

# 2020

# staff@work survey

Congratulations to our staff members who were mentioned a total of 5 or more times in the 2020 Staff@Work survey for their exceptional work and contributions to a positive work environment!

See sample comments below.

## WE ASKED...

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

**14**  
mentions

### ANDRINA MARSHALL

*ASSOCIATE DEAN, SKAGGS SCHOOL OF PHARMACY  
PHARMACEUTICAL SCIENCES*

- “Andrina Marshall is the best supervisor I've ever had. She carries a lot of weight on her shoulders keeping our department running and we all see it. She always works to make sure her staff members are recognized and appreciated, and she deserves exactly the same recognition and appreciation in return.”
- “Andrina Marshall consistently leads our team through many challenges successfully. Particularly this year with the pandemic she frequently communicates with us directly to ensure we have everything we need to remain productive in our positions and not only checks in to see how our workloads are being managed, but adds an additional touch by checking on our emotional and mental well-being. I cannot imagine working for someone else during such a challenging year and am honored to work under Andrina's direction.”

**10**  
mentions

### ELIZABETH (LIZ) POWELL

*AVC, ADVANCEMENT OPERATIONS AND CAMPAIGN*

- “During these challenging times, it's more important than ever to have a supportive supervisor who understands and encourages work-life balance and all that comes with being a full-time, engaged employee while juggling parenting as well. I am grateful to have Liz Powell as my direct supervisor, as she encompasses all of the leadership values that make for a productive, yet happy, remote work environment. This type of management style truly trickles from the top down, and with Liz as a role model, empowers me to lead my team with the same passion, understanding, and encouragement needed to continue our great work while all being remote.”
- “Elizabeth Powell, AVC of Advancement Operations and Campaign, is an exemplary leader. Always approachable and fair, Liz fosters an environment of inclusion and mutual respect where collaboration and autonomy are simultaneously valued. Her transparency inspires trust, and in turn, motivates us to be our very best, day in and day out. I have worked under different leadership at UC San Diego, and feel very fortunate to be on Liz's team.”

**9**  
mentions

## **TERRI WINBUSH**

***SR. DIRECTOR, HUMAN RESOURCES***

- “She works tirelessly to ensure that her team and those she supports have the information that they need to succeed. She deals with some of the toughest issues and makes it look easy.”
- “Terri Winbush in Human Resources consistently advocates for all staff and simultaneously looks out for the best interests of the organization. She welcomes all ideas and perspectives while remaining committed to speaking her truth in all situations. She is a highly skilled leader and expert in her field who is also always willing to listen to new ideas.”
- “Terri Winbush recognizing and reminding us to have grace and take time for self care.”

**9**  
mentions

## **PATRICIA (PATTY) CAMACHO**

***BUSINESS OFFICER, BIOLOGICAL SCIENCES***

- “With the pandemic really changing life there are a number of folks that have taken on new roles to assist in getting through these new challenges. [She has] done a great job of keeping us (staff) informed with the ongoing changes affecting campus and us as a department. They have monthly town hall meetings and routine departmental email updates when ever a big change occurs.”
- “With all the crazy that happens Patty is always smiling and always makes us feel appreciated. I don't know how she manages to always keep her cool but she does.”
- “Patricia A. Camacho is a superb supervisor and manager. She welcomes input from all levels and works hard to ensure that the staff feel appreciated, motivated, and supported.”

**8**  
mentions

## **LINDSAY ROMASANTA**

***DIRECTOR, VCSA STUDENT SUCCESS PROGRAMS***

- “Dr. Lindsay Romasanta (Student Success Programs) has worked to ensure that her team has up-to-date information during this particularly challenging time. She relays staff questions and follows up in an efficient manner. She is constantly checking in with her team and colleagues to ensure that they have what they need to complete their jobs and that their personal needs are met in order to work safely and effectively. Her dedication to her team and the students her units serve is amazing.”
- “Dr. Lindsay Romasanta, Director of Student Success Programs, SRS, is one of the hardest working, effective, social justice oriented supervisors that I have ever worked with. Her passion for creating student centered programs that also are supportive of staff's professional development are inspirational.”

