

COUNCIL OF UC STAFF ASSEMBLIES
QUARTERLY MEETING AT UC, DAVIS
DECEMBER 10-11, 1998

Press Release

The Council of UC Staff Assemblies (CUCSA) held its second quarterly meeting of the 1998-99 academic year on the campus of UC Davis, December 10-11, 1998. 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 to the Office of the President on these issues.

CUCSA Chair, Darcy Bingham, opened the meeting by providing the Council with a Regents update. There have been three Regents meetings since our last CUCSA meeting. The current operations budget was submitted and has been approved. Campus chancellor's have provided campuses with copies of the budgets for FY '99/'00. There is also an expectation that student enrollments are going to go up about 2 or 3% per year. UC classroom size (student/faculty ratio) has been going up (now at approximately 18.7/1.) UC would like to get the student/faculty ratio numbers down again, and the Regents are currently discussing how this might happen. Outreach Efforts are ongoing. The Regents are having the campuses each present information on what they are doing to enhance and increase outreach. Several excellent programs have been highlighted in recent months. Physical planning for UC, Merced is in progress. The legislature has provided some preliminary funding in this year's budget. Many are concerned about future funding sources, and several Regents are tenacious about protecting funds currently going to other campuses so they are not reduced for funding to go to UC, Merced Council members were then welcomed to UC, Davis by Dennis Shimek, Associate Vice Chancellor who informed the Council that this was the 30th Anniversary of the UC, Davis Staff Assembly. He informed the Council that two years ago, the Strategic Plan for Employee Relations (SPER) inspired the Model Employer Project at UC, Davis. This 18-month project has been completed, and a report showing the results of this study will be available in a few months. Associate VC Shimek informed the Council that a Staff Workload Taskforce appointed by the Chancellor has been established. This taskforce's purpose was to study issues and concerns of staff due to an increased workload, and based on their findings make recommendations to the Chancellor.

Areas of focus included:

1. Concern about relationships between faculty and staff.
2. Increased workload issues: they are committed to turning things around, and are prepared to openly talk about issues in order to deal with them openly.
3. Desire to narrow the gap between administration and staff.

The Staff Workload Taskforce report should be ready in two to three weeks. Data was gathered using a new technology system with focus groups. Also they used a Website for direct comments. The academic feedback and information will be gathered separately. They have already met with the Academic Senate Chair. Associate VC Shimek also informed the Council that UC, Davis has a Mediation Program supported by a full-time career person with professional conflict resolution and management training and experience. The program is voluntary and all issues are confidential. Over 90% of those who voluntarily participate in this program say their problems are resolved through mediation. Last, Associate VC Shimek informed the Council that UC, Davis has a Breastfeeding Program for staff. This program provides private space in five different buildings on campus, and has approximately 267 currently active faculty and staff participants. Lubbe Levin, Assistant Vice President of Human Resources and Benefits, from the Office of the President (UCOP) joined the meeting and provided delegates with an update on a number of issues. She informed the Council that her office had four areas of focus this year:

1. Strategic Planning - Redefining the Role of Human Resources. They are trying to dispel the perception that Human Resources is a gatekeeper but rather a customer service oriented place for people to go for

information. They would like to be seen as consultants.

2. Leader of the Policy, Planning, and Research Team - This group consists of cross-functional teams, created to look at policy development and interpretation.
3. Act as a Best Practices Clearing House - The goal is to create a clearing house and share information about successful programs in the system .
4. Expanding constituent relations with faculty and staff.

