

CUCSA

Council of UC Staff Assemblies

*Council of University of California Staff Assemblies (CUCSA)
Press Release, June 5, 2010
<http://www.ucop.edu/cucsa/welcome.php>*

University of California, Santa Barbara June 2-4, 2010

The Council of University of California Staff Assemblies (CUCSA) held its fourth quarterly meeting of the 2009-10 academic year at UC Santa Barbara on June 2-4, 2010. CUCSA is an advisory body composed of two delegates from each of the ten campuses, the Lawrence Berkeley National Laboratory (LBNL), and the Office of the President (UCOP). CUCSA meets on a quarterly basis rotating between the campuses, the national lab, and the Office of the President to promote communication and to maintain and enhance communication within the University Community on matters of interest to staff employees in accordance with California laws and Regental policy.

The 2009 – 2010 CUCSA Officers are: Lin King, Chair (UC Davis); Brian Gresham, Chair-Elect (UC Merced); and Sue Anderson, Secretary (UC Riverside).

Marc Fisher, Senior Associate Vice Chancellor Administration, UC Santa Barbara

Sr. Associate Vice Chancellor Fisher welcomed the delegation to the campus. His presentation included an administrative services update, campus highlights and a look at the future of the UCSB campus. A review of the administrative leadership team was provided. The administrative unit is responsible for emergency preparedness. The emergency plans and systems worked well during a recent, large fire.

Sustainability is also a focus for the campus. The campus is moving from Leadership in Energy and Environmental Design (LEED) silver rating to LEED gold rated buildings. Students take part of their fees and put it toward “green” efforts. A billion dollars in new buildings have been constructed in the past seven years. Four years in a row the campus has won city beautification awards.

Norman Pattiz, Regent

Regent Pattiz thanked the delegates for inviting him to the meeting. His primary area of involvement on the Regents is Chair of Laboratory Oversight Committee. He shared his passion for the UC system by stating that the accessibility to UC is one of the great perks of living in California. There is no comparison. We have the University because of us (CUCSA delegates) and the people around us.

Regent Pattiz then discussed his role as Chair of the Laboratories. The role of the labs is now to be a steward of our nuclear arsenal as that arsenal is drawn down, noting that there is an opportunity to do things far beyond what has ever been thought within the scope of our mission, for example in the areas of climate change, which will create new opportunities and industries. He feels these are the things that create new economic opportunities.

Ed Abeyta, Staff Advisor to the Regents
Juliann Martinez, Staff Advisor to the Regents Designate

Staff Advisor Abeyta began by thanking the delegation for this amazing experience. This is Staff Advisor Abeyta's last CUCSA meeting. Staff Advisor Abeyta reviewed the year, the issues that were faced and the accomplishments. He highlighted the response from CUCSA on furlough policy and implementation. He turned to the topic of post-employment benefits. Now that there are recommendations, CUCSA will be called upon to provide comment as they did on the furlough policies.

Regarding the Commission on the Future work, Staff Advisor Abeyta was disappointed because there was nothing there that was truly innovative. Staff Advisor Designate Martinez gave the delegates a preview of what she will be working on in the coming year and commented on the new Staff Advisor Designate. Next year the Commission on the Future work will continue. There will be a campus climate committee that Martinez will be sitting on.

Cynthia Cronk, Human Resources Director, UC Santa Barbara

Director Cronk began with a welcome. The subject of her talk was the challenges related to succession planning and career ladders. She explained how individuals interact with their organization and that succession planning is challenging in a siloed organization.

If we are going to succeed with staff, we have to find a way to make staff count. We have to find a way to build a culture for staff. Director Cronk offered that we need to start with the right people. Define the performance first, then define the job, not the person. Define success and define the doing, not the having. Director Cronk continued with comments about engagement, noting that staff need to have pride in their organizations and feel connected to their organization.

Howard Pripas, Director of Employee Relations, Human Resources, UCOP

Director Pripas spoke about the health and welfare benefits. UCOP is working hard to not limit access to health care. Ways of reducing premiums are being looked at such as using our medical centers as providers. Director Pripas will want input from CUCSA on health and welfare issues.

