rodriguez Suzanne Patti Kyle Choi  
Cathi Lyons Gurpreet Dhiman Stella Sung

## Comments for All

Name	Department	
Ana Rodriguez	HDH	"I would like to thank my manager Ana Rodriguez a mother not just only outside of work but, inside of work also. She is kind, caring and respectful to anyone no matter who you are. To describe working with Ana, she makes working a comfortable working environment and she cares about our well-being. Ana is the best manager I've ever had. May God bless you and your family as well."
Adriana Long	HS Central Services	"Adriana Long, [et al.] have all contributed to my positive work experience in a way where I feel valued and supported by department's leadership team."
Andrina Marshall	Pharmacy	"Andrina Marshall consistently works to ensure a smooth operation amongst all employees. She is a phenomenal supervisor and it is an honor working under her direction." "Andrina Marshall is a great supervisor and has been supportive of my development here at SSPPS." "Andrina Marshall is the best manager I've ever had." "Andrina Marshall- best manager ever." "Andrina Marshall, Associate Dean, who is the ultimate leader, supervisor, coach and mentor. She truly exemplifies professionalism, expertise and total dedication at the highest levels. She cares for all." "Andrina Marshall, has been exceptional, especially during this time. She is so kind and understanding. I appreciate her very much."
Cathi Lyons	WIPO Admin	"Cathi Lyons has been a fantastic edition to the Shiley Eye Institute!" "Cathi Lyons has made a great impact on the Shiley Eye Institute as a Clinical Manager." "Ever since she started I have only seen positive improvements. She listens to our concerns and tries to make changes to better our department. She is truly appreciated."
Daniel Carillo	Teaching + Learning Commons	"Daniel Carillo at the Teaching + Learning Commons for stepping up and addressing equity concerns..." "Daniel Carillo, [et al.] are all outstanding colleagues who, outside of their regular job duties, plan, host, and contribute to Commons-wide equity talks, workshops, and discussions. My sense of belonging and how to be an equity practitioner are owed to their time, advocacy and effort to create a safe, antiracist workspace for all."
Eric Mah	ACTRI	"Eric Mah [has] shown great leadership and create an amazing work environment." "Eric Mah has really worked to create an amazing work environment and overall community. I feel very lucky to be a part of what I am." "Eric Mah of the Clinical and Translational Research Institute is a great leader. I feel the spirit of the Principles of Community for maybe the first time in my 18 years as a UCSD employee." "Eric Mah, Dept. of Medicine is a caring, committed, outstanding supervisor who should be recognized by UCSD." "I am new to ACTRI and Eric Mah has been an incredible supervisor." "I enthusiastically praise Eric Mah for being an outstanding leader. He is, without a doubt, the best at his job. He has the perfect balance of everything that is needed to lead such a large department. He leads by example, is admired by many and has high expectations that many of us aim to live up to because of the respect we have for him."
Erika Wilson	Dean's Office, Medicine	"Erika Wilson [has] been extremely supportive and understanding about the transition to the new systems and the impact it has had on our work performance." "Erika Wilson [has] done terrific work for Health Sciences." "Erika Wilson has been an amazing supervisor to work for. She is knowledgeable and dedicated to the mission of the RSC. She doesn't get the respect that she truly deserves in my opinion." "Erika Wilson in the RSC should also be recognized for her hard work." "Erika Wilson, HS SPPO is an excellent manager. She has had so many stresses and trials over the last couple of years and has risen to the challenge with integrity, humor and concern for others."
Gurpreet Dhiman	University Extension	"Gurpreet Dhiman is an excellent supervisor. He listens to staff and responds to issues. He is a genuine, considerate, thoughtful person." "Gurpreet Dhiman is doing an incredible job as the Director of Finance. I hope Gurpreet stays in this role permanently. He is understanding and appreciative and respectful." "Gurpreet Dhiman is the best supervisor I have ever worked with. He takes time to listen to everyone and finds answers to all issues that arise. He is very understanding and empathetic when personal issues arise. He makes everyone feel that they matter and are a part of our team."

Comments broken down by Name and Department. The data is filtered on Action (Name), which keeps 27 members.

