

Regarding: "Report on Communications between Staff and The Board of Regents."

Good afternoon Mr. President, Mr. Chair, Members of the Board of Regents, Chancellors and guests. Thank you for the opportunity to speak.

As CUCSA celebrates its 30th Anniversary, we remain proud of our effective and meaningful collaborations with the Office of the President and the Board of Regents.

One recent example was our contribution to the Staff Advisory Committee for the Selection of the President in 2003. Staff Council worked closely to help develop selection criteria with the Secretary of the Regents and the Regents' Special Committee. Our input to one of the most important decisions that the Regents made last year was professional and thoughtful. Our interaction with Special Committee Chair Davies and Vice Chair Hopkinson was a stellar example of staff/regent collaboration and a demonstration of trust. And it represented a significant staff contribution to the University-- an important point considering that the cumulative service to the University of the current 29 CUCSA delegates is in excess of 400 years.

CUCSA believes, with all due respect, there is a moral imperative that the Board of Regents have the benefit of a formal advisor representing staff. Staff is the second largest system-wide active constituency in the University -- second only to the students -- but we have the softest voice. While we appreciate the opportunity to share with the Regents our annual report detailing CUCSA's work throughout the year, which I will present tomorrow, this doesn't provide the contributions that a staff representative could make to the Board, the University and the people of California.

For seven years, you and your predecessors have heard the pleas of the CUCSA chairs to appoint a staff representative to the Regents. Many Regents have attended the CUCSA quarterly meetings and have been impressed with the depth of institutional knowledge, eagerness to articulate staff issues in a non-confrontational manner, and the professional and political acumen of the Staff Council. In fact, at our most recent quarterly meetings, the Regents attending encouraged us to lobby for the staff advisor appointment and indicated their support.

Our only goal is to see that the University of California is an inclusive body that seeks input and demonstrates a strong sense of trust in all of its major constituents. That goal has been met with respect to the faculty and students. The Board of Regents has been made richer by the incredible contributions made by the student regents and the faculty representatives to the Board. We contend that the Board will be richer still when staff contributions are made from the table with the appointment of a staff advisor.

We are aware of the challenges to making the appointment possible. The excellent report from OP very clearly outlines these challenges. However, this board has cleared far greater obstacles in the interest of making the University a stronger, more representative community where every constituency has a voice.

CUCSA is not necessarily concerned with the title of the staff advisor, does not seek a specific role in the selection process and has no unyielding interest in securing this position for one of its own.

CUCSA merely wants the hard work, dedication, intellect and commitment of the staff to the quality of the University to be acknowledged in a meaningful way, to have an equal voice and to be formalized as part of this great institution.

Now that the feasibility committee has completed its initial work, there is no more fortuitous time for this issue to be seriously considered than during the culmination of the 30th anniversary of the Council of UC Staff Assemblies. We once again urge you to make the decision to include staff at the table.

I want to acknowledge the Report on communications between Staff and the Board of Regents. I want to thank the members of this committee, who worked very hard, for the opportunity to contribute to the dialogue and to offer input into this process.

Respectfully submitted for the Record,

David Bell
CUCSA Chair 2003-04

July 14, 2004