**7**  
mentions

## **ERIKA WILSON**

**SR. DIRECTOR, HEALTH SCIENCE SPONSORED PROJECT  
PRE-AWARD OFFICE**

- “Erika Wilson is a great leader. She is in our corner and carries it all with humor and respect.”
- “I would like to highlight Erika Wilson, in the RSC. Her contributions as a leader and her willingness to support the research mission ensures UCSD is a better place to work.”
- “Erika Wilson [has] been a huge asset during these changes and without [her] knowledge and expertise we would be even more lost trying to navigate the new systems. Erika has worked tirelessly being our advocate and raising the tough issues and questions with leadership.”

**7**  
mentions

## **ERIC MAH**

**ASSISTANT DEAN, MEDICAL SCHOOL**

- “Eric Mah is the best boss possible. I owe him more than he knows. I started at UCSD as a student and once I graduated I had no idea what was next. I am thankful to Eric for mentoring me and helping me find my confidence to apply and continue to work at UCSD. I have no idea what would be of me if he did not take a chance in investing some time in me. I feel motivated at ACTRI everyday because I know that the chance that I was given was in some parts earned and in other parts luck. The luck aspect pushes prove that I deserve my spot and more. My boss Eric gives me this drive to want to strive. My goal is to one day be just like him.”
- “...Eric Mah [has] created a positive work environment that has continued even during these very challenging times. [He] praises [his] employees often, provides the support we need to do our work, and [is] open to new ideas and collaboration. It is an honor to work under [his] guidance.”

**7**  
mentions

## **KIM JAMES**

**OPERATIONS MANAGER, HEALTH SCIENCES CENTRAL SERVICES**

- “Managing both the ARC and VC units is a very challenging and delicate task that Kim has been able to handle extremely well. She is well supported by her staff as a knowledgeable and dependable leader and has made an impact in fostering a recognizable collaborative relationship across all units.”
- “Kim James is an exceptional leader in Academic Affairs. She shows true professionalism, advocacy and support at all times for her staff as well as a high level of expertise in a variety of areas. She is ethical, resourceful, patient, handles conflicts that arise with ease and is always available when help is requested. A true team player, one of the reasons I have stayed at UCSD.”

**7**  
mentions

## **DREW HUNSINGER**

**ASSOCIATE VICE CHANCELLOR, UNIVERSITY DEVELOPMENT**

- “Drew Hunsinger is deeply committed to creating a work environment that is inclusive and welcoming and that inspires our employees to do their best work. He models hard work and integrity, and also brings empathy and compassion for our staff as complex humans facing professional and personal challenges. I'm grateful to be part of his team.”
- “Drew Hunsinger, AVC University Development, is an extremely empathic and collaborative leader. He should be recognized in creating an extremely positive and collaborative work environment for his team, and his commitment to cultivating that culture throughout campus.”

**6**  
mentions

## **PIERRE OUILLET**

**VC, CHIEF FINANCIAL OFFICER**

- “Pierre Ouillet is a very compassionate leader.”

**6**  
mentions

## **PEARL TRINIDAD**

**EXECUTIVE DIRECTOR, BFS MANAGEMENT**

- “Pearl Trinidad has created a positive and collaborative work environment for the UCPath conversion team. Her efforts to bring subject matter experts across campus together to discuss concerns and address issues related to UCPath conversion and stabilization have been informative and productive sessions and have improved both customer support and improved collaboration between departments across campus and medical center.”
- “Her leadership and decision-making during the UCPath UC wide conversion played a significant role in the success of the conversion. She is highly regarded UC wide and sought out for her thoughts and ideas to a multitude of changes that had an impact to policy and procedure. UCSD would have been lost without her institutional knowledge and strong leadership.”

