

Council of UC Staff Assemblies Report to the Regents

2005-2006

By Rosemary Anderson

Good morning Chairman Parsky, President Dynes, members of the Board of Regents, Chancellors and distinguished guests. I appreciate the opportunity to speak to you today and provide you with updates on the Council of UC Staff Assemblies (or CUCSA) activities and accomplishments for 2005-2006.

CUCSA has representatives from all 10 campuses, 3 labs, and Office of the President - we are truly a systemwide association. The 2005-2006 CUCSA delegation can claim over 400 years of UC staff history, commitment and service. During my tenure on the Staff Council, I have had the privilege of visiting all of the UC campuses, including CUCSAs' inaugural meeting in March at our newest campus in Merced, and each of the UC managed national laboratories, with the exception of the Lawrence Livermore lab. Past Chair David Miller reported last year that the Livermore laboratory joined our delegation for the first time - providing CUCSA with a full compliment of representation from all UC campuses, Office of the President and labs. This changed in January of this year. As a consequence of the new management contract of Los Alamos National Laboratory (LANL) for CUCSA is that LANL will no longer be part of CUCSA. LANL was the first of the three UC-managed DOE national labs that joined CUCSA – their participation will be missed.

I would like to highlight some of CUCSA's recent accomplishments.

Our standing Diversity Committee honoring its' commitment to maintain an ongoing review of the work done in this area by the University, acknowledges the outstanding work of the Champions of Diversity across the system. The diversity committee is a standing committee that has been in place for two years. During the first year, the committee focused its report on providing a broad overview of diversity on all campuses, medical centers and the Office of the President. This year the committee narrowed its focus. The committee's goal was to collect information from each location and identify ways to increase and diversify membership on the respective board/staff assemblies/staff associations, which will in turn increase the diversity of the Council of University of California Staff Assemblies (CUCSA). Although this does not appear to be a traditional "diversity report", the information included provides a glimpse of successful practices at locations that can be shared with colleagues.

This report includes several “best practices” that will benefit local Staff Assemblies. This report summarizes what the committee feels is important and why. As outlined in the report, the committee looked at several different areas that could have a positive effect on the diversity of the population of campus Staff Assemblies and CUCSA. A summary of the recommendations that could potentially achieve this goal as well as a copy of the full report has been made available for distribution to the Regents. As with all our reports it is also available on our website. <http://www.ucop.edu/cucsa/>

The CUCSA Workforce Evolution Work Group initiated a study of employee needs, interests and programs in 2004-2005. The group focused its early study on “the next generation of employees” in support of the Office of the President’s succession planning effort. The 2004-2005 work group report provided a summary of issues identified, an overview of new employee programs, and a list of program examples.

In 2005-2006, the work group continued its collaboration with the Office of the President, exploring talent identification and development as a component of succession planning. In discussion with the organizers of the UC Senior Leadership Forum, the work group narrowed its focus to the study of knowledge transfer models, one aspect of talent development and the larger succession process.

Over the course of the year, the work group collected information on knowledge transfer. The group’s findings are compiled in this report in a workbook format, with descriptions of knowledge transfer models, examples of programs (both UC and other), sample measures, and thoughts on customization. This workbook will serve as a resource for the development of knowledge transfer programs at various levels of the University organization (i.e., working group, department, campus, system). This multi-year project team supports and enhances the work currently underway by Office of the President in succession planning for significant number of staff retirements already occurring systemwide and that are anticipated in the future.

At the request of and in collaboration with OP HR/Benefits, Workforce Evolution will be conducting a summer study of current programs in place at UC locations which serve to support Knowledge Transfer and Career Development. The outcome of this study will be a report to inform Office of the President about opportunities for greater inter-location collaboration.

The Policies and Procedures Committee focused on three areas during 2005-06:

1) Updating data in the Educational Fee Waiver Proposal, 2) creating guidelines for campus update reports, and 3) amending the CUCSA bylaws to include delegate election timing.

CUCSA had anticipated reintroducing the Educational Fee Waiver Proposal in the next academic year, the Committee was charged with updating the data in the 2003 CUCSA Fee Waiver Work Group Report. Members reviewed fee waiver programs at the Comparison 8 universities and other competitive institutions and made appropriate adjustments. However, over the course of the year, it became evident that requesting action on the fee waiver proposal would not be productive at this time, and the effort has been deferred. The Committee does recommend that any future proposal for the fee waiver be a joint initiative between CUCSA and the Academic Council, and that the changes identified for the comparison campuses be incorporated into a new document.

