

Council of University of California Staff Assemblies
(CUCSA)
Annual Report
2003-2004
Executive Summary
July 15, 2004

Good afternoon Mr. President, distinguished members of the Board of Regents, Chancellors and most honorable guests. I also want to welcome those who may be visiting this broadcast over the internet.

This year, the Staff Council saw progress in a number of important areas, including issuing the "Report on Communications between Staff and The Board of Regents," on which I commented yesterday.

We also saw tremendous progress in the area of communications in general, with increased activity with staff at the Office of the President. We want to thank Michael Reese and Paul Schwartz for their interest, and, more importantly, for their expertise in listening to and responding to the staff concern for better communications. We saw the introduction of the Dyne's Desk feature and Dr. Dynes' very effective periodic Web cast addresses. These features are wildly popular with staff. I might add that improved communications includes the many discussions and visits we have had with members of the Board. We are very pleased with those developing relationships.

In addition, for the first time in CUCSA history, we've had two sitting presidents of the University of California visit us in the same year. Of course, this year was unique in that we had both an outgoing president and an incoming president – but the significance is that President Atkinson and President Dynes demonstrated their commitment to staff. Other guests of CUCSA this year included Chancellors Vanderhoef, Yang (and Dilling Yang) and Carnesale; at UCOP we heard from Vice President Joe Mullinex and Associate Vice President Judy Boyette. We were visited by Regents Anderson, Murray, Seigler and Johnson, and a number of important guests from UCOP and the campuses.

With the skillful negotiation of Vice-Chair Dave Miller, for the first time we had the opportunity to invite staff from the Lawrence Livermore Lab to join us at the table. We now hope to have our first-ever delegate from the Livermore Lab join us officially in September 2004. Negotiations are still underway but nearly complete. The addition of Livermore Lab staff would make the CUCSA family complete – with delegates from all 10 UC campuses, the Office of the President and all three national laboratories participating. I think it's significant that with the full component from UC Merced and the addition of Lawrence Livermore Lab, we will have all of our players at the table.

In addition, this year CUCSA celebrated 30 years of dedication and service to the University of California.

We developed workgroups on our internal policies and procedures -- Mentoring, Staff Housing, the Faculty-Staff Partnership, Communications and the Web, People Management and Diversity. The workgroup reports are available through our Website. But first, I want to comment on three particular workgroup developments.

CUCSA wants to go on record in support of the efforts at OP to develop what has been called the People Management Initiative – a system-wide managers' training program. This program is unique because it was designed by current managers and supervisors, who volunteered their time to complete much of the groundwork for this project. This is another good example of staff contributions to assuring that the University's greatness carries into the future. We understand the budget constraints in implementing this program, and hope they can be overcome.

On Diversity – like you, we are all different. We are Democrats and Republicans; we are black, brown and white. We have many faces and cultures, and, we all come together on the issues we care about. We challenged ourselves this year to look at our own diversity and to do what we could to acknowledge that we can't always see the ways in which we are diverse.

We understand our responsibilities to never assume that we have fully achieved diversity and to set a high standard for achieving diversity. The message we want to share with you is that we are committed to the University's diversity goals and we would be delighted to participate in publicizing and implementing diversity programs designed at UCOP. We want to share our ideas for a system-wide "Champions of Diversity" program and perhaps a mechanism to build and cross bridges through collaboration and consensus. Just as we are stewards of the UC academic mission, the botanical gardens and university museums, we are the stewards of diversity not only for UC, but also for California.

On Communications and the CUCSA Web site – CUCSA hopes that the redesign of our Web site contributes to the overall UC communication goals for staff. I wanted to take a moment to show you our redesign, (but am unable to do so due to technicalities) where you will find our workgroup reports as well as the complete CUCSA annual report. We will provide the web address to the Secretary's office so you may review the site and find the full CUCSA annual report.

You may wonder how all of this is relevant to the Regents and OP. These activities are all examples of the important role staff plays in supporting students, faculty, administration and -- most of all -- the overall mission of the University of California. When Chancellor Mike Bishop welcomed CUCSA to the UCSF campus in the fall of 2002, he spoke about the quality of staff and quality work-life for staff. He also spoke of his pride in UC and stated, and I'm paraphrasing, that more important to him than his trip to Oslo to receive the Nobel Prize was being named a professor at the University of California. His enormous pride was infectious and his message to staff was clear. We ALL make a significant contribution to the University.

I have been using the collective "we," meaning that I am speaking for CUCSA – but this time I want to say that "I" have watched this Board's deliberations now for more than two years. There is no doubt that this body holds the University of California of paramount importance and that each of you is personally dedicated to its success. I have the utmost respect for you for all that you contribute to this great institution.

I want to take a moment to congratulate Regent Parsky on his selection as Chair of the Board of Regents, and Regent Blum in his role as vice-chair. I also want to congratulate and welcome Regents Wachter and Ruiz.

At this time, it is appropriate to thank Secretary of the Regents Leigh Trivette and her staff. One of the things I do in my day job is promote civility and respect in the workplace, and I must say that Leigh sets the standard for politeness and civility at the Secretary's office.

I also thank President Dynes and Associate President Linda Williams, as well as Associate Vice-President Judy Boyette and her excellent staff, for their many kindnesses and assistance throughout the year. Thank all of you on the Board for giving us the opportunity to contribute to better communications. We very much appreciate the time you took to visit with us this year and time you take to talk to us when we visit you.

It is most important that I thank the delegates of CUCSA – many of whom are here today. As I stated to the group in my closing remarks at our June meeting – there is no greater honor than to be selected by one's peers to lead. It has been the biggest honor of my life so far. I am deeply grateful and have the utmost regard for my colleagues on the Council of UC Staff Assemblies.

It is my great pleasure to introduce Rosemary Anderson from the Santa Cruz campus, who will serve as vice-chair of CUCSA for 2004-05. You will see Ms. Anderson at the September meeting and I know you will extend a kind welcome to her.

It is also my great pleasure to introduce you formally to Dave Miller – who you know already, and officially welcome him as CUCSA Chair for 2004-05. It is difficult saying goodbye to this wonderful experience, but I do so with complete confidence in the visionary leadership of Dave Miller. There is no doubt that Mr. Miller will lead CUCSA to great new achievements in the coming year. Dave, I wish you Godspeed in your endeavors.

Thank you all very kindly.

David Bell
CUCSA Chair 2003-04

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