

December 9, 2004, CUCSA: <http://www.ucop.edu/cucsa/>

PRESS RELEASE

The Council of UC Staff Assemblies (CUCSA) held its second quarterly meeting of the 2004 academic year at Los Alamos National Laboratory in Los Alamos New Mexico on December 1, 2004. The Council is an advisory body composed of two delegates from each of the ten campuses, three national laboratories, and Office of the President. Officers include David Miller, Chair (UCLA); Rosemary Anderson, Chair-Elect (UCSC); and John O. White, Secretary (UCM). CUCSA meets on a quarterly basis, rotating between the campuses, the national labs, and the Office of the President to promote communication and to solicit feedback on interests of primary concern to staff.

OFFICIAL WELCOME

Richard Marquez, Associate Director – Administration, LANL, offered an official welcome.

An RFP for Los Alamos operations has been issued (November 2004) with initial responses due in January 2005. There is a new environment for lab RFPs that includes extra attention to security and efficiency of operations.

LANL has undertaken a significant look at its business operations. A new administrative structure and new area managers have been installed to oversee a series of upgrades and improvements to business and administrative operations, particularly in areas involving finance, human resources, and purchasing/procurement. LANL has laid a firm foundation of improved performance and now emphasis will be on maintaining best practices and initiating an enterprise project aimed at improving operational efficiency. Discussion topics included customer service, academic/research support, outreach, and Community Relations.

HUMAN RESOURCES AND BENEFITS UPDATE

Several University of California Human Resources managers, including Judy Boyette, Associate Vice President, and Human Resources & Benefits welcomed CUCSA delegates to Los Alamos and made a few announcements.

BENEFITS

- A major accomplishment in the area of employee benefits this year, is that out-of-pocket costs for active status employees will not increase during 2005. Out-of-pocket costs for retirees will decrease for some programs.
- This past year, another accomplishment included implementation of retirement benefits for domestic partners as part of equity adjustments approved by The Regents.

UNIVERSITY BUDGET UPDATE

The Regents and UCOP are evaluating salary and benefits on behalf of UC employees. Internal and external equity issues are being examined in an attempt to make UC staff and faculty salaries competitive and in order to improve recruitment and retention.

STAFF ADVISOR PROPOSAL

UCOP has provided background information to The Regents. The Regents have formed an ad-hoc work group to give the matter consideration.

CUCSA WORK GROUPS

1. Policy and Procedures
2. Workforce Evolution
3. Development/Marketing
4. Diversity

DIVERSITY AT LANL

Lisa Gutierrez, Director - Los Alamos National Laboratory Diversity Office, made a presentation. It included:

- Context/History
- Challenges in Academia/Government vs. Industry
- Diversity Office Mission – evolving/changing
- Communication Strategies
- Education and Awareness Strategies
- Stages of Diversity and Organizational Effectiveness
- Sustainable Diversity Initiatives
- Link between core mission of the organization and diversity initiative
- Leverage any catalyst for change
- Leverage Executive Board Diversity Champions
- Outlook for the Future: FY05
 - Maintain communication
 - Changing culture
 - Questions and Answers

COMMUNITY RELATIONS AT LANL

Lillian Montoya-Rael, Community Relations Officer, LANL, made a presentation describing LANL participation on numerous State, regional and local boards and community organizations.

- Emphasis on high performing teams
- Mission includes sustaining mutually beneficial relationships for the Laboratory and local communities that positively affect the environment, economy, education and quality of life.
- Accomplish mission by:
 - Facilitating and leveraging technical expertise and resources
 - Partnering within the laboratory and to support complementary outreach efforts in the environment, economy, education, and quality of life

- Serving as a community advocate for the Laboratory and a Laboratory advocate for the community
- What the Office does;
 - Communications
 - Local Government Outreach
 - Employee and Corporate Giving
 - Community Outreach & Strategic Partnerships

SAN DIEGO MEETING ANNOUNCED.

- March 2005 at UC San Diego
- Concurrent with UCSD Chancellors' inauguration

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John O. White, CUCSA Secretary