



2020-21 Annual Report

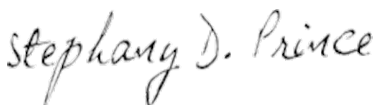
Prepared in June 2021

Introduction

Over the past months, the Fung Institute has been working diligently to maintain high-quality and high-touch programming, even while doing so in an unprecedented virtual arena. Building upon this foundation to set this year's strategic direction, our mission remains *to create inclusive leaders who solve the world's problems through innovation, technology, and collaboration across boundaries, teaching, research, and service*. The summaries in this annual report provide the institute's stewardship in meeting its five targeted areas of strategic priorities: academics, career and community outreach, operations and administration, and health, safety, and space. Our MEng and Fung Fellowship program numbers continue to rise as we prepare for the academic year 2022 and leadership education continues to be our top priority. Teaching leadership is a challenge in the best of times, and in many ways, this past year has been far from the best. Nonetheless, the institute persevered and still delivered its transformational experience.

Our tactical challenge was to move leadership education online. This was a more difficult challenge for the Fung Institute, as the broadcast and lecture formats which move online easily have never been effective modes of leadership pedagogy. In response to this challenge, the institute lowered class sizes, built technology response and support teams, and instituted an array of teaching workshops. Lowering class sizes, while more expensive, gave a surprising and wonderful boost to the quieter voices in the classroom - in many classes, we found women and students of color getting more airtime. The Fung Institute staff self-organized a Remote Pedagogies & Technologies team that surveyed, purchased, and integrated a broad array of emerging solutions in response to remote classroom challenges. They put on one of many workshops for FI faculty, where we all contributed ideas, surveyed and imported the best ideas from outside sources (such as the Harvard Business School), and traded experiences and best practices. While online teaching presented a host of challenges and sometimes sub-optimal learning outcomes, we ultimately found it to be much more effective than we had expected. Judging by our students' transformation and learning over the year, and now increasing job placements, we rose to the challenge and were able to again transform our students from engineers and fellows into engineering leaders.

As the institute transitions in faculty leadership, our strategic priorities will remain steadfast for the upcoming year. However, there is great anticipation for the future as Dr. Anthony Joseph leads the institute in new dimensions of innovation, industry relations, and academic excellence.



Stephany Prince
Fung Institute Executive Director



Lee Fleming
Fung Institute Faculty Director

Facilities and Space Planning

The institute's goal is to provide space that meets the needs of students, faculty, and staff considering the growing programs and pandemic safety.

1. Work with CoE and Pacific School of Religion to commence renovations of Mudd Hall. Total renovation budget is forecasted at \$2.3M. Move in date is scheduled for early July 2021.
2. Engagement with architects and One Workplace for Mudd Hall space design, installation of audio visual equipment for Zoom capabilities in all classrooms and two small meeting rooms, and furniture order. Additionally, three Shires Hall rooms were upgraded for Zoom capabilities during the summer for remote instruction.
3. Upgrade security and building access system for Shires Hall for compatibility with the Mudd Hall system. New systems will allow for batch uploading for building access.
4. Engage staff in open and transparent conversations around space assignments and move to Mudd Hall and within Shires Hall to most effectively meet their individual needs and address needs of the student cohort.



Rendering: Noll and Tam Architects

Marketing & Communications

The Fung Institute marketing team took an adaptive approach to marketing and communications during the 2020-21 academic year. How could our program communications stand out amid the flurry of information and reach students wherever they were in their journey with us? Our ultimate goal was to develop quality content and help our prospective, admitted, and current students navigate the information overload to make an informed decision.

EXPANDING THE TEAM

The FI marketing team, composed of 1 FTE and 4 marketing interns, has had success recruiting and promoting the Fung Fellowship program and Master of Engineering. As a result, the College of Engineering has invested resources in growing the FI marketing team to support the marketing of the 11 CoE professional graduate degree programs.

2 full-time employees:

- Marketing & Recruitment Spec 3 - housed within Fung Institute
- Marketing & Career Specialist 2 - dedicated to IEOR's Master of Analytics (first cohort: Fall 2022)

4 marketing interns: Social Media Lead, Illustrator, Photographer & Videographer, Writer

2020-21 MARKETING IMPACT BY THE NUMBERS

- Master of Engineering: 4,197 applications - 23% increase overall
 - Apps from UC Berkeley grads: 109 - 43% increase
 - US citizens +4%; CA residents +3%
 - 816 accepts (to date)
 - Narrowed online advertising to focus on the domestic US, CA residents, and Cal recent grads
- Fung Fellowship - 39% increase overall
 - 250 applications
 - 69% health leaning
 - 23% conservation leaning
- Big Give - raised over \$20k for the Fung Fellowship, a new record!
- Collaborated with the Berkeley College of Engineering on a Berkeley Impacts social media campaign to highlight innovations led by Berkeley engineers
- 40 new videos published with 56,663 views
- From August 2020-May 2021:
 - FI: 256,000+ unique page views (+9% increase from year previous)
 - FF: 48,000+ unique page views (+41% increase from year previous)
- FF: 15 blogs written with 3,743 views // FI: 26 blogs written with 6,894 views

COE PROGRAMS SUPPORTED BY FI MARKETING IN 2021-22 - PHASE 1

- Master of Translational Medicine (MTM - Bioengineering)
- Master of Design (MDes - Jacobs)
- Master of Molecular Science and Software Engineering (MSSE)
- IEOR's Master of Analytics (launching Fall 2022)

THE FUTURE OF MARKETING AND COMMUNICATIONS AT THE FUNG INSTITUTE

- Broader marketing and outreach for professional degree programs at the College of Engineering level under the direction of Tarek Zohdi, College of Engineering Associate Dean of Post Baccalaureate Programs
- Emphasis on video content with closed captions
- Moving our email CRM tool from Hubspot to Slate to align with the Grad Division
- Investment in student-generated content: Day in the Life, Instagram takeovers, and social media and brand training for students/alumni

CLASS OF 2021

This May marked the bittersweet virtual graduation for our first fully remote MEng graduating class. We congratulate 300* MEng extraordinary graduates, these students persisted when 65% of our expected class deferred after the announcement of fully remote instruction.