Two very successful Town Hall sessions were held at Office of the President. No decision has been made on wage increases for the non-represented staff. This will probably not happen until after the budget process. Director Pripas is working on the education fee waiver issue, he wants to fill in the data that was missing from the CUCSA survey and then prepare a report for the VP of Human Resources. There was brief discussion of the organizing attempts occurring on the campuses.

Work Group Reports

The four CUCSA work groups presented the outcomes of their work this year. Following are highlights of those presentations.

Policy and Procedures Work Group

This year the group took on the task of developing guidelines on how to conduct a survey. They are also responsible for updating FAQ's, by-laws, and history timeline. This year there were new updates made to the FAQ's, a new policy on survey administration was drafted, a new web page on advocacy will be added to the CUCSA web site and the CUCSA budget was analyzed.

Strategic Communications Work Group

The group's work this year followed-up on the recommendations from the previous year in addition to new projects. These included: establish communication protocols, evaluate communication distribution lists, and track effectiveness of a particular communication from UCOP to the employee level. The goals for this year included a review of how UC is represented on the web; identifying news and resources pertinent to staff and individuals; and support requests from the UC Internal Communications Office.

Recommendations for the 2010-2011 included: connect with OP Internal Communications Office (ICO) early on, an OP delegate should sit on this workgroup, promote the overhaul of the OP website and respond to the ICO when called upon and be a dynamic link between their office and the campuses. In summary, UC needs a strong internet presence, effective e-mail communication, including a standard email address, and there needs to be a cross-link from campus websites to UC system website.

CUCSA Internal Communications

The accomplishments of this group related to the CUCSA website, branding, and exploring virtual meeting options. The work done around the website included: a new CUCSA website format which now includes pictures of staff; standardized the file types on the website and updated file archives. Branding efforts included: implementing CUCSA branded templates, revised website banner to include logo, created branded materials for CUCSA meetings. Exploring virtual meetings required partnering with UCOP to coordinate and logistics.

Recommendations from this group included: create a quarterly electronic newsletter (CUCSA Talk); design CUCSA branded stickers/lapel pins, archive CUCSA pictures using Google Picasa; include CUCSA button on local Staff Assembly sites; update procedures checklist for host campuses; improve organizational communication strategies; examine the roles of the CUCSA ICWG members.

Staff Morale Work Group

The mission of this work group was to provide recommendations to support positive staff morale. A historical perspective was provided followed by the methodology and results of the survey. There were 2,200 responses in less than two weeks of distributing the survey. This indicated the importance of this issue to staff. Recommendations included:

- 1) **Improve supervision** – how can supervisors be held accountable, how can performance reviews be made more effective, supervisors should be evaluated on the number of employees they are promoting, mandatory training for all supervisors; 360 degree evaluations for supervisors.
- 2) **Training opportunities** - Cross-training and mentorship, system-wide job postings, refine job descriptions, career ladders, post-training support.
- 3) **Increase employee recognition and rewards**, provide praise and constructive feedback, Staff Assembly funding, fee remission program, equitable pay at market levels; merit and equity pay.

Suggestions for further consideration included staff participation in decisional processes, workload management, and the development of campus-specific reports.

CUCSA Professional Development

A report was provided by Secretary Sue Anderson on the outcome of the CUCSA Individual Development Plan activity that the delegates had been participating in throughout the year. Results showed that a majority of delegates chose to work on developing skills in the Communication and Leadership/Influence competency areas. All delegates submitted and successfully completed their Individual Development Plans.

CUCSA Outstanding Chancellor Award

CUCSA leadership introduced the idea of an award that would be provided to a Chancellor that demonstrated outstanding support of staff based on a variety of criteria. The nomination process and administration details were discussed. After a brief comment period, the program will be revised based on the feedback received and initiated in the 2009-2010 year.

CUCSA Elects New Leaders

Elections were held to round out the 2010-2011 leadership team being led by Brian Gresham. The Chair-Elect will be Ravinder Singh from UCOP and the Secretary will be Kathy Jackson from UCSF.