

**COUNCIL OF UC STAFF ASSEMBLIES**  
QUARTERLY MEETING AT UC OFFICE OF THE PRESIDENT  
June 11-12, 1998

**Press Release**

The Council of UC Staff Assemblies (CUCSA) met for its fourth quarterly meeting of the 1997-98 academic year at the Office of the President, June 11-12, 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 sites, to discuss issues of importance to staff and to provide feedback and advice to the Office of the President on these issues.

Chair Jani Quintero welcomed the delegates to the meeting and introduced Judy Boyette, Associate Vice President of Human Resources & Benefits from the Office of the President. AVP Boyette described her objectives for the reorganization of the Human Resources and Benefits Departments at OP. She discussed the concept of high performance and cross-functional teams.

AVP Boyette requested that staff complete a survey requesting feedback on UC Medical Plans. The University of California is the 3<sup>rd</sup> largest medical plan holder in the state and the survey results can prove to be a powerful tool when the Office of the President is negotiating our future health care contracts.

AVP Boyette took a number of questions that covered issues including equity in the provision of health benefits to the results of the open enrollment for domestic partner benefits.

Quintero and Chair-Elect Darcy Bingham then provided an update on recent Regents meetings.

Issues discussed include proposed changes in the requirements for transfers from junior

colleges as well as the results of the special outreach efforts undertaken by Berkeley and UCLA. At present the University of California accepts the top 12% of students statewide. A proposal is now on the table that would have UC accept the top 4% of students from each high school statewide. It remains under discussion.

It was also mentioned that a recent survey UC Chancellors earn 34% less than their counterparts at 24 comparable institutions across the country. The Regents will consider a plan to bring salary levels up.

Quintero and Bingham met recently with Professors Sandra Weiss and Aimee Door, Chair and Vice Chair of the Academic Council regarding the Faculty/Staff Partnership Task Force. A revised statement of objectives has been drafted and the task force will soon be convened.

Mike Bocchicchio, Assistant Vice President of Facilities Administration, UCOP spoke to the Council about the University's capital program, which is anticipated to grow to around the \$3 billion mark. Over the next five years we should see efforts made to reduce the backlog of deferred maintenance. An expected increase in the number of undergraduate students will result in a need for new housing and seismic safety will account for considerable expense on the Berkeley campus alone. The UCLA Medical Center and the two new campus sites, UCSF Mission Bay and UC Merced, will also require large amounts of capital.

A break in the State Legislature's budget negotiations allowed Vice President and Director of the Budget, Larry Hershman to join the table. He provided an updated financial picture of the University. During the early 90s, the Governor made a compact with the University to guarantee a certain level of funding. Currently, AB14-15 would establish another 4-year compact between the University and the State. It has yet to pass, but there is support.

VP Hershman stated that the next few years should be "ok". The proposed 1998 budget asks for a small increase that will provide core salaries and merits, provide for full enrollment, hold student fees to present levels, and provide some research and outreach funds.

The afternoon session began with Judy McConnell, Associate Director of Employee Relations and Support Programs and Christopher Simon, Sr. Administrative Analyst. They spoke on the Work-Life Symposium scheduled for October 22-23 in Irvine. A slate of speakers is currently being put together.

On Friday Sr. Vice President, Wayne Kennedy, Assistant Vice President, Lubbe Levin, and Sr. Administrative Analyst, Christopher Simon spoke to the