

## **Council of UC Staff Assemblies Report to the Regents** **2004-2005**

Good morning Chairman Parsky, President Dynes, Secretary Trivette, members of the Board of Regents, Chancellors and distinguished guests. Thank you for the opportunity to speak to you today and to update you on the activities of the Council of UC Staff Assemblies (or CUCSA) for the 2004-2005 year.

As you know, CUCSA has representatives from all 10 campuses, 3 labs, and Office of the President - a truly systemwide association. During my tenure on the Staff Council, I have had the great pleasure of visiting the Lawrence Berkeley Lab, the Los Alamos Lab, and all UC campuses (with the exception of our new campus in Merced). Throughout CUCSA's thirty-year history, there has never been representation from the Livermore laboratory. I am very proud to say that I am the first chair to come before you to report that this has been remedied with the inclusion of two excellent delegates from Livermore - providing CUCSA with a full compliment of representation from all UC campuses, Office of the President and labs. The extremely valuable contributions made by all Council delegates have been extremely important to overcoming challenges and producing our successes for the year.

I would like to share with you today some of CUCSA's recent accomplishments.

When we first met in September of last year, the Council made some very thoughtful and long-range strategic decisions:

First, we decided to form a standing Diversity Committee to maintain an ongoing review of the work done in this area by the University, and to acknowledge the outstanding work of the Champions of Diversity across the system. We saw this issue as too important to the vitality of the University to address it in an ad hoc manner. During periods of serious budget constraints, we often look for ways to make cuts that don't appear to impede our academic mission. Diversity is sometimes viewed as something that has already been accomplished. And while we have made some strides - there is much more that we can achieve in this area. As a premier institution of higher learning, we can never assume that all aspects of diversity have been achieved. That is why CUCSA chose to make the Committee on Diversity its newest standing committee.

Second, we established a multi-year project team to support and enhance the work currently underway by Office of the President in succession planning for the significant number of staff retirements already occurring systemwide and that are anticipated in the future. On this front, the CUCSA Workforce Evolution Committee, headed by Maureen Morley of the Lawrence Livermore Laboratory has just scratched the surface of the myriad issues relative to a major demographic shift in University staff. Generally, the report acknowledges that during the downturn in the economy, recruiting has been manageable and retention more stable. However, the recruitment and retention of employees for specific positions and at specific locations continues to be challenging given special job requirements, available applicant pools, cost of living and housing, and other factors. We will need to devise creative ways to address issues such as managing a changing, cross-generational work force, responding to the impact of an upturn in the economy, and the need to grow new staff leadership. One excellent example of a model program that very effectively addresses the need to prepare new staff leaders is UCLA's Professional Development Program. It is not by accident that the graduates of this year-long comprehensive cohort program go on to make the University stronger through their commitment and dedication. I know first hand the value of this program, as I am a proud alum. This is one of the ways in which the UC can take steps to train, retain and attract the best employees today and into the future.

Third, we embarked upon how we as a University might respond to strengthening our sustainability and foster broader and more meaningful interaction between staff, the Regents and Office of the President. At our March meeting, we participated in the Office of the President sponsored SWOT exercise, facilitated by AVCOR Consulting. As a result, not only did we vote to amend our bylaws to ensure excellence among our own ranks, the incoming CUCSA Chair has decided to initiate a similar exercise next year to develop a long-range strategic planning document to guide CUCSA. In addition, junior delegate, Ken Tomory of the San Diego campus, lead the Budget and Development Committee through the painstaking task of reviewing our operating expenses, which resulted in a budget submission to the Office of the President that was responsible and reasonable.

Both the CUCSA Diversity Report and the Workforce Evolution reports are posted on our website and will be separately mailed to you.

I am extremely proud of the quality of work and the depth of commitment that all of the delegates made to contributing to the University through their involvement in the Council of UC Staff Assemblies this year - and I want to extend my sincerest thanks to them. It has been the highlight of my UC career to be entrusted with the leadership of this treasure to the University and its staff.