**6**  
mentions

## **KACY MARUME**

**ASSISTANT DIRECTOR, BFS MANAGEMENT**

- “Having Kacy Marume as a manager has been extremely insightful for me. Thanks to her leadership and her ability to create a positive environment, I've been able to develop both personally and professionally. I appreciate her mentorship.”
- “[She has] gone above and beyond since the pandemic hit to not just keep the organization moving but personally check on everyone person they work with personally. [She has] put in exceptional effort during a time of unprecedented challenges. And made an obvious personal commitment to making sure EDI issues are at the forefront of everyone's minds at our University and beyond. [Her] hard work and passion is exemplary of the values of our institution.”

**6**  
mentions

## **LISA ORDÓÑEZ**

**DEAN, RADY SCHOOL OF MANAGEMENT**

- “Dean Lisa Ordonez at the Rady School has done a great job of creating and implementing programs that make the staff feel more valuable, including the Rady Staff Council. Her involvement, openness, and participation in staff functions has gone a long way to create a bond with staff that was missing. I appreciate that her new hires to senior management positions have been more diverse and I look forward to seeing this diversity in faculty as well as she grows in her position.”
- “I appreciate Lisa Ordóñez, our new dean, for her efforts to improve the work culture at the Rady School. In her short time as dean, Lisa has made a remarkable difference in my work life. She prioritizes transparency, empowers staff, and has been very intentional about boosting morale. Personally, I have experienced a profound difference in how I approach my job, because of Lisa's encouragement of new ideas and her accessibility to share those ideas with her. Her willingness to listen has opened up the opportunity for me to be creative in my role, to approach my work thoughtfully and strategically, which has led to personal and professional growth. It's been a great year with her on board.”

**6**  
mentions

## **SUZANNE PATTI**

**STAFF HR MANAGER, RADY SCHOOL OF MANAGEMENT**

- “Suzanne Patti, Rady HR is the glue that keeps so much of Rady moving forward. I would love to thank her for her time and effort.”
- “Suzanne Patti is one of the most knowledgeable and talented HR professionals that I have worked with in my career. Her work is tireless, and often unsung as it happens behind the scenes.”
- “Suzanne Patti in our HR department has created a supportive and positive work environment.”

**6**  
mentions

## **DULCE DORADO**

***DIRECTOR, GLOBAL EDUCATION***

- “Dulce Dorado, director of the International Students and Programs Office, is a great manager. She shares information often, she listens carefully and is respectful of each and every one of the staff. Dulce is highly supportive of professional development opportunities, both within and outside of the university. Her staff is dedicated, loyal, and morale is high. We have had some extremely difficult circumstances under COVID19 conditions and she has been unwavering in her support of students and staff throughout this time, providing flexibility and compassion yet upholding a high level of work production that has been required.”
- “The amount of tireless work devoted by Dulce Dorado during the COVID-19 pandemic (and always) is admirable!”
- “Dulce Dorado continues to be an amazing leader and Director.”

**6**  
mentions

## **MICHAEL STUART**

***UNIT HEAD, LIBRARY***

- “Michael Stuart at the Library [is an] affirming manager who goes out of the way to foster a welcoming work environment.”
- “Michael Stuart has been a breath of fresh air and a wonderful leader for our team. He has handled an enormous amount of responsibility with ease and grace while moving the bar constantly upward for all of our endeavors.”

**6**  
mentions

## **STACIE SAN MIGUEL**

***DIRECTOR, STUDENT HEALTH SERVICES***

- “Stacie San Miguel, MD at UCSD Student Health Services is a very supportive and positive leader in our department. She communicates clearly and finds positive language to support people and improve morale. I look up to her as a mentor and leader.”
- “Dr. Stacie San Miguel [has] always fostered a positive work environment and [is] part of the soul of student health and well being. Dr. San Miguel has shouldered the burden of leading us through these trying and unprecedented times with grace.”
- “Solid balance of knowledge, advocacy and approachability. And a joy to work with.”