MEng students, instructors and staff thrived during this fully remote year through innovation in curriculum, advising, events, and recruitment. One highlight was the development of the MEng Tech+PLUS certificates to recognize students who take additional technical courses, many with cross-department options.



**220 full-time, 9 part-time, 13 MBA/MEng graduates; 56 December 2020 grads; 55 MEng students who requested third semester extensions*

CLASS OF 2022

Our recently admitted class for 2021-22 is poised to continue the program's growth with a large class size of 550-750 students for the fall. The continued impact of the pandemic: visa delays and travel limitations, despite the university's plan for in-person instruction, makes our fall class size unpredictable.

To address the large, potentially geographically disparate incoming class, we are increasing our teaching team by over 50% and are working to stay responsive to changes and student needs, offering both in person and remote instruction, in hopes of providing flexibility for our majority International student population.

ADVISING RESPONSE TO COVID-19: PROACTIVE SERVICES AND FLEXIBLE POLICY

Advising Support

Student affairs advisors Claire Trias and Yvette Vranik maintained virtual advising throughout the 2020-21 academic year and were available and accessible to students full time. Our high-touch remote student advising included proactively reaching out to students with concerns about academic progress, class engagement, and emotional distress.

Compassionate Grading Policy

The MEng program implemented flexible and compassionate policies and practices in grading policies, including the acceptance of up to 1/3 of total program units on a Satisfactory/Unsatisfactory (S/U) basis, units that are all normally required to be letter graded.

Program Extension

MEng offered a third semester extension to almost

60 students for fall 21, giving them an opportunity to take in-person classes this fall. To help with expenses of an added semester, we are offering a choice of a part-time, per-unit fee structure, or \$8,000 grants.

Academic Programming

Engineering Leadership courses engage professional faculty to teach in short course boot camps each semester, and semester courses in communication and teaming to support the soft skills pedagogy underlying the capstone experiential learning - the key differentiator of the MEng program from our competitors.

The Remote Pedagogies & Technologies team co-chaired by Claire Trias and Walter Campbell developed resources, practices, and training for several platforms (Zoom, Remo, Gather, NameCoach, etc.) With this support, the teaching teams adapted instructional curriculum, models, &

assessments to pivot to remote pedagogy and learning.

We learned that Virtual Visit Week and Boot Camp course were even more successful than previous in person offerings, allowing more fluid student engagement for a diversity of learning styles and locations.

Events

Community building, perseverance and support were

the messages of Virtual Visit Week, online Orientation, and graduation reception. Several events were held in a virtual replica of College of Engineering spaces.

Student Engagement

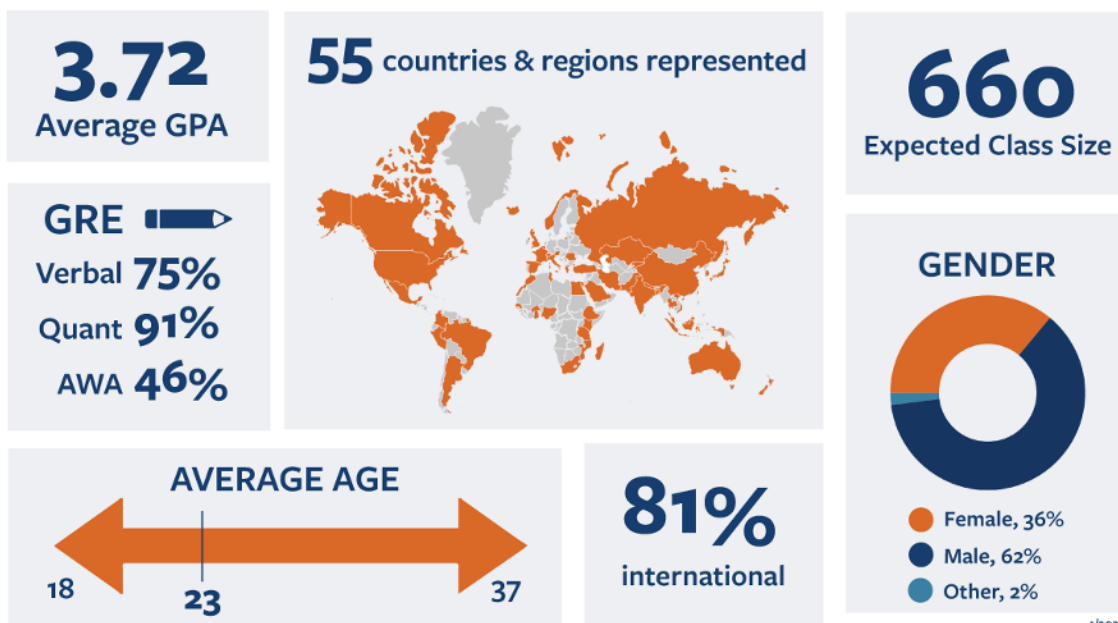
This year participation in co-curricular remote activities was low, but vitally important. Yvette Yranik employed an inaugural team of Student Assistants to engage their peers in social events, and recruit future students.