## Comments for All

Name	Department	
Irene Xavier	Marine Physical Laboratory	<p>"Irene Xavier for remaining positive during massive changes and ensuring that [her] teams feel valued."</p> <p>"Irene Xavier, Marine Physical Laboratory, has provided a very supportive and positive work environment given the year we had with Covid-19 and the horrendous OFC rollout. She has been understanding that we, as staff members managing funds, do not have some basic answers to questions like, 'What is the balance of this project?' or 'How can I see the invoice for this PPM expense?.' She has been great."</p>
Jillian Kochan	Qualcomm Institute	<p>"Jillian Kochan has been the most supportive, understanding, and hard-working manager I have ever worked with. She is not only incredibly intelligent and diligent in her work, but compassionate and respectful to all she interacts with. She takes the time to communicate effectively and makes respect amongst all employees, including the more difficult faculty members, a top priority. I have never worked with a manager more dedicated to creating a truly exceptional work environment and maximizing opportunities for employees at all levels."</p> <p>"Jillian Kochan is fantastic in her role and very responsive and helpful."</p> <p>"She has worked extremely hard during the systems transitions and is an integral resource and team player for the business office."</p> <p>"She's spectacular."</p>
Kevin Chou	ITS	<p>"Kevin Chou (ITS) [is] doing amazing jobs with the resources [he has]. [He is] very understanding that all of us are doing the best we can and are doing what [he] can to ensure we are able to sustain our workload, despite the limited resources we have."</p> <p>"Kevin Chou (kcchou@ucsd.edu) - One of the staff leads of the ESR Project. He has gone above and beyond to try to make things right for the staff who have to use these terrible systems. He seems to genuinely care and want to make things better at UCSD. He has gone above and beyond."</p> <p>"Kevin Chou has been a great supervisor and provides really good guidance."</p> <p>"Kevin Chou in ITS is a great collaborator, problem solver &amp; wonderful asset to UCSD."</p> <p>"Kevin has a difficult job as lead manager in ITS for ESR. He does listen to our concern and does try to help resolve the problem especially with implementing some quick wins whenever possible."</p>
Kim Ayoub	HR	<p>"Kim Ayoub (HR) - Caring, friendly, welcoming, informative about campus issues, listens."</p> <p>"Kim Ayoub has been a wonderful Director, she is extremely supportive and very understanding of the needs of our department as well as each individual employee. The TES team has been extremely supportive in all their training. One of the best team in my 20 years I have worked with."</p> <p>"Kim Ayoub in Temporary Employment Services is an amazing manager. Starting a new position in a pandemic/remote environment is never easy. I feel like I have the support I need and the training to make sure I can jump right in and contribute to the team."</p> <p>"Kim Ayoub is my direct Supervisor. I would give her the highest rating in all areas above. She is quick to respond to requests, supportive, and is transparent with information that we as staff members need to know. In addition, she has found ways and offered suggestions to create a sense of community in our department even through the pandemic."</p>
Kyle Choi	School of Public Health	<p>"Kyle works hard to ensure staff are taken care of. He goes above and beyond to promote and create a positive work environment especially in the past year of working remotely. He has become a go to person to all for support and guidance."</p>
Liz Powell	Advancement	<p>"...[her] leadership and support throughout the last year has been nothing short of impeccable."</p> <p>"I am immensely grateful for the leadership of AVC Liz Powell. She has been steadfast and yet so adaptable and reasonable in the ongoing craziness of COVID. If not for her, this would have been a much more difficult 18 months, especially as a working parent."</p> <p>"I would like to highlight Liz Powell of AOC for being an outstanding colleague."</p> <p>"Liz Powell is an amazing AVC. She empowers her entire department to do great work and promotes a collaborative environment."</p> <p>"Throughout this work-at-home phase of my employment, AVC Liz Powell has been extraordinarily supportive, understanding, progressive, and thoughtful--particularly in bringing a very realistic approach to the subject of returning to campus. AVC Powell has also done an excellent job of sharing information in a timely and honest fashion, particularly critical during this current remote work situation and the continually evolving situation with COVID and its variants. I feel incredibly lucky to be part of this department and working with these leaders and all of my AOC colleagues."</p>
Lola Hernandez	HDH	<p>"I have this supervisor that, for me, is above expectation. She creates an environment safe and stable for each of us to be able to perform our work."</p> <p>"Lola Hernandez [has] been very helpful during tough times, from checking in to see what is needed to ensuring everything runs smoothly when certain personnel are not present."</p> <p>"Lola Hernandez ella siempre nos motiva nos trata igual a todos incluso las otras personas del summer."</p> <p>"Supervisora Lola Hernandez. Te sientes en un ambiente labiral positivo. Ayuda a las personas a hacer mejor y crear un ambiente en equipo..."</p>
Lynsey Buerer	Development	<p>"Lynsey Buerer - accessible, always willing to help, respectful."</p> <p>"Lynsey Buerer continues to be a superlatively sensitive and fair manager who has the rare ability to be both extremely kind and, when occasions call for it, firm and up-front in uncomfortable conversations. She's one of our strongest role models and I wish she could receive exemplary staff honors every single year."</p> <p>"Lynsey Buerer is one of my most valued colleagues. Our success at creating a positive work environment where individuals choose to stay and grow their careers is largely due to her good ideas and commitment."</p> <p>"Lynsey continues to be an incredible resource for Advancement. She sees the big picture and makes sure that all aspects of the work is considered when making decisions. Her holistic approach is greatly appreciated by me."</p>

