

**COUNCIL OF UC STAFF ASSEMBLIES
QUARTERLY MEETING at UNIVERSITY OF CALIFORNIA,
SAN DIEGO
June 6-7, 2002**

PRESS RELEASE

The Council of UC Staff Assemblies (CUCSA) fourth quarterly meeting of 2001-2002 was hosted by the University of California, San Diego Staff Council.

The Council is an advisory body made up of staff delegates from each of the ten campuses, Lawrence Berkeley National Laboratory, Los Alamos National Laboratory and the Office of the President. CUCSA meets on a quarterly basis, rotating among campuses and laboratories, to discuss issues of importance to staff and to provide feedback to the Office of the President and the UC Regents.

Thursday, June 6

Carol Miller, CUCSA Chair, welcomed CUCSA delegates and guests. She reviewed the CUCSA civility and decorum guidelines. She introduced each guest speaker throughout the meeting. A summary of each presentation follows.

Dr. Robert C. Dynes, Chancellor and Professor of Physics at UC San Diego, spoke about campus moral, the UC budget crisis, zero student fee increases for 2002-2003 and faculty and staff merit increases, staff recognition and staff involvement in campus activities. He voiced concern about staff employees getting the tools needed to be successful and faculty-staff civility. He spoke about the University's mission to create the new leaders for California, the nation, the rest of the world and to create the knowledge to contribute to society in a number of ways, including public service.

Assistant Chancellor Linda Williams reported on the UC San Diego Staff Retention and Support Steering Committee charge and activities. Some of the issues revealed from a campuswide survey include morale, below market salary, low merit increases and communication. As an opportunity for open dialogue with staff about these issues, the Chancellor will host a quarterly breakfast with 40 invited staff from various campus units. Several different venues were created for staff to respond to six questions.

Judy Ackerhalt, Executive Director of Human Resources and Benefits Strategy and Stan Kowalski, Constituent Coordinator, Human Resources and Benefits Strategy at the University of California Office of the President, presented information on the phased retirement program enjoined with succession planning that, hopefully, will be activated in 2003. Additional topics discussed were relative equity of retirement benefits, health insurance for domestic partners, medical flexible spending plan. A concurrent retirement program was approved

by the Regents in May to encourage movement between programs. Later Stan Kowalski gave an overview of the new organizational structure of the Human Resources Department at the Office of the President. He gave an update on healthcare plans, flexible spending accounts, and recommended that employees should view changes carefully during the open enrollment period in November. He spoke about adherence to IRS code and benefits industry studies that have been performed by the Health and Welfare units.

John P. McTague, Vice President-Laboratory Management at the University of California, Office of the President, shared about his career path, the 3 laboratories--Lawrence Berkeley National Laboratory, Los Alamos National Laboratory and Lawrence Livermore National Laboratory--and his new role as Vice President of Lab Management. He reminded us that UC is a mega-university with a remote presidency that is relatively hands-off. Therefore, campuses have a lot of autonomy with a uniform degree of excellence. In order to identify how UC can help the laboratories, focus groups were held at each laboratory and revealed that employees want connection to UC, which assures "freedom of expression;" want an association with atmosphere of excellence that helps to attract better staff; and the UC retirement plan. He iterated that UC is the largest employer of Ph.D. scientists and engineers in the world. In the UC environment there is a special combination of science, administration and politics that exists. There is a synergy that occurs between the laboratories and UC.

Regent Chand Viswanathan spoke of his career as a UC faculty member in electromagnetic systems. He explored with CUCSA members how faculty and staff can work together on mutual interest areas since it requires the cooperation of faculty, staff, students and administration to promote stability. Regent Viswanathan observed that while the traditional "three-legged stool" is fairly stable, maximum stability is achieved with four legs -- faculty, students, administration, and staff. He indicated that the UC Academic Senate cares about and always asks about the staff and that the UC President communicates plans to the Academic Senate Council. In response to questions, he expressed that the tuition fee waiver is an issue that Chancellor's do not want to touch because of the current budget situation and that the Faculty Welfare Committee is reviewing the retirement benefits for faculty and staff domestic partners. Regent Viswanathan concluded by reminding us that we want to achieve higher heights of excellence and promote shared governance.

Friday, June 7

CUCSA Chair, Carol Miller circulated the upcoming Regents Meeting agenda for comment and made announcements before CUCSA goals were discussed.

Ellie Schindelman, Management Fellow at the UC Office of the President, gave a presentation about the UC Staff Supervisor Training Project, which promotes a philosophy of supervisor development. Site visits organized by

training managers have been or will be held at the various campuses and labs. There will be meetings with the unions as well. A design team made up of managers and trainers from different campuses will meet every two months. Then a curriculum design group will start meeting next March 2003. Some ideas under consideration include “just-in-time coaching;” location of training as an enticement; and trained, skilled, and experienced supervisors grooming other supervisors.

Lubbe Levin, former Assistant Vice President, Human Resources Policy, Planning & Research, University of California Office of the President, now the Assistant Vice Chancellor, Campus Human Resource at UC Los Angeles visited with CUCSA to respond to many questions concerning HEERA’s possible impact on CUCSA. CUCSA delegates were encouraged by Lubbe to examine the subject matter of staff council meetings. When discussing terms and conditions of employment represented staff should not be included. Organizing forums for discussion of topics such as communication, training, moral, open-ended ideas, exchange of ideas, and sharing of information is okay.

Lubbe then spoke about CUCSA’s organization and mission. She recalled many of the issues addressed and successes achieved since 1985 such as the creation of the Staff Personnel Board, Temporary Reduction in Time Program (TRIP), Domestic Partners Faculty-Staff Partnership Report, review of staff policies, training and development initiatives, AA/EO Development fund, staff morale, diversity, affirmative action, equal opportunity, impact of Proposition 209, interpretation of policies and Lawrence Berkeley National Laboratory and Los Alamos National Laboratory becoming part of CUCSA. She thanked CUCSA for the positive problem-solving skills on many staff issues and indicated the enriching experience that is provided and can be shared with staff that do not get a chance to experience visiting the campuses and laboratories.

Lubbe then conveyed the positive spirit of doing everything possible to avoid lay-off of faculty and staff in spite of the current major budget problem. She expressed a positive general trend for new ways to recruit people, to bring retirees back and to focus on retention. She reminded us that UC has a wonderful employment package and that the UC Management Institute and the Business Officer Training will continue. She noted that for all of us the giant challenge is improving communication, which involves interpersonal relations, understanding and putting together a plan to address this issue throughout the UC system.

On behalf of all CUCSA members, Chair Carol Miller presented Lubbe Levin with a clock/business card holder engraved “CUCSA’s Timeless Supporter.”

Election of Officers

The election for 2002-2003 chair-elect and secretary was coordinated by UCSF senior delegate Robert Ray. David Bell from UCSF is the chair-elect and Diane Attia from LBNL is secretary for 2002-2003.

Approval of the Minutes, Campus Reports and other CUCSA business

Minutes for December and March were approved with one correction. Campus reports were distributed and delegates gave one highlight of their campus activities. Ed Abeyta reported on the web site response to the educational fee waiver survey and will email results to the delegates. Information packets for the September meeting to be held at UC San Francisco were distributed.

Meeting adjourned.