Asst. VP Levin also provided the Council with some guidelines for relations with advisory groups based on HEERA laws approved in 1979. They may consult with advisory groups on issues not related to the scope of employment subject to collective bargaining units. Human Resources may communicate with advisory groups, but not within the scope of bargaining issues. Consultation, communication, and brainstorming are encouraged. Chancellor Larry Vanderhoef joined the meeting next. He informed the Council that UC, Davis has recently created a research center known as MIND which is a research institute devoted to studying neurological disorders. Chancellor Vanderhoef informed the Council that historically UC asked the people of California what they felt was important to them, and that many years ago the needs identified were basic, involving the need for food (hence our work in agriculture). If we were to ask people what were the most important things today, he feels they would respond with the following:

1. The Quality of K-12 Outreach
2. The Environment
3. Diversity
4. The Degradation of Education and Community

The Council then held a working lunch with UCD Staff Assembly. A question and answer period took place. After lunch Donald Klingborg, Assistant Dean, Veterinary Medicine Extension/Public Programs for the UC, Davis School of Veterinary Medicine joined the Council. He provided an overview of the program and issues involved with the Veterinary School. He informed Delegates that Veterinary Medicine is unique because it involves animal health as well as human. It is one of the broadest most expensive programs on the campus. It is currently the only Veterinary program in California, with 122 students enrolled in programs. They are the largest teaching hospital in the world, seeing 30,000 cases annually. There are only 27 schools in the U.S. Klingborg reminded the Council that animals play an important part in our lives and an important part in relationships with the elderly, and as services to people with disabilities. Research done in the orthopedics area on animals may also be applied for use with humans. Air quality standards for California were based on veterinary medicine, based on real data collected by vets. Lawrence Coleman, Vice Chair of the Academic Senate and Professor of Physics joined the meeting next. He provided an overview of the Academic Senate Council and its relationship with the nine campuses. The Academic Senate Council is made up of a Chair and Vice Chair along with representatives from each of the nine UC campuses, but there is only "one" academic council. The Academic Senate Council consists of less than 20 members.

Academic Senate Council meetings are held monthly. The Academic Senate Council Chair and Vice Chair meet monthly with President Atkinson and on a regular basis with various other administrative officials at UCOP. The Academic Senate Council Chair is a nonvoting member of the Board of UC Regents, who sits at Regents meetings, and is able to sit in on "Regents only issues" meetings. VC Coleman informed the Council that they have not had their first meeting for the Faculty/Staff Taskforce, but they will be meeting January 6, 1999. The taskforce hopes to identify goals and objectives this year in order to begin actual implementation of items next year.

Friday, December 11, 1998

Bob Chason, Interim Director of Hospital and Clinics welcomed the Council to the UC, Davis Medical Center, which is where the meeting was held on Friday. He informed Delegates that the Medical Center had built a new Ambulatory Care Center and other construction was anticipated soon. On Friday morning, CUCSA welcomed Regent Velma Montoya to the table. Regent Montoya was appointed to the Board of Regents in 1994 for an 11-year term. After brief comments by Regent Montoya, she mentioned that her

areas of interest as a Regent include Outreach in under-privileged communities, the relative mix between public institutions vs. private relations in business, and the portion of the state budget that goes to UC.

She advised the Council that there are two steps to becoming a UC Regent. First, there is the conformation process where an Advisory Committee to the governor interviews perspective candidates and makes recommendations to the governor. After nominated candidates are sworn in (it can take several months before being sworn in), then the candidate appears in a hearing before the Rules Committee, where candidates are confirmed. Regent Montoya informed the Council that most items come to the Regents at the advice of President. Regent Montoya informed the Council of potential future changes on the Board of Regents. If not confirmed, several Regents seats may be up for re-appointment next year. The late morning and early afternoon were spent revising and updating the CUCSA Working Procedures. Paul DeWine made a motion to approve the Working Procedures as amended and discussed as a whole. This motion was seconded by Judy Goldie, and passed unanimously. The Council then took a tour of the Ronald McDonald House and was able to raise private funds from Council members to donate for the purchase four bricks for the Ronald McDonald House. The afternoon was devoted to work group sessions.

Future CUCSA meetings are scheduled as follows:

March 11-12, 1999 Los Angeles

June 10-11, 1999 Berkeley

September, 1999 San Diego

December, 1999 Riverside