

*Council of University of California Staff Assemblies (CUCSA)  
Press Release, April 6, 2012  
<http://www.ucop.edu/cucsa>*

**University of California, Merced  
March 7-9, 2012**

The Council of University of California Staff Assemblies (CUCSA) held its third quarterly meeting of the 2011-12 academic year at UC Merced on March 7-9, 2012. CUCSA is an advisory body composed of two delegates from each of the ten campuses, the Lawrence Berkeley National Laboratory (LBNL), and the Office of the President (UCOP). CUCSA meets on a quarterly basis rotating between the ten campuses, the national lab, and the Office of the President to promote, maintain and enhance communication within the University community on matters of interest to staff employees in accordance with California laws and Regental policies.

At the March CUCSA meeting, the Council had broad discussions on several key topics including performance management, career counseling, campus climate, non-represented staff engagement survey, and inequitable taxation. Each of the four CUCSA workgroups gave updates on their project and obtained feedback from the delegation.

**Gina Johnson, Principal Analyst, Institutional Planning & Analysis, UCM**

Ms. Johnson presented to the CUCSA delegation some historical and important data from the UC Merced campus. It highlights the growth that UC Merced had in the past seven years, and its economic impact to the San Joaquin Valley and to the State of California. She compared UCM's staff percentage to UC's average and highlighted the decrease in staff to faculty ratio and increased student to staff ratio between 2005 and 2011.

**Chancellor Dorothy Leland, UCM**

Chancellor Leland welcomed the CUCSA delegation and gave an overview of the Merced campus. She discussed the disadvantage of UC Merced being located in the San Joaquin Valley, which has one of the nation's worst economies. However, she is thankful that the campus has been spared from massive cuts in the past few years due to its infancy. She highlighted that UC Merced and UC Riverside are the two campuses that offer UC education to less-served areas. She also had an in-depth discussion with the CUCSA delegation on an array of topics such as UC Merced's philanthropic efforts, the campus' energy efficiency efforts, and space limitations for the campus' growth.

**Penny Herbert, Staff Advisor to the Regents**

**Kevin Smith, Staff Advisor to the Regents Designate**

Staff Advisors Herbert and Smith gave updates on recent visits to campuses. In the past quarter, they visited UC Santa Cruz, UCSF and UC Riverside. They collaborated with CUCSA on a web chat, and indicated that much of this year's Regental development will surround "working smarter" programs. The Staff Advisors to the Regents application period has concluded, and the committee will begin reviewing applications and the new Staff Advisor designate will be announced in May 2012.

**Joe Epperson, Director, Employee Relations, UCOP**

Mr. Epperson reported that UCOP Employee Relations is ready to roll out a career-counseling pilot. The pilot program is intended to focus on career building and staff mobility within the UC. It will include an online assessment as well as an in-person workshop. Delegates will be invited to participate in a Northern or Southern California session. He also updated CUCSA on the engagement survey, to be administered by Towers Watson. The survey will go out to 10,000 employees later in the spring, with actionable items reported back to President Yudof this summer.

**Tom Lollini, Associate Vice Chancellor, Campus Architect, UCM**

Mr. Lollini presented the history of UC's expansion and gave background information on UCI, UCSD and UCSC's "first years." He then discussed the demographics of the San Joaquin Valley and UC Merced's footprint in the valley. He gave an overview of UC Merced's design, which includes a car-free academic core with student neighborhoods surrounding the core, and spoke about UC Merced's triple-zero commitment (zero net energy, zero waste, and zero net emissions), and their sustainable infrastructure plan that includes a renewable energy grid.

**Peter Taylor, EVP & Chief Financial Officer, UCOP****Cathy O'Sullivan, Director, Working Smarter, UCOP**

Mr. Taylor discussed key elements of the UC 2012-13 budget, which includes enrollment and instructional program expansion, stabilizing UC's retirement plan, maintaining quality while continuing to reduce cost, and seeking alternative revenue streams. Ms. O'Sullivan discussed the UCPath project, including the scope, implementation timeline and what the new UCPath Center will be responsible for. She discussed that there are currently over 1,000 interfaces that connect the various HR systems. The goal is to reduce this number and create a more simplified and transparent system.

**Hubert "Hub" Walsh, Merced County Supervisor**

Mr. Walsh spoke about the UC San Joaquin Valley Association and their town-gown interests. He gave background history on the selection of the UC Merced site and indicated that it was not the recommended site in the study, however it was the community's outreach to the Regents that showed support and interest for having a UC campus in Merced. He also discussed the economic impact UC campuses have to local communities and localities. Mr. Walsh suggested to delegates that participation in general plan discussions, such as the Bellevue corridor development discussion at Merced, will raise awareness and fosters the town-gown relationship.

**CUCSA Workgroups**

CUCSA workgroups gave quarterly updates at the March meeting. The Talent/Performance Management Workgroup evaluated existing programs at campuses, and how they are presented and accessed by staff. They discovered that there is much variance from campus to campus and feel that a more uniform approach is needed, and that buy-in from all levels including top management and supervisors, is needed. The Education Benefits Workgroup researched various education benefits across other higher education systems such as the Cal State University system, University of Illinois, University of Virginia, to name a few. The workgroup's goal is to create a white paper to discuss various approaches that UC could take. The Demographics Workgroup analyzed the comp eight and comp twelve institutions to see how UC compares. They recommended that transition interviews, rather than exit interviews be implemented. Another area to explore is to see whether UCPath can help gather better data on demographics. The Internal Operations Workgroup implemented a SharePoint site hosted at UCOP to help CUCSA enhance document management. They also updated election procedures, and the junior delegate orientation sheet. Efforts to further engage CUCSA alumni have also been put in place, including creation of an alumni listserv.

Final workgroup presentations and reports will be made at the June 2012 CUCSA meeting, to be held on June 6-8, 2012 at UC Berkeley/LBNL. Meetings for the 2012-13 year will be held at UCLA, UCD, UCSB, and UCOP. Meeting schedule through the 2014-15 year has been posted on the CUCSA website.