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Maegan Carey	Emergency Medicine	<p>"I appreciate our AVC Maegan Carey so much! Under her supervision I feel that my work is recognized and my role is valued. Time and time again she is an advocate for the admin staff. Whether making sure we have the tools, equipment and training needed to perform our jobs or as a protective barrier between us and disgruntled faculty. I hope to work with her for a long time and feel she deserves some well earned recognition! She is a rockstar!"</p> <p>"I would love to note that my managers and colleagues on my administrative team make work enjoyable to come back to."</p> <p>"Maegan Carey (EM &amp; Anesthesiology) [is] incredibly knowledgeable, fair and compassionate supervisor."</p> <p>"Maegan Carey [has] gone above and beyond in 2020 and 2021 to make working at UCSD an absolute pleasure. There has not been one moment's doubt that [she is] in my corner and fully supportive as an employee and as a person."</p> <p>"Maegan Carey is an amazing supervisor and often will reach out to us to check on us and make sure we have everything we need to succeed. The department is better because we have Maegan."</p>
Malia Mahi	HDH	<p>"I love working with this team. We support each other and model excellence for our department. I would not have been able to motivate myself to work as hard as I did this past year if it were not for the amazing staff I am surrounded by."</p> <p>"In terms of leading with empathy and compassion, my supervisor has been a strong leader: Malia Mahi - Grad Family Housing."</p> <p>"Malia Mahi (HDH) - amazing supervisor and leader; supportive, emphatic, hard-working, and always a joy to talk to."</p> <p>"Malia Mahi is an extremely supportive supervisor and person. She runs her team with passion, love and care for all who enter the space. She is truly one of a kind, she is thoughtful, considerate and takes the time to listen to everyone. I am so grateful to be on her team and have learned so much from her over the years."</p> <p>"Malia Mahi, grad family housing - great leader!" "My interactions have been positive and I feel supported." --</p>
Melanie Cruz	Development	<p>"I would like to recognize Melanie Cruz for being an outstanding leader and manager of the HSA team. She has built a culture of collaboration and positivity among our staff and has ensured highly productive and positive relations with faculty leadership."</p> <p>"Melanie Cruz has done an exceptional job this year in creating a culture that is genuine - providing communication to the team about highlights throughout the week but also sharing some of her personal and professional challenges. This makes honesty more accessible for all of us. Additionally, Melanie has advocated on our team's behalf, making sure that all members of our team are treated equitably and fairly regardless of position. She also encourages work/life balance which helps with reasonable expectations and therefore satisfaction of the team members."</p>
Michael Stuart	Library	<p>"Michael Stuart has been my manager for the last 5 years. I have experienced so much growth in my position as supervisor under his guidance. He is patient, a great listener, encourages me to think differently to solve problems, and has been a terrific advocate for myself and my team to library leadership. He has spent many hours helping myself and the team navigate and execute complex projects for library staff. Always with a critical eye to ensure project that are assigned are delivered with exemplary customer service. Meeting or exceeding expectations of our program director and Associate University Librarian, Learning and User Experience."</p> <p>"Michael Stuart, [et al.] the UC San Diego Library TDX team, made meaningful work possible throughout this pandemic crisis, working ridiculously hard to keep us going despite constantly shifting financial and technical infrastructure."</p> <p>"Michael Stuart, UCSD Library - TDX, has an extraordinarily positive impact on the work environment."</p>
Pa Chia Vue	BFS	<p>"I would highlight my manager, Pa Chia Vue. Without her positivity, knowledge of HDH, Financial, Aid, SFS, etc. we would not have made it out of this very dark, tough and emotional year. Because of her and her creativity and knowledge of technology, we were able to safely work from home and still give our customers the great customer service they deserve."</p> <p>"Pa Chia Vue is a great supervisor who always has the team's and customer's best interests in mind. She is proactive, thoughtful, experienced, a wonderful leader, and very well respected across the campus. Her response time is generally immediate."</p> <p>"Pa Chia Vue with HDH Housing Administrative Services is one of the kindest, hardworking employees of the university. Her interactions with her staff, the students and their families, and the campus community are always positive. She truly represents HDH in the best possible way."</p> <p>"Yes, I would like to mention my immediate supervisor, Pa Chia Vue. Pa Chia made sure we had our main line ringing at home and zoom meeting possible within several weeks of being sent home last March. We didn't miss a beat because of her."</p>
Paula Soder Finnegan	HR	<p>"Paula Soder Finnegan [et al.] are dedicated, supportive and encouraging supervisors. I feel totally supported personally and professionally by them. I appreciate how hard they work to ensure that their team has the support they need to be successful."</p> <p>"Paula Soder Finnegan has dramatically improved the Talent Acquisition department since her arrival. She has been instrumental in improving customer service for campus partners, while streamlining options for support that pertain to recruitment. Kudos!"</p>
Rashinda Hutchinson	Enrollment Management	<p>"I would like to highlight Rashinda Hutchinson. Although she is fairly new to her new role as Assistant Director, she has already made effective changes to our work environment. She provides incredible support that allows professional growth and has reminded me why I choose this career and why our work is important."</p> <p>"Rashinda Hutchinson (Financial Aid and Scholarships) has gone above and beyond to ensure that I have the proper tools and training to succeed in my position. She regularly checks-in, provides feedback and is always available to answer questions. She is a great asset to our team and University."</p> <p>"Rashinda Hutchinson, Assistant Director, Financial Aid &amp; Scholarships Department was recently promoted to a leadership role and has done a wonderful job. I am impressed by how fast she works, her level of knowledge, and how she treats the staff. She cares about the work being done in our office and how it impacts our students. She is focused on training staff, taking the lead to get things done 'right' and trying to be a good manager. What a breath of fresh air!"</p>
Rosie Castaneda	Enrollment Management	<p>"I really appreciate my supervisor's commitment to my work/life balance and flexibility. She is incredibly knowledgeable, kind, and hard working, and I am happy she has a chance to step in as our interim Director."</p> <p>"Rosie Castaneda is very supportive."</p>