VIRTUAL RECRUITMENT & ADMISSIONS

Accomplishments this year included:

- Applications for fall 2021 grew by 24% to 4,244;
- Staff, students and alumni Admissions Ambassadors recruited applicants at **21 newly virtual recruitment events**, including fairs focused on increasing student diversity; resulting in 1,336 new leads in our marketing flow;
- New (virtual) office hours with Student Assistants resulted in 93 new leads;
- 37 MEng students and alumni completed over **700 applicant interviews**, double our previous record;
- In-person Visit Day was redesigned as **Virtual Visit Week** allowing for higher participation rates and offerings including student and alumni panels, department breakouts, and social events in virtual college of engineering spaces. Admits exchanged 1,474 messages on the event app;
- Staff called or texted to reach out to congratulate over 260 admits.
- Current 38% yield is up 15% from last year (does not include deferrals)

2021-22 ENTERING MENG CLASS PROFILE



HIGHLIGHTS: BERKELEY MENG CLASS OF 2022

- 27% Admit rate (down 3% from 2020)
- 36% Female (down 4% from 2020)
- 10% CA Residents (down 5% from 2020)
- 81% International
- 2 Mastercard Foundation Scholars from Sub-Saharan Africa
- Will enroll 318 deferrals from fall 2021; 28 deferral requests for fall 2022

Additional Students Served 2021-22

- 7 new part-time students
- 12 continuing part-time program students
- 53 continuing third semester students
- 40-50 MTM students in Bootcamp classes
- 15-20 MBA/MEng new students in technical classes

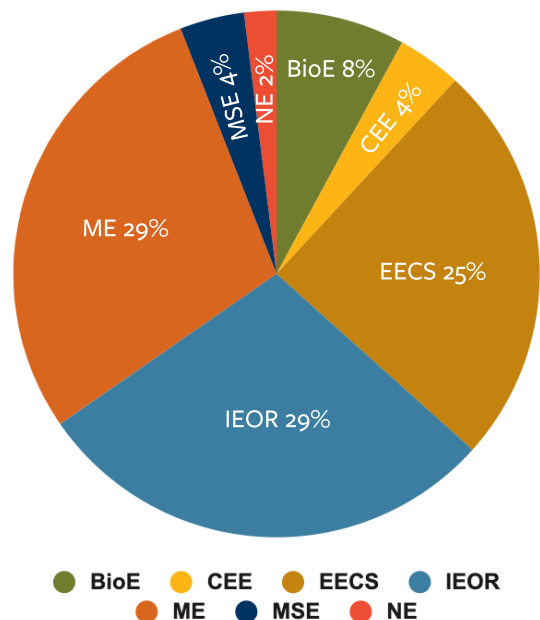
Top 5 Competitor Programs:

- Stanford
- Carnegie Mellon
- Columbia (primarily MS programs)
- Massachusetts Institute of Technology
- University of Michigan

5 of top 11 Undergraduate Schools are UCs

- *University of California, San Diego*
- *University of California, Berkeley*
- *University of California, Irvine*
- *University of Illinois at Urbana - Champaign*
- *Sichuan University*
- *University of California, Davis*
- *University of Michigan*
- *National Taiwan University*
- *Zhejiang University*
- *University of California, Los Angeles*
- *University of Toronto*

Incoming Students By Department



WE DEVELOPED NEW RESOURCES FOR REMOTE TEAMING AND PILOTED ONLINE EVENTS



Photo credit: Adam Lau/Berkeley Engineering

We took multiple steps to create a successful virtual environment for experiential learning. Among them were:

- developing capstone-at-home-kits to offer experimental, hands-on projects remotely
- designing a new online capstone portal to support remote collaboration
- improving workflows to increase student-instructor interaction in capstone integration courses
- providing concept illustrations for teams that did not have access to physical prototyping facilities
- facilitating in-person meetings for international students

Our first virtual **MEng Capstone Info Fair** was a success. During a 10-day period, more than 60 advisors pitched 90+ projects to 167 students participating in the marketplace. In order to ensure equitable access spanning all time zones, sessions were scheduled throughout the day and recorded for asynchronous viewing. Despite novel challenges, students' satisfaction was actually higher than last year's 4.28 (vs. 4.22) on a 5-point likert scale (compared to 4.22 in 2020).

Likewise, we successfully adapted the **MEng Capstone Marketplace** to a completely virtual environment and retained it as a crucial arena for team formation. We continued to maintain a high proportion of **partner-advised projects**, and expanded our partner base to include such industry leaders as Starkey, MSCI, and Bloomberg. We were also proud to leverage the success of our alumni by partnering with several MEng-affiliated startups, including Crossing Minds and Move2Play.

Berkeley MEng presents:
**Innovating
Across the Globe**

2021 Capstone Showcase
Thursday, May 6 from 6-8pm PDT



Our second virtual **MEng Capstone Showcase** was a success. We used an interactive platform that allowed 30 teams to showcase their achievements in an interactive, tradeshow-like format and 3 teams to give formal presentations followed by Q&A.