The Staff Advisor to The Regents pilot program continues with great strength as the first formal selection process has been completed and Lynda Brewer from UC Irvine has been named the next Staff Advisor. As you know the inaugural positions of Staff Advisor were filled by David Bell (UC San Francisco) and Dave Miller (UC Los Angeles) – David and Dave came into these historic positions and immediately showed the relevance and need for this program. In their visits to campuses and systemwide group meetings; they were able to provide timely, clear and consistent communication about issues critical to staff such as compensation concerns, changes in employee contributions, the application process and future of the staff advisor program; to name a few. Dave Miller will continue on for a second year to provide continuity for the program. As David Bell steps down from this position, we want to thank him on behalf of CUCSA for his service in the Staff Advisor role. David and Dave both exemplify the high caliber of staff commitment to UC excellence in the countless hours spent in volunteering as Staff Advisors in addition to their full time career positions.

CUCSA has worked for over ten years to see this opportunity become a reality for all UC staff. For a major segment of the University community, the continuation of the pilot sends a positive message - 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. CUCSA will continue working with The Regents and the Office of the President to ensure the Staff Advisor program becomes a permanent part of the UC culture.

This has been a challenging year for the University; there have been changes in leadership at all levels, there have been painful months of public scrutiny, accusations, allegations and criticism. And for staff in particular, amidst the compensation issues and anticipated change in the employee contribution program there has been great disappointment, confusion and anger.

Dave Miller articulated staff in this way but because of time was unable to verbalize to you last year.

"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, with 160,000 staff, we are the largest and most diverse active constituency of the university.

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 of furthering faculty research and providing fellowship and scholarship opportunities for students and professors.

We 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 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 feels for the UC."

I would add that when Ex Officio Regent Jack O'Connell spoke passionately at the May Regents meeting about the great resources available to CA through UC, citing UCSF's stellar medical staff literally saving his wife's life, he was not only speaking about the brilliant surgical team, but the custodians, nurses, dieticians, lab techs, admit staff etc., who make the medical center function.

CUCSA wants to thank President Dynes and Associate President Linda Williams for their "leadership under fire" and their unwavering support of UC staff, and you, our partners and colleagues. We also thank Regents Odessa Johnson, Russell Gould, Frederick Ruiz, Monica Lozano and Maria Ledesma for taking the time to discuss pressing issues with me and/or the Council during this past year. We were especially happy for the time spent with past Secretary of the Regents, Leigh Trivette at our March meeting and Regent Gould, President Dynes and Linda Williams visit to UC Irvine in June. I am confident incoming Chair Bill Johansen will receive favorable responses to invitations extended to you in the coming year.

Judy Boyette, Rosemary Monroe and all of the sponsoring staff at Office of the President deserve our gratitude for the CUCSA budget approval, improved fiscal transactions and reimbursement methods resulting in savings to both UC and delegates. On behalf of CUCSA, I thank you for your continued sponsorship and valued support.

I want to also extend thanks to the Regents, UC Chancellors and all the outpouring of support and compassion from the entire UC community after the tragic death of my Chancellor, Denise Denton. I am especially grateful for the thoughtful appointment of George Blumenthal as our acting UCSC Chancellor. George, who provided valuable counsel and support for the creation of the Staff Advisor position, was inducted as an honorary member of CUCSA last year and along with his other leadership positions, is a known advocate for staff, faculty and student issues and has the demonstrated political acumen to be respected by all. I know UCSC will continue to heal and grow under his capable leadership.

I would like to take this opportunity to officially introduce you to the new leadership of CUCSA with us today. Most of you have met the incoming Chair, Bill Johansen, from the Lawrence Berkeley National Laboratory. I'm confident that you will benefit from Bill's professional experience and capable leadership.

Elected unanimously as Chair-Elect is, Kathy Mendonca, from the UC Office of the President and elected unanimously as Secretary for CUCSA is, Sonia Johnston from UC Merced.

I must also acknowledge with appreciation and gratitude, my supervisor, Associate Vice Chancellor Jean Marie Scott, whose support, encouragement and generosity with providing me with release time; allowed me to pursue this and other important volunteer work on behalf of the University.

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

Thank you for your time and your continued commitment to valuing all of the University's constituencies.

Respectfully,

Rosemary L. Anderson
July 19, 2006