This has been a remarkable year for the University; there have been exciting new changes in leadership at several of the campuses, there are positive developments at the UC managed laboratories. And for staff in particular, the Board of Regents in January of this year has instituted an innovative new pilot program that will allow for more substantive involvement by appointing two employees as Staff Advisors to the Regents - and this is historic.

CUCSA has worked for over ten years to see this opportunity become a reality for all UC staff. For this major segment of the University community, you have sent a message – A message that says, “We value the voice of every member of the UC family”. CUCSA is proud of your bold steps in more fully representing all constituencies at the Regents table - for the staff perspective is unique among all others in the UC community. We have been described as the infrastructure that supports the continuum of excellence for the University and as full partners in the stewardship of its mission.

The staff of the University is a powerful resource that we must value, nurture and support in our endeavor to maintain and enhance the quality of the University of which all we take so much pride.

Second only to the students, we are the largest and most diverse active constituency of the university. We number over 160,000.

We are groundskeepers who are proud of the work we do to create and maintain a beautiful campus environment for the students, staff, professors, and donors who make a major investment at our campuses.

We are the Development Department staff whose job it is to reach out to corporate and personal donors in the quest to further faculty research and provide fellowship and scholarship opportunities.

We are bringing bleeding-edge technology to researchers, faculty and students, while maintaining its infrastructure.

We are in human resources departments maintaining hiring practices for all levels at all UC campuses and labs and preparing our colleagues through training programs for greater opportunities.

We reside on every floor of every building, and our passion for the excellence of the University of California is as deep as that which each of you in this room feel for the UC.

CUCSA wants to thank President Dynes, Associate President Linda Williams, and Associate Vice President Judy Boyette for their visionary leadership and their unwavering support of UC staff, and you, our partners and colleagues. We also thank Regents Jodi Anderson, Odessa Johnson, Tom Sayles, and Sherry Lansing for taking the time to discuss pressing issues with me and/or the Council during this past year of working to develop a means of staff inclusion at the Regents' table. I want to also thank Regent Connerly for his commitment to the Staff Advisor appointment and to Faculty Representative to the Regents, George Blumenthal, who provided valuable counsel and support for the creation of the Staff Advisor position. I have not enjoyed a more meaningful Faculty/Staff partnership than the one that we shared and I trust will continue.

Before closing, I would like to take a moment of your time to officially introduce you to the new leadership of CUCSA with us today. Most of you have had the pleasure of meeting the incoming chair, Rosemary Anderson from the Santa Cruz campus. I'm confident that you will find her as insightful and professional as I have - and will enjoy working with her during the next year. And elected unanimously as Chair-Elect is, Bill Johansen, from the Lawrence Berkeley National Laboratory. This too is historic in that we have never had the benefit of leadership at this level from one of the labs on the Council of UC Staff Assemblies. But this demonstrates the value that staff from our laboratories brings to CUCSA.

As I say goodbye to the rich experience as Chair of CUCSA, I have the honor of greeting you in my new capacity as one of the two Staff Advisors to the Regents in the pilot program that you approved earlier in the year, along with my colleague, David Bell. I look forward, with great enthusiasm, to the opportunity to continue my work with the Board in this new capacity.

On behalf of the Council of UC Staff Assemblies, I thank you again for your guidance and support during this past year.

Finally, I cannot miss the opportunity to extend my sincere thanks and gratitude to Chancellor Carnesale, Associate Chancellor Antoinette Mongelli, Associate Vice Chancellor Lubbe Levin, and to my manager, Mr. Mike Schilling, Director of UCLA Communications Technology Services, who have been most supportive, and have encouraged me throughout my volunteer participation in, and leadership of CUCSA.

And with that, I thank you for your time and your continued commitment to valuing all of the University's constituencies.

Respectfully,

David T. Miller, CUCSA Chair 2004-2005  
July 21, 2005