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## Comments for All

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Stella Sung	Contracts & Grants	<p>"She has had a tremendous effect of positivity to our department in dealing with a variety of issues this past year. Many of the staff feel the same way, knowing not only does she support us in every way imaginable, but allows us to collaboratively work together. She tries to be our voice of reason, and is one of the hardest working supervisors I've experienced while at UCSD. Honestly, its been a crazy year of work, and Stella played an instrumental part in keeping her team in good spirits!"</p> <p>"Stella Sung at OCGA perpetually goes above and beyond as a supervisor, colleague, problem solver, and much more."</p> <p>"Stella Sung has effectively transitioned the team from full time on site to majority remote of the last 17 months. She focuses on keeping the team engaged, supporting life challenges and treating employees fairly and considerately. She is a fantastic colleague."</p> <p>"Stella Sung in OCGA has been a leader throughout the entire year."</p> <p>"Stella Sung is a wonderful manager and the best boss that I have ever had. I can tell that [she] cares greatly about the staff." ─</p>
Suzanne Patti	Rady School of Management	<p>"Suzanne Patti, Human Resources creates a positive and collaborative work environment. Goes the extra mile to resolve issues and elevate the school."</p> <p>"Suzanne Patti, our HR manager has been our only HR resource from the time we started the school with a handful of people to now when we have ~100 staff. She tirelessly supports the hiring activities of the school, and continues to push forward though some days I'm sure she feels like Sisyphus pushing that recruitment boulder up the hill. Through all of this she maintains calm and composed demeanor, and demonstrates seemingly infinite empathy. Her instincts are second to none, and I wish we could clone her."</p> <p>"Thank you to Suzanne Patti (Rady School of Management - HR) for the professional and personal support she provides, particularly in stressful/overwhelming situations."</p>
Terri Winbush	Human Resources	<p>"...[has] worked hard to create a team that is positive and collaborative even while handling some difficult employee situations. I appreciate [her] for [her] leadership."</p> <p>"...a tireless advocate for doing the right thing and inspires many of us to keep going in the face of what can feel like insurmountable obstacles."</p> <p>"...incredibly dedicated to making this a great place to work and their dedication is very much appreciated in our department. Their management style consistently encourages employees to produce the best work possible."</p> <p>"[Has] made the LR and ER teams feel supported."</p> <p>"I am very grateful to be working under the leadership of Terri Winbush. She is a strong, effective leader and very much the driving force behind our team's desire to keep going above and beyond despite limited resources and time, and ultimately believing in and promoting the type of work environment that supports staff and cares about their overall well being." ─</p>

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