

**COUNCIL OF UC STAFF ASSEMBLIES
QUARTERLY MEETING AT UC SANTA CRUZ
DECEMBER 11-12, 1997**

Press Release

The Council of UC Staff Assemblies (CUCSA) held its second quarterly meeting of the 1997-98 academic year on the campus of UC Santa Cruz, December 11-12, 1997. The Council is an advisory body made up of staff delegates from each of the nine campuses, Los Alamos National Laboratory, and the Office of the President. CUCSA meets on a quarterly basis, rotating between campuses, to discuss issues of importance to staff and to provide feedback and advice to the Office of the President on these issues.

CUCSA members were welcomed to UCSC by Michael Tanner, Executive Vice Chancellor. Vice Chancellor Tanner described how dramatically education has changed over time.

- No longer do we have the itinerant tutor the learned scholar traveling the countryside. Now we have small cities on hillsides, complete with living quarters and specialized buildings of learning that involve enormous numbers of staff to make them hum. He also noted that faculty members have grown to expect a certain degree of service.
- From functioning copy machines and telephones to assurances of health and safety in the work place. This service is basic to the core mission of education today. Vice Chancellor Tanner then questioned the CUCSA delegates as to what they felt was the most critical issue facing staff today. The response was training. Recovering from cutbacks of recent years and the ever increasing reliance on computers and technology requires a considerable amount of training. Another issue of importance to staff is the need for improved relationships between faculty and staff.

CUCSA Chair Elect, Darcy Bingham, UCSD, next provided an update on the recent Regents meeting. At their November 20-21st meeting, the Board of Regents voted, 13-12, to grant benefits to Domestic Partners. In an historic event, all 26 Regents were present for the vote. Governor Wilson had appointed two new Regents to the Board just hours before the vote was taken, but even with those votes, the effort to prevent the provision of benefits to domestic partners went down in defeat.

CUCSA Chair, Jani Quintero, UCLA, gave a presentation to the Regents at the Friday session regarding the presence of staff at the Board of Regents table. CUCSA is proposing that staff join the table as a non-voting delegate. The discussion will continue.

Willeen McQuitta, Director of Staff Human Resources at Santa Cruz joined the CUCSA table in a discussion on the Strategic Plan for Employee Relations (SPER) Initiative from the Office of the President. The SPER charge is "to develop a plan for effective employee relations efforts related to UC wide communications and program efforts for non-represented employees". This effort has become known as the "model employer" initiative. Human Resource Directors on all the campuses are directing energies toward plan development.

Lubbe Levin, Asst. Vice President of Human Resources from the Office of the President joined the meeting over lunch and provided delegates with an update on a number of key issues and programs:

- The BOTC (Business Officers Training Certificate) program has completed 4 pilot sessions and is proceeding in development. The program will include a 3 day core program covering a general orientation to the University of California, financial management, and human resources management. Additional programs tailored to the needs of individual campuses will round out the program.
- The Office of the President has also approved the development of a website for CUCSA. This will be developed in committee and functional by spring.
- The Domestic Partner Benefits were approved by the Regents and the Office of the President has indicated that this will be rolled out as soon as possible, hopefully by spring. · Proposition 209: EEO-AA: The Office of the President has issued a Q&A sheet that addresses many concerns about the impacts of Proposition 209. This can be located on the OP website: <http://www.ucop.edu/humres/policies/sp-2.html>.
- A Work, Life and Family Symposium is under development for spring 1998. This will focus on the personal needs of employees as well as the management perspective in dealing with employees' needs. The agenda is still under development.
- SPER (Strategic Plan for Employee Relations) is still in discussion at the Human Resources Directors level.
- Staff Delegate to the Regents is being discussed at the highest levels.

The afternoon session included a presentation by Professor Bettina Aptheker, Professor of Women's Studies. She talked at length of her support for a staff voice at the Board of Regents table. She also expressed her sincere appreciation of the staff that work so hard on campuses in support of the overall mission of the University.

The remainder of the meeting was devoted to work group activity.

Future CUCSA meetings are scheduled as follows:

March 12-13 UC Irvine

June 11-12 UCOP