This year's showcase theme — *Innovating Across the Globe* — demonstrated the fact that the MEng capstone portfolio is now broad enough to impact every dimension of life on our planet: from using oceans to generate energy to designing aerial drones to fight fires. The event drew over 700 registrants (a record number) and received stellar feedback, with 90% of attendees giving it a rating between 5 and 7 on a 7-point likert scale.

We continued our commitment to being the leader in producing capstone-related media, and recognized every capstone team by featuring their project abstracts on a dedicated webpage, and celebrating extraordinary achievements through capstone awards.

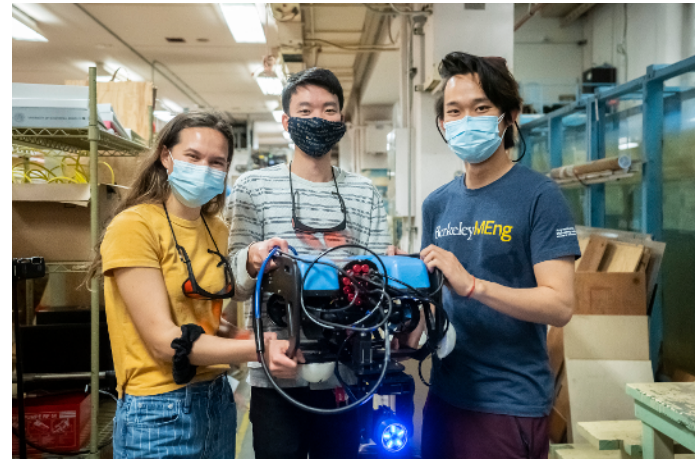
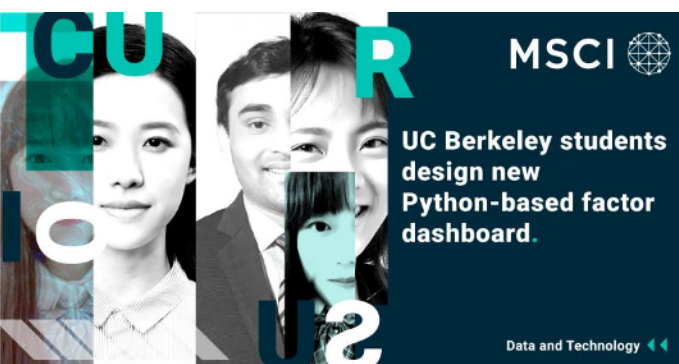
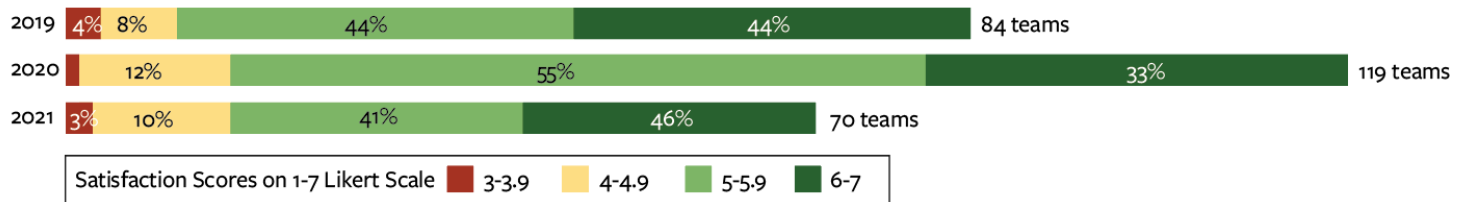


Photo credit: Adam Lau/Berkeley Engineering

WE MAINTAINED A HIGH LEVEL OF SATISFACTION WITH CAPSTONE PROJECTS

While there were a few teams that had limited access to on-campus lab facilities (e.g., Unmanned Underwater Vehicles pictured above), most teams worked remotely with about 1/3 teams collaborating across time-zones. It is a major achievement of the MEng cohort, advisors, and program staff that the 2021 student satisfaction scores continued to be very high, demonstrating the resilience of our program in the face of unprecedented coronavirus restrictions. This is true both of the experience indicators (project outcomes, teaming, and advising) and design indicators (e.g., opportunities to scope the project, influence others, communicate across boundaries, etc.) As one student indicated in the end-of-the-year survey, “It was an unprecedented year. Thank you for adapting and making this a wonderful and supportive experience.”



WE NEED YOUR HELP TO GROW THE NUMBER OF INDUSTRY ADVISORS

We are expecting a record number of students next year. Over the summer, our goal is to find 5-7 new partners, so that we can maintain a high proportion of industry-advised capstones. In particular, we are interested in proposals that focus on machine learning and data analytics across a variety of industries, including manufacturing, finance, as well as health and wellness. Please share this Medium article across your networks!

Our services and programming merge the concept of Career Design and the Changemaker philosophy to empower students to move towards a meaningful and impactful future upon graduation and throughout their careers.

CAREER DEVELOPMENT PROGRAMMING

For the 2020-21 academic year we focused our programming in three main areas: Professional Skill Development, Career Exploration, and Networking

- New programming included the launch of [14 student-led Affinity Groups](#), an Industry Mentorship Initiative, and the [Cal Civic Hacks Ideathon 2021](#)
- Working across numerous time zones, FI Career Coaches engaged 1:1 with 80% of students
- 8 pre-orientation professional development webinars were conducted June - August
- 50+ career and professional development opportunities and events offered August-May
- Targeted communications include a weekly [MEng Jobs & Events Digest](#) and a [Monthly CareerMail](#). We also host resources on the [MEng Portal](#) and [FI Connect](#).
- Continued administering MBTI assessments and group feedback sessions for FI students.
- Leadership Lecture Series continued in SP21 with 9 industry speakers
- Supported the launch of the MDes program with dedicated career services for 22 students.

