

**COUNCIL OF UC STAFF ASSEMBLIES
QUARTERLY MEETING AT UC, Riverside
December 09-10, 1999**

Press Release

The Council of UC Staff Assemblies (CUCSA) held its second quarterly meeting of the 1999-2000 academic year on the campus of UC Riverside, December 09-10, 1999. The Council is an advisory body made up of staff delegates from each of the nine campuses, Los Alamos National Laboratory, Lawrence Berkeley 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.

On Thursday, December 09, **Kathryn Day-Huh, CUCSA Chair**, welcomed the delegates and the UCR local Staff Assembly guests.

Following the welcome, Chair Day-Huh provided an update on CUCSA's budget concerns and shared a cost reduction plan for the remainder of the 1999-2000 FY year.

Chancellor Raymond Orbach, UCR, joined the table and welcomed the delegates to the Riverside campus. He stated that quality and diversity, makes University of California the best public institution in the world. He said that UC looks forward to a prosperous new decade of unprecedented growth, referred to as *Tidal Wave 2000*. Chancellor Orbach shared the fact that the governor of California is committed to supporting the continued growth of UC, and will continue to provide the University fixed funding for all UC eligible students. Chancellor Orbach provided anticipated growth estimates for the UC campuses over the next decade, which would result in a total Systemwide increase of 68,000 FTE students by 2012. Chancellor Orbach said that we must admit all students that are eligible and want to attend the University - "access is the issue". He shared many statistics that not only emphasized the quality of our institution, but also highlighted the increasing diversity of the University

Chancellor Orbach stated that the vision for UCR is to be recognized as a world leader in the fusion of teaching and research excellence in a multicultural environment. He spoke of the University of California's "collective future", emphasizing, that this is our window of opportunity, to work collectively and set forth a "plan" for the future of the University. We can't allow it to just "happen".

Lubbe Levin, Assistant Vice President of Policy Planning and Research, Human Resources and Benefits UCOP, joined the meeting and focused her presentation on the future of the University workforce.

AVP Levin informed the Council that UC looks forward to continuing financial prosperity. State revenues are up and discussion continues on surplus allocations. A new challenge for the State is how to move from the politics of "scarcity" to the politics of "prosperity". The State of California expects 12,000,000 more residents in the short term, which is a boom for the economy, but may cause significant housing and transportation concerns.

One of the key issues relative to the rapid growth mode that UC is experiencing is how to recruit enough faculty to meet future student needs. AVP Levin shared staff demographic data, which included campus breakdowns by age and job classification type and the anticipated growth needs in these classifications. Of considerable note regarding the UC staff profile, are the age distribution and the potential impact on the volume of staff retirements in the next decade or so.

AVP Levin also shared information regarding new programs, strategic initiatives and studies underway, in an effort to enhance Human Resources services to UC employees. Some of the projects include, looking at a more portable, cafeteria-style approach to health plans, a task force to study childcare services and an increasing effort for UC to become more "family friendly."

Chancellor Carol Tomlinson-Keasey, UCM, joined the table and presented an exciting preview of UC Merced, due to open in 2005. She shared her vision of the tenth campus and provided insight into some of the issues and considerations involved in this monumental undertaking. Chancellor Tomlinson-Keasey said that this new "high-technology" campus will have a "light" footprint on UC Merced's 10,000-acre parcel of land that is currently home to 200 cattle. Special environmental priorities include, building out to no more than 40% of land capacity, preserving the wetlands, becoming environmentally innovative and energy efficient, using locally collected building materials and utilizing much of the site's natural resources.

Critical components to the technological framework of the campus include, a distributed learning network, the California Digital Library and the extension of the high-speed California Research and Educational Network (CalREN2) through the valley.

UC Merced's major academic programs will include Engineering, Environmental Sciences and Biotechnology.

Regent Sue Johnson joined the meeting after lunch and provided some past history surrounding the Board of Regents, highlighting the way business was previously handled and how the board has evolved over the years due to the changing political, economic and cultural climate of California and the University. She mentioned that the staff are a tremendous resource and provide the "glue" that holds the University together. Regent Johnson echoed both

concerns and excitement of *Tidal Wave 2000* and reiterated the governor's priority to education and maintaining adequate funding for UC.

Regent Johnson said that the University of California is a "crown jewel" and the Regents are working diligently with UCOP to prioritize budget planning to best meet the future needs of the University.

The afternoon concluded with a tour of UCR's CE-CERT facility.

Friday's session was devoted to work group assignments.

For additional information about CUCSA meetings, or to further discuss any of these issues, please contact your CUCSA Senior Delegate or local Staff Assembly. For a list of delegates please check our website at:
<http://www.ucop.edu/cucsa/>

Future CUCSA meetings are scheduled as follows:

March 9-10, 2000 UC, San Francisco

May 11-12, 2000 UC, Santa Cruz