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**UC Tech Awards 2023 Form**

**Category:** SUSTAINED IMPACT

**Name:** Charron Andrus, Associate Chief Information Security Officer (1)

**Location of employment:** UC Berkeley

1. **Person submitting the application/nomination**
   1. Dennis McIver, EDIB Program Manager, Office of Workplace Inclusion and Belonging, UC Office of the President
   2. **Email address: Dennis.mciver@ucop.edu**
   3. **The name of your organization:** UC Office of the president
2. **Award category**

Sustained Impact

1. **Name of person, name of the team, or name of the project to receive the award**

Charron Andrus, Associate Chief Information Security Officer, UC Berkeley

1. **All project team members - if applicable** n/a
2. **Which location was affected by the work?** UC Berkeley, UC Davis Health
3. **Summary**: Charron Andrus has created a touching legacy in Information Technology, Information Security, Diversity, Equity and Inclusion and leadership. Her tenure across multiple UC locations has left a measurable impact that continues to inspire across the University.
4. **Narrative**

I am honored and inspired to nominate Charron Andrus for UC Tech’s Sustained Impact award. The naming of this award is fitting as Charron’s impact in and out of IT has lasted across multiple locations in and out of the University of California as well as the communities where they are located.

One immediate place where Charron’s done valuable work is in her current role of Associate Chief Information Security Officer at the University of California Berkeley’s Information Security Office. In her current capacity, she deftly guides six aspects of Berkeley’s ISO affairs, including service management, outreach, and operations. In this role she steered the creation of Information Security’s strategic plan as well as refinement of their organizational chart. Systemwide, she would contribute her talents towards the UC Women in Technology Steering Committee as well, leading events such as their annual panel featuring UC’s women in IT. Charron would also lend her talents to EDUCAUSE, as a Co-Lead of the Diversity in IT community group. In this role she would lead the creation of a Gender and Data Demographics toolkit that would serve as a repository for information, best practices, and global standards in higher education. Charron’s leadership has not gone unnoticed: In 2023, she was named a Berkeley Staff Assembly Excellence in Management award winner as well as a 2023 – 2024 Next Leaders Fellow.

Prior to joining UC Berkeley, Charron would serve the IT division of UC Davis Health, managing their Regulatory Initiatives and Financial Reporting unit while managing a budget of more than $24 million. During this time, she would also lead the Health identity team’s seamless transition to PeopleSoft Cloud, a move that would impact more than 14,000 community members. Through a rigorous protocol of tracking and testing and post analysis, she would successfully guide the conversion of identities without impacting access for critical clinical staff at the hospital.

As a hallmark of her leadership, Charron would create two years of targeted DEI training for all staff. The topics, which featured Diversity Awareness, Safe Spaces for Black identifying staff, antiracism, implicit bias, and systemic exclusion training. By innovatively tying training to the annual CEMRP goals for the division ensured leadership prioritized the training. Charron was rewarded for this work in 2018 and 2020 as she received the UC Davis Chancellor’s Achievement Award for Diversity and Community. With a desire to help as many people as possible, Charron would also lend her talents to Davis Hospital, functioning as a liaison between Davis Health’s DEI Office and Executive Leadership team in garnering the resources and support for creating mandatory DEI training for nurses and nurse leadership.

Charron’s desire to serve expanded beyond IT, as she has repeatedly given support to important moments in UC history. During her tenure at UC Davis, she would serve on multiple boards and committees, including:

* Police Accountability Board where she successfully advocated for Hospital security personnel to be brought under the direction of the UCD Police Chief to ensure training and accountability in line with UCPD guidelines.
* Next Generation Reforms to Advance Campus Safety Taskforce where she served on the Writing Group, charged with drafting both the preliminary and final reports to the Chancellor.
* Status of Women at Davis Administrative Advisory Committee winning their inaugural International Women’s Day Award in 2020.
* Staff Advisory Committee on Equity, Diversity, and Inclusion where she successfully advocated for the release of employee race data to allow for better identification of problem areas and whether strategic initiatives around recruitment, retention, and advancement were statistically successful .

Most significantly, Charron has spent countless hours providing leadership for staff in and outside of her offices, dating back to her time at UC Davis Health. As long serving Chair of the UC Davis Health African American Faculty and Staff Association, she would drive multiple initiatives, including professional development events for both existing staff and those seeking to join the University, years of programs through the Campus Community Book Project which centered community activist and business owners of color, creation of an annual Black History Month slate of events, and an official process for funding and awarding scholarships to staff. She would also serve as Chair of Davis Health’s Staff Assembly, restructuring their Executive Committee and developing official succession plans for the organization. Systemwide, as an eventual Executive Board member of the Council of UC Staff Assemblies, Charron would manage their social media, develop a succession planning toolkit for UC managers, and advocate for policy covered pay increases. As a final highlight, Charron would be a co-founder of the Black Leadership Alliance Council at the University of California, which connects black staff and faculty leadership across the UC system.

While it would be simple to remain in the space of academia, Charron’s service extends to the community in which she lives as well. She served as a Commissioner on the City of Sacramento Redistricting Commission to ensure the fair and non-partisan drawing of district lines that support political and economic opportunities for historically disenfranchised communities. Her work at UC Davis Health also extended beyond just the University community and into the community itself. As part of her work with the UC Davis Comprehensive Cancer Center, Charron was able to participate as an IRB Member on the NIH funded grant 'Impact of COVID-19 on Cancer-Related Behaviors Among Non-Metropolitan Minorities in Inland Northern California: Seeking Mitigation Strategies', as well as served on the Sacramento County Lung Cancer Screening Collaborative. During the early days of the pandemic, Charron coordinated a live broadcast ‘COVID-19: Addressing Health Disparities in the African American Community’ on behalf of hospital administration and DEI office to help dispel myths surrounding the coronavirus. She was issued a Certificate of Special Congressional Recognition by Congresswoman Barbara Lee for her community advocacy work.

Despite Charron’s lengthy and impressive tenure in UC IT, her insistence on the fundamentals is arguably her greatest strength. With each challenge she faces, Charron brings authenticity, creativity, understanding, and persistence. Charron frequently makes herself present as a friend, mentor, and guide for those willing to ask. She is also an accomplished presenter and facilitator and always willing to impart a lesson on those who may benefit from it.

The University of California is undoubtedly a better place to grow, work, and learn because of Charron Andrus. It is with this – and her impressive body of work- in mind that I nominate her for this distinction.