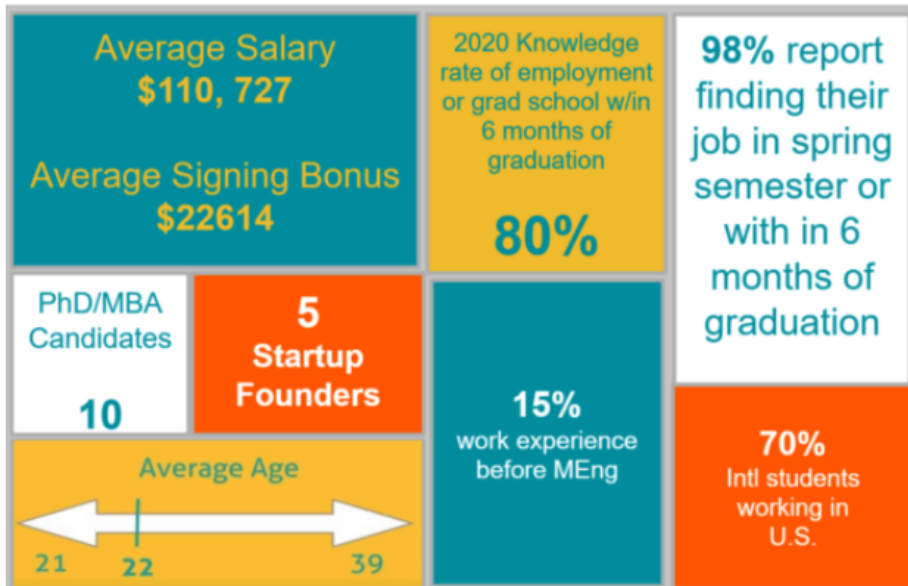


ONLINE INNOVATIONS: ADAPTING TO REMOTE LEARNING

- Transitioned all of our career services, programming, and events to a virtual format.
- Increased our annual career surveys to 4: Summer Career Goal Survey, Fall Check in, Affinity Group Lead Survey, Spring Career Destination Survey
- Conducted 3 personalized email outreach campaigns that resulted in more personalization and an increase in 1:1 appointments.
- Launched new online programming which resulted in more leadership opportunities, connections, increased industry connections and experiential opportunities.
 - 25 students led Affinity Groups
 - 50+ students participated in the 2-day Ideathon
 - 159 students received online mentorship from our network
 - 6 [micro-projects](#) were posted on [FI Connect](#)
 - Across all virtual programming and events, 500+ connections made between industry/alumni contacts and students

TRACKING OUR STUDENTS' SUCCESS

Our current report for May 2020 graduates is published on our website.



ALUMNI RELATIONS

- Virtual alumni events were hosted on Gather.Town (over 100 alumni registered for the fall event and 90 alumni registered for the Spring virtual event)
- Officially launched in 2019, FI Connect continues to engage alumni in professional development, networking, and recruitment through events and jobs posted on the platform.
- 143+ Alumni volunteered across various MEng hosted career programs
- Alumni/Industry posted over 235 jobs and opportunities