**6**  
mentions

## **ERIC SMITH**

**ASSOCIATE VC, CAPITAL PROGRAM MANAGEMENT**

- “Eric Smith has taken a leadership role in the department where he clearly defines the departments point of view and how we should conduct ourselves on a daily basis. We, and the University, are lucky to have him in this leadership role.”
- “Eric Smith has been an amazing and courageous leader and has changed the dynamics, and perception, of our office.”
- “Eric Smith, AVC CPM listens, asks for opinions, communicates effectively, provides a healthy environment for me to be the best I can be and is very inclusive.”

**6**  
mentions

## **MAEGAN CAREY**

**ADMIN VICE CHAIR, EMERGENCY MEDICINE**

- “Our supervisor Maegan Carey has been extremely supportive these last few months while we have all been enduring this covid pandemic. She has consistently kept us up to date with University timelines, HR and Departmental updates. She has also given us the flexibility to work remotely which has been crucial these last 5 months. Additionally, she has made sure that all the staff are offered resources to make sure we can effectively work from home for which I am extremely appreciative. During these stressful times, it's nice to feel the support from your Department.”
- “Maegan Carey and Ruth Waterman have worked tirelessly to improve the work environment and the differences are immense. It is a much better place to work now and employee satisfaction is much higher.”

**5**  
mentions

## **KEVIN CHOU**

**EXECUTIVE DIRECTOR, ITS**

- “Kevin Chou has really made this an amazing place to work for me. He always has a great attitude, listens, and no job is beneath him. Amazing leader.”
- “Kevin Chou (ESR) is an extraordinary colleague, resource, and supporter. I'm particularly grateful for the ways he has gone way above and beyond ESR in order to assist with the demands created by COVID-19.”

**5**  
mentions

## **PEDRO CRUZ**

**COMM/NETWORK TECHNICAL MANAGER, ITS**

- “Pedro Cruz of ITS is one of the most supportive bosses I have ever had. I feel lucky to work for him!”
- “Pedro Cruz has helped me a lot, and has been supportive of me.”

**5**  
mentions

## **SHANI WARD**

**PROGRAM MANAGEMENT, FINANCE AND BUDGET,  
WORKFORCE OPTIMIZATION**

- “Shani Ward has been at UC San Diego for a little over a year, and her impact to our campus is immeasurable. Shani's in-depth knowledge of UCPath from UCLA was one of the single greatest assets to our success here at UC San Diego. Not only was Shani the face of UCPath for in-person training (40hour bootcamps every week for over 1k transactors), but she also became the voice of UCPath after recording dozens of videos to train our staff online. Her attentiveness to getting answers and relaying them back has helped our campus be the most successful deployment of UCPath within the UC System. Thank you Shani for being such an amazing colleague and friend.”
- “Shani Ward is a beam of positivity for the UC Path experience.”

**5**  
mentions

## **PA CHIA VUE HER**

**UG STUDENT ACCOUNTS ANALYST,  
HOUSING DINING HOSPITALITY**

- “I would like to highlight Pa Chia Vue Her. She is an amazing supervisor who has created a healthy, efficient work environment throughout the last few years for us and everyone we work with. She is always thrown curve balls, overworked and still keeps her service with a smile. She is the reason why our team strives to do so well even when we're overlooked and treated like our hard work doesn't matter throughout these constant changes. She works hard, she is kind and cares about her staff as much as she cares about her customers. She is why we do the same. She leads by example which is not often seen in other departments.”

