I am pleased to nominate Ms. Samphos (Sam) Chin for an Exemplary Staff Employee of the Year Award. Sam is responsible for the facilities and inventory management, safety management, salary recharges and key human resource activities for the Marine Biology Research Division (MBRD) and the Center for Marine Biotechnology and Biomedicine (CMBB), two distinct research divisions at Scripps Institution of Oceanography. She is also responsible for managing building facility issues, including liaison with EH&S on lab safety compliance and with Facilities Management involving building repairs on both routine and emergency basis.

Sam is one of our division's key contacts for HR and that combined with her safety and facilities responsibilities mean she is interacting almost constantly with both employees and visitors to MBRD and CMBB. Earlier this year, along with Georgette Handal (also of MBRD), Sam won a UC San Diego International Center "Partners in International Education" Award for excellence in handling the complexities of visa applications for over 50 foreign guests to MBRD/CMBB over the past two years. In addition, Sam works closely with our HR team to coordinate salary recharges to our various funding sources, which requires a meticulous attention to detail and a good basic knowledge of federal rules and regulations. She has recently begun cross-training another employee in some of these responsibilities, and has been patient and careful in this process.

Sam carefully and efficiently discharges all her various duties. However, the purpose of this nomination is to recognize the great impact Sam has had on morale in the Marine Biology Research Division (MBRD). I have been MBRD director for 12 years and have had a number of people cycle through Sam's position. All have been capable of doing the job, but none have gone the extra steps that have made Sam so successful. There are two areas that I'd like to highlight: facilities and building maintenance and human resources and signing in new arrivals to MBRD.

With regard to facilities, Sam simply goes the extra mile. In principle, the facilities job could be done without leaving her desk (certainly the approach used by others who have had the responsibility!). Faculty could report issues and Sam could forward questions to Facilities Management or EH&S. But Sam goes further – investigating the needs and helping coordinate among labs to seek the best solution. Things that used to take weeks are done (and done better) in days because Sam has developed excellent working relationships with everyone – from the faculty to surplus sales to FM and EH&S - all enjoy working with her since they know she is making the effort to get everything coordinated and efficient. The end result is that our facilities are better maintained and fewer dollars are wasted due to poor planning. On many occasions, I have found Sam personally moving furniture and equipment or helping clean a lab for a new occupant – sometimes well after hours! Definitely not on her job card! Our building (Hubbs Hall) is over 40 years old – keeping it running is not easy, but Sam keeps everyone smiling! She has the ultimate "can do" attitude that encourages others to pitch in for the common good.

With regard to HR, Sam is typically the first person encountered by new-comers to our division. Many are from foreign countries and some have language issues. This is where Sam really shines! She is extremely helpful to all. Sam goes out of her way to introduce new-comers to other students, postdocs, and faculty who will be able to help them. She is especially good at matching people up with other members of MBRD who might speak the same language or have common interests. And she is an active part of this "welcome mat" - for example, she regularly played tennis with an elderly foreign visitor she deemed lonely!

Another activity has been Sam's organizing of "night out" trips to local restaurants. Sam organizes groups of MBRD members including students, postdocs, and faculty and MBRD visitors and escorts the group to any of her favorite places around town (and helps them order dinner!) - personally driving those without transportation. These are very popular events! I know many employees and visitors alike have a much better experience at SIO because of Sam's efforts.

Sam not only does her job extremely well but also has put her own heart and soul into it. We don't have a department cheerleader position- Sam has voluntarily added that to her job card. And the results have been amazing. The improved morale in MBRD is remarkable and easily traceable to Sam's attitude and activities. Sam is, without doubt, an EXEMPLARY STAFF EMPLOYEE deserving of recognition.