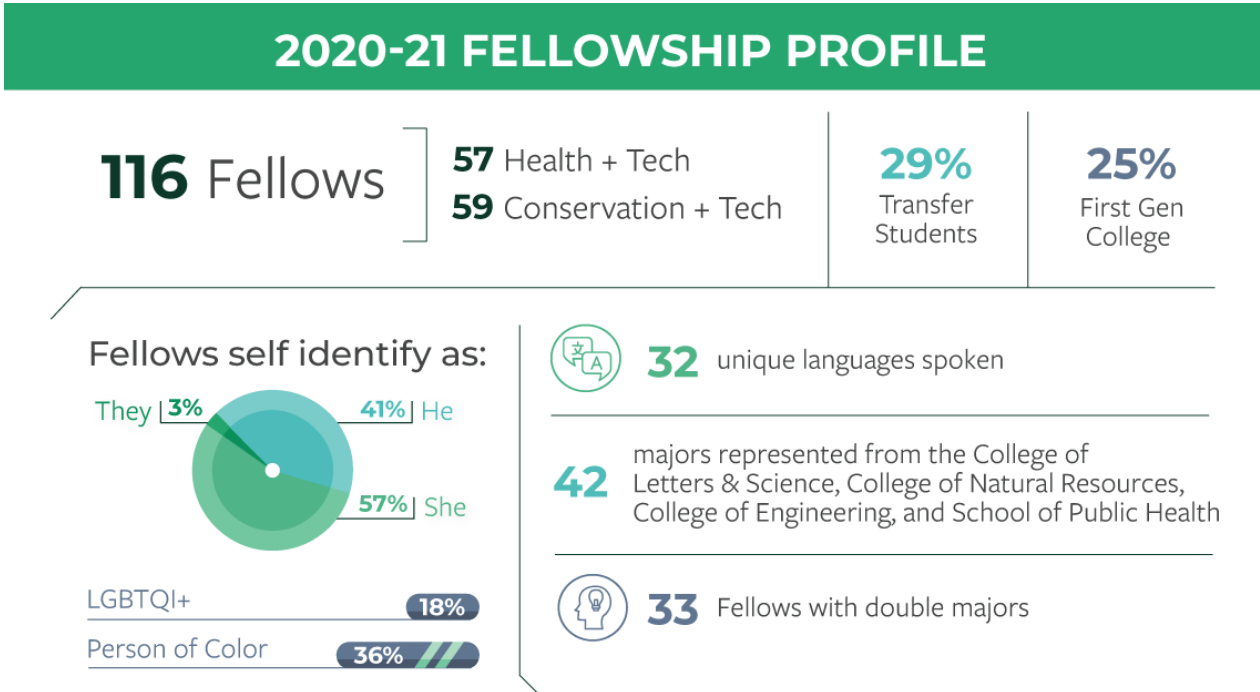
PARTNERSHIPS

- Launched the [Fung Institute Industry Partnership Program](#) (FIIPP) to help structure our partner engagements and highlight the value we can provide. We piloted this effort with two key partners: Asurion and Starkey Hearing Technologies and added MSCI for the 2020-21 academic year.
- Engaged capstone partners in a variety of career-related programming and events
- New programming and recruiting opportunities with SkyDeck companies
- 45 recruiters across industries attended the FI Employer Networking Night
- Once a year the Fung Institute partners with the Family Justice Center in Concord, CA to sponsor families that need assistance. This year we collected gifts for 2 families that included items like warm coats, toys for their kids, cookware, tools, Safeway gift cards, and coveted personal items. “Your gifts representing your love and care mean so much to our clients and staff,” Family Justice Center Executive Director Susun Kim said at a virtual meeting. The Family Justice Center serves thousands of clients, mainly from Contra Costa County, who are coping from interpersonal violence: domestic violence, sexual assault, child abuse, elder abuse and human trafficking



The end of this 2020-21 academic year marks the fifth year of the fellowship that came with many updates and changes to the program beyond the pandemic and move to remote learning. We had an entirely new teaching team, piloted our new Conservation + Tech track, and served our largest student population to-date. As we scale we have redesigned aspects of our program to maintain a student-first experience while being able to operate with reduced staffing and financial resources.

AY 2020-21 COHORT OVERVIEW



PROGRAM UPDATES

Bias Training

In order to support an equitable and aware recruitment process, our DEIB student lead held a Bias Training workshop for all students and staff involved in the admissions process for incoming fellows. While fellows learn about implicit bias in design through the fellowship curriculum, this process challenges students to check their biases among their peers and build upon strong recruitment best practices.

Student Board

This year we launched a student board which was co-designed with our students as an opportunity for sustained student leadership development and a pathway to actively impact the program throughout the academic year. Board members took leadership positions in substantive areas of the fellowship, including curriculum development, alumni engagement, and recruitment; all working closely

with program and teaching staff to actively shape the fellowship for current and future fellows. The Student Board embodies the fellowship value of co-design and program reiteration based on student input.

Teaming Research Pilot

Collaborative teaming is a key component of the fellowship experience as our students learn to work with diverse team members across any discipline, both technical and non-technical fields. Feedback is an important aspect of teaming and as our program has grown we developed a partnership on campus to pilot a new 360 feedback assessment program that includes a much deeper assessment of the students progress in their teams over the course of the entire year. We are working with other campus researchers and Faculty to refine the teaming curriculum and 360 assessments to be able to scale across UC Berkeley campus and other institutions.

PARTNERSHIPS AND COMMUNITY ENGAGEMENT

This year we focused on building more partnerships with community based organizations to be able to serve both our local and global communities. The student projects ranged from developing programs to connect communities of color with access to healthy and local food systems in the Bay Area to developing immersive technologies to educate future generations to address deforestation.

- **Health + Tech:** [Kaiser Permanente](#), [SF Tech Council](#), [Fresh Approach](#), [UC Berkeley Engineering Student Services](#), Healthcare and Social Innovation Hub at UC Berkeley, [Center for Care Innovations in Oakland](#), [Bay Area Association of Disabled Sailors](#), and [Ability Hacks](#)
- **Conservation + Tech:** [Civic Design Studio](#), [Centre for Wildlife Studies](#), the [Hoopa Valley Tribe](#) and [EFCWest](#), [NOAA's Southwest Fisheries Science Center](#) and [Ocean Associates, Inc.](#), [hi-impact consultancy](#) and [Laura Couto Rosado](#), and [Shark Stewards](#)

HONORS PROGRAM

This is the second year of the Honors program which included collaborative projects from partner organizations [Natural Mental Health](#) and [Kaiser Digital](#) and the development of our students' own ventures. Due to the success of the pilot we continued to pair each team with an industry mentor for the entire year experience.

STUDENT SUCCESS

One of our Honors project teams launched [Shotline](#), is a community-powered organization bridging the digital divide in public health by leveraging the tech skills of a widespread, virtual volunteer network to make the COVID-19 vaccine more accessible to communities facing technological barriers.

Shotline



Photo credit: SF Chronicle

- [UC Berkeley Fung fellows create vaccine 'Shotline' to address digital barriers](#), Daily Cal, April 7, 2021
- [Can't book a vaccine? These Berkeley students want you to call their hotline](#), SF Chronicle, April 23, 2021

"The Fung Fellowship is the biggest thing I'll take away from my college experience. My time at Berkeley would be so different without the fellowship because it's shaped my career goals, my connections, and who I am."
- Dorsa Moslehi, Public Health, Class of 2021

In December 2021, a student team from the Conservation + Tech track is attending and presenting their work at the [2021: 24th Biennial Conference on the Biology of Marine Mammals](#).