**5**  
mentions

## **MALIA MAHI**

**GENERAL MANAGER, GRADUATE AND FAMILY HOUSING**

- “Malia Mahi, General Manager of Grad Family Housing, and Chris Dayss, Associate Director of Grad Family Housing, have been phenomenal leaders through a very challenging time by creating a work environment that welcomes people to share with each other and support each other.”
- “Malia Mahi HDH housing has been great manager promoting positivity and an excellent work environment.”
- “Malia Mahi is always positive and supportive of our team.”

**5**  
mentions

## **PAULA SODER**

**DIRECTOR, TALENT ACQUISITION AND DATA ANALYTICS**

- “Paula Soder Finnegan is an outstanding manager. She treats people with respect, is extremely knowledgeable in her functional areas, is timely in sharing information with her team, and meets with her team regularly. She trusts her teams and is extremely supportive when it comes to work/life balance. While Paula has taken on interim director of class/comp, she always makes time to answer questions and to address issues as they arise. She is an extremely hard worker and is a great manager. I have learned a lot in the short amount of time I have worked with her.”
- “Our Director Paula Soder in HR is just AMAZING. She is such a great leader, and at the same time she is kind, supportive, good listener, and she always provides the tools we need to succeed. I am so GRATEFUL for her in this difficult times with all the changes due to COVID-19.”
- “I would like to highlight Paula Soder for doing an outstanding job in her new role. She was able to quickly improve low morale in the dept due to previous leadership, and has been a strong, effective leader. Her knowledge and expertise, and attention to detail is greatly appreciated.”

**5**  
mentions

## **PATTI JUZA**

**ASSOCIATE DEAN, ELI/INTERNATIONAL PROGRAMS**

- “Our new Associate Dean, Patricia Juza, is a phenomenal leader! She came to IP right before the campus shut down due to COVID-19. I appreciate her ability to be a calm and respectful leader during this challenge time. She advocates for our department in ways our previous Associate Dean never did. She empowers the entire staff on a daily basis. She is a terrific listener and shows empathy. I am so grateful to have her as our leader.”
- “Patti Juza has done an excellent job of creating a positive work environment in the short time she been with us. I have never felt this hopeful or excited about working at Extension IP.”
- “Patti Juza has made a positive impact on our work environment and created a more collaborative community in spite of the remote work conditions.”

**5**  
mentions

## **STACY WARNEKE**

**FINANCIAL SERVICES MANAGER, ELI/INTERNATIONAL PROGRAMS**

- “Stacy Warneke has exhibited great care and professionalism for the staff at IP. She has stepped-up twice now as the interim Operations Manager and has been able to move projects forward and make positive/effective change within our department's processes. Her enthusiasm, dedication, hard-work, and positive attitude make her an invaluable member of our department/team.”
- “I feel like she has gone above and beyond to make sure her team has been able to handle all that has come their way. She has been a leader during this last few months improving our departments services.”
- “Stacy Warneke has been an outstanding Manager. While managing the IP Finance Team, she is also acting as the interim Operations Manager for much longer than she originally thought she would. I'm very lucky to have her as my Supervisor!”

**5**  
mentions

## **RANDY LEOPOLD**

**SR. DIRECTOR, CAPITAL PROGRAM MANAGEMENT**

- “He is continually looking for ways to not only better our culture and approach to delivering the capital program, he is also continually looking for how to better himself - which ultimately comes back around to those who work with and for him. He is always supportive and will take the time to talk with you about whatever concerns you may have, but is also willing to kindly challenge you to open up to potentially new ways of approaching problem solving and leadership. He is willing to be vulnerable in front of the group, and always willing to accept responsibility. He is both honest and humble. As one of our leaders, he sets an amazing example of what I certainly aspire to be.”
- “Randy Leopold is an excellent director that embodies the POV. He is transparent, vulnerable, and supportive.”

