Appendix C

Survey of Non-Academic Staff on Workplace Climate and Career/Life Issues

Survey Design Team
In 2008, the following survey design team convened to design the non-academic staff survey:

- **Gibor Basri**, Vice Chancellor, Equity & Inclusion
- **Elizabeth Elliott**, Director, Center for Organizational & Workforce Effectiveness
- **Marc Goulden**, Director, Data Initiatives, Academic Affairs
- **Liz Halimah**, Chief of Staff, VCEI
- **Steve Lustig** Former Associate Vice Chancellor, Health & Human Services
- **Christina Maslach**, Former Vice Provost, Teaching & Learning
- **Jeannine Raymond**, Assistant Vice Chancellor, Human Resources
- **Sidalia Reel**, Director, Staff Diversity Initiatives, VCEI
- **Angelica Stacy**, Associate Vice Provost, Faculty Equity
- **Sheldon Zedeck**, Former Vice Provost, Academic Affairs & Faculty Welfare

In addition, 13 focus groups provided feedback and contributed questions and topics to include in the survey:

- Administration Executive Leadership Team
- Berkeley Initiative on Leadership in Diversity (BILD) Project Leaders
- Berkeley Initiative on Leadership in Diversity (BILD) Steering Committee
- Berkeley Staff Assembly (BSA)
- Chief Administrative Officers (CAO)
- Chancellors Staff Advisory Council (CSAC)
- Council of Ethnic Staff Organizations (CESO)
- Council of Staff Organizations (CSO)
• Dependent Care Advisory Group
• Diversity Facilitators Network
• Leadership Development Program (LDP) 2008 Participants and LDP Alumni
• Library Staff
• Physical Plant-Campus Services Staff