ALUMNI

Throughout the year, alumni remained engaged in the fellowship through participating as judges in our midterm and final events, being panelists for our current fellows to share early career tips, donating through Big Give, and laying the foundation for an alumni board to remain actively involved in the program.

"The whole structure of the fellowship served as a creative outlet for me amidst really monotonous science lectures. I loved working on an interdisciplinary team, which does mirror a lot of what I currently do in the hospital. The fellowship prepared me for the "real world" in a way that traditional college curriculum does not. With the Fellowship, I realized my own potential and both myself and my community deserve for that potential to be realized."
- Markayla Stroubakis, Nutritional Sciences, Class of 2018

CAMPUS AND COMMUNITY ENGAGEMENT

Our staff and students participated in many campus and community events and organizations to share our program model and learn from others to broaden our impact on campus.

- We co-led the annual Berkeley Faculty Curriculum workshop focused on integrating sustainability into courses across campus, sponsored by the [Office of Sustainability](#).
- Participated as a panelist for the [Climate Justice Symposium for Transforming Education](#) hosted by California State University and the University of California. The panel focused on transformative pedagogies, community engagement through climate justice, and the role of health in the climate crisis.

- Participated on the Berkeley Bio-entrepreneurship Ecosystem Panel for over 120 freshman and sophomore UC Berkeley students. Provided insights and examples of bio-entrepreneurship within the public health sector alongside panelists representing biotechnology and entrepreneurship programs across campus.
- Serving as a judge for the Berkeley Ventures, Berkeley Values (BV2) [Learning Lab and Pitch Competition](#) is an interactive series that will help startup founders and STEM industry leaders to inform, cultivate, and pitch their ideas for equity and inclusion
- Joined the Innovation & Entrepreneurship (I&E) Council, part of the UC Berkeley Office of Innovation & Entrepreneurship. Over 80 leaders from across campus meet monthly to foster the Berkeley I&E ecosystem.
- We continued our partnership with the [Edge in Tech](#), a UC wide initiative committed to addressing the challenges faced by women and other under-included identities in engineering and computer science fields. Our Director led the [Athena Awards](#), rewarding leadership in industry, academia, and those supporting the advancement of those underrepresented in tech fields. Two of our fellows led panel discussions during the symposium and also led the DeCal course: [Opportunities and Barriers: Identifying Pathways into Tech](#).

CAMPUS SERVICE PROJECT (BOOT CAMP)

For the third consecutive year, the fellowship conducted a Campus Service Project during our Virtual Boot Camp in August 2020; this year working with the Health Beverage Initiative (HBI) as part of the University of California's Healthy Campus Network. All 116 incoming fellows worked in teams to address the question: *How might we sustain campus goals and reimagine efforts to make strides as a community while apart?* Fellows worked closely with HBI staff, stakeholders, and campus community members to develop innovations and recommendations to serve our UC Berkeley campus.

BUILDING COMMUNITY AND COMBATING SOCIAL ISOLATION

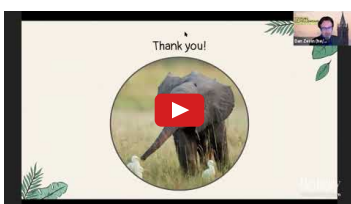
IN PARTNERSHIP WITH THE OFFICE OF THE VICE CHANCELLOR OF UNDERGRADUATE EDUCATION

The Fall Design Challenge in the Health course, our fellows addressed the question - *How might we help Berkeley students feel belonging and connection while being physically isolated?* Several students along with Adrienne Greer, our program manager, presented their final work to the Advancing Practice campus wide program for student advisors. Read more about the effort and insights in the [Design Brief](#).

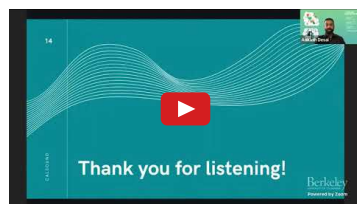
GRANTS

Due to COVID we reduced work on our grant efforts since we were not able to hold in person events and requested extensions for both our National Science Foundation Advancing Informal STEM Learning and Public Interest Technology (PIT-UN) projects. We used this time to improve the methods and focus on research that could be done remotely.

CHECK OUT SOME OF OUR STUDENTS WORK BELOW:



Team: Telephants



Team: CalSound



Team: SharkSeekers



ReImagine Lab: Got Your Back

Leadership Teams

Fung staff volunteer on internal leadership teams devoted to looking at creative ways to stretch team members' creativity, influence, and impact across the institute. Staff are given opportunities to lead in areas outside of their day-to-day responsibilities but speak to their values, passions, and desired growth for professional development.

Remote Pedagogies & Technologies	To integrate remote pedagogy, guidelines, tutorials, resources, and support across FI programs, functions, and coursework; to successfully deliver instruction and learning remotely. Leads: Claire Trias, Walter Campbell
Talent Development	To organize around employee welfare and satisfaction and how we can help each other, as staff, thrive at the Fung Institute. Leads: Dione Rivera, Hazel Palaski
Partnerships	To develop a strategy for industry relations and to increase participation in our Industry Partnership Program (FIIPP) and industry capstone/FF projects. Lead: Julie McShane
Program Development	To align institute-wide efforts effectively and efficiently; to evaluate and execute on new requests for institute involvement in creating new programs and activities; interpret and execute on the mission and vision; playground for new ideas. Lead: Adrienne Greer
Academics	To coordinate academic opportunities; to discuss particular situations as they come up; to research pedagogy; to plan innovations and their execution. Leads: Alex Beliaev, Beth Leven
Diversity, Equity, Inclusion, and Belonging (DEIB)	To hold the Fung Institute accountable in incorporating diversity, equity, inclusion, and belonging values into the strategy, process, and culture at the institute. Leads: Ashley Villanueva, Jené Madison, Jennifer Mangold, Alex Beliaev, Walter Campbell
Student Recruitment	To come up with goals or vision for an institute-wide student recruitment approach. Leads: Adrienne Greer, Yvette Vranik

2020-21 LEADERSHIP TEAM ACCOMPLISHMENTS

Remote Pedagogies & Technologies

1. Conducted a comprehensive literature review and research of Zoom and both campus and external remote pedagogy/accessibility resources in lieu of campus' own widespread response to working and teaching remotely
2. Tested and utilized several platforms (e.g., Lunchpool, vFAIRS, etc.) geared toward remote pedagogy and events while updating the team with new developments, features, and limitations. This culminated in composite resource lists shared with instructors and staff
3. Investigated and adopted several platforms used for increasing DEIB, accessibility, and engagement in virtual spaces, including Mentimeter, Poll Everywhere, and NameCoach
4. Solicited feedback (e.g., feature requests) while providing technical support to students, instructional team, and staff via surveys, check-ins, virtual 1:1s, and other direct correspondence. Worked closely with campus IT/TSS and Zoom support to address issues the RP&T Team could not directly answer
5. Supported SA Madelena Ng with creation and development of RP&T Portal, with projected completion and launch in July 2021 to be used in time for Orientation & Boot Camp. Outcomes will include more streamlined and accessible Zoom/RP&T guidelines, visual aids, and resources for MEng and FF instructional teams/staff (and ultimately students)

Leadership Teams

Talent Development

1. Staff Survey at pivotal times to learn about staff experience and needs that informed resources and activities
 - a. Heat Map- identify “busy cycles” in different school year seasons and use that to make sure staff has time for a break/rest. Mental Health Monday and No Meeting Fridays were ideation from this survey
 - b. Remote + Return to Work-early in the school year, this survey helped identify the staff’s concerns and needs regarding working from home and the possibility of coming back to work. Resources for Working from home and Working Less with Less were created and shared
 - c. Fall Check-in: learn more about staff situations and how to build community. Fun @ Fung ideations were shared
 - d. Year End-aside from understanding where staff is at, this survey will build on critical professional development goals of the institution
2. Resources created: Remote Wiki | Working Less with Less
3. Fun @ Fung: seasonal activities to build community (and most recently tied to Monday Mental Health Blurbs)
4. 3rd Mondays Mental Health Blurbs
5. Succession Planning Alignment with UC Berkeley People and Culture



Program Development

1. This leadership team formally launched in February 2021 and took time to explore what program development meant for the Fung Institute, reflected on how programs had developed and been introduced historically, and reviewed the FI Strategic Plan to align efforts.
2. We developed objectives to meet the initial needs of the Institute:
 - a. Evaluate current Fung Institute programs and develop potential growth models for FY23, FY26, and FY31 (2 - 5 - 10 years).
 - b. Create overview decision and request stream of requests depending on where requests come from
 - i. Co-create a (1) process and (2) criteria matrix for evaluating new program requests in the Fung Institute
 - c. Support and activate a culture of ‘homegrown’ program development ideas and exploration & innovation among Fung Institute staff.
3. Once objectives were established, we opened up our Leadership Team to all FI Staff again and grew our team with members interested in driving development within each of our programs and as an Institute at large. The additional expertise, perspectives, and insights from the new members, coupled with updates within the College of Engineering, our team is re-evaluating our short- and long-term goals and objectives.
4. The team is preparing to involve our new faculty director, Dr. Anthony Joseph to seek his insights and priorities for Program Development within the Fung Institute to solidify our next steps.

Leadership Teams

Diversity, Equity, Inclusion, and Belonging (DEIB)

1. Held Stories of Cal event on 4/29 for the UC Berkeley community with a focus on storytelling and how to share about yourself and your diverse experiences; outcomes include: 157 RSVPs, 57 attendees, 5.7/7 satisfaction rating
2. Drafted our commitment to DEIB for existing and future job descriptions
3. Developed DEIB Monthly Celebrations and Observance at the Fung Institute for academic year; outcomes include: proactively sharing messaging for DEIB-related celebrations and days/weeks of recognition to student communities
4. Launched Fung Institute Terms/Phrases DEIB Knowledge Base
5. Shared public statement about the Fung Institute's commitment to diversity, equity, inclusion, and belonging

Student Recruitment

Goals:

#1 Define what diversity means to the Fung Institute with respect to recruitment

#2 Understand the current recruitment & admissions processes for FF & MEng

#3 Identify opportunities for collaboration

1. Defined diversity and posted on FI and FF websites as part of our recruitment strategy,
2. Created a list of metrics, we will gather to track progress towards this goal,
3. 1st MEng DEIB Survey launched in January 2021 to gather new metrics, including:
 - a. Students with disabilities
 - b. LGBTQ+ students
 - c. Undocumented students
 - d. Students from low socioeconomic backgrounds
 - e. First-generation college students
4. Plan to collect more diverse metrics in future MEng admissions applications, including possibly a DEIB essay question.