**5**  
mentions

## **NANCY HERBST**

**DIRECTOR, BIOMEDICAL INFORMATICS**

- “I have been here two years, and in those two years Nancy has not forgotten my anniversary hire date, birthday and congratulates her staff with any accomplishment we make no matter big or small. She is always going above and beyond for our team making sure we have all the required tools and devices needed for us to perform our jobs, although Nancy may be part of the upper management team she always makes time to stop by and say hi, actions like these really shows how much she truly appreciates us, if there were above and beyond awards to hand out Nancy definitely deserves one.”
- “Nancy provides extensive support and leadership to the department. She is always in-the-know, provides answers, updates and helps troubleshoot any issues quickly. She values input from everyone and goes out of her way to make people smile, laugh, and feel comfortable. Nancy works extremely hard and is willing to help whenever needed. DBMI is a brighter, happier place with Nancy!”

**5**  
mentions

## **JENNIFER JOHNSON**

**MANAGER, MEDICINE**

- “Jennifer L Johnson (Dept of Medicine) has been incredibly welcoming. She is always kind, always making sure we have opportunities to grow and that we are doing well (she cares about our personal lives too). She is a genuine, warm and kind person that helped me feel welcome when I started and continues to make sure myself and my team are supported, up to date on all important policies, procedures, training etc. She is willing to answer any questions, lets you know when you're doing a great job, and encourages our team to take note of our victories and accomplishments at every meeting. Jen likes to make sure we are equipped to do our job (training, software, equipment, ergonomics), that we are safe, and she tells us she is proud of her team. It makes me proud to be on her team.”
- “Our team is supported by an administrator who promotes a team environment and is quick to recognize the efforts of all of us, as a team and individually. We all appreciate the positive strokes when recognized for our efforts. Kudos to Jennifer Johnson and her team.”

**5**  
mentions

## **MICHELLE GHANI**

**EXECUTIVE DIRECTOR, REGENERATIVE MEDICINE**

- “Michelle Ghani is a spectacular supervisor who really cares about each of her employees. She constantly does everything within her capabilities and goes above and beyond to make sure that people have every opportunity and are comfortable with their workload. She does all of this in a very compassionate and fair manner, checking in weekly with the employees she supervises. She also cares an immense amount about her work, taking the lead on projects that involve collaborating across the DOM, with other departments, and even with other institutions. This truly inspires me to work harder and become more involved; I am grateful to have her as my supervisor.”
- “Michelle Ghani, is my administrative supervisor and is absolutely fabulous. I feel she is fair, positive, supportive, etc...”

**5**  
mentions

## **PAULYNE BECERRA**

**SR. DIRECTOR, DEVELOPMENT ANNUAL GIVING**

- “Paulyne Becerra, Annual Giving, is my current supervisor and has been an incredible support both personally and professionally. She is an amazing individual and example.”
- “Paulyne Becerra- for stepping in and providing above and beyond support to the Alumni Team.”
- “Paulyne Becerra, Advancement, Chancellor's Associates works well in collaboration across campus, mentoring, and is all around a wonderful good person.”

**5**  
mentions

## **CHRISTY BLISS**

**EXECUTIVE DIRECTOR,  
ADVANCEMENT OPERATIONS AND CAMPAIGN**

[No comments]

**5**  
mentions

## **MELANIE CRUZ**

**ASSOCIATE VC, HEALTH SCIENCES ADVANCEMENT**

- "I would like to compliment Melanie Cruz for being an effective leader of Health Science Advancement. Mel creates a supportive and positive office culture which all employees feel empowered to share their options and suggestions."
- "Melanie B. Cruz, our new Associate Vice Chancellor, keeps us all informed via email. I very much appreciate learning from her what we are doing as a unit. She appears to be apolitical and extremely committed since her start in 2006. I hope she is not recruited away. Very glad to have worked here long enough to see this positive evolution. Thanks again for reading this."
- "Melanie B. Cruz has been a wonderful, stabilizing leader for health sciences advancement. I hope we can find a way to celebrate her efforts, while also providing respite from work. Her tireless dedication and commitment are unparalleled, and her authenticity is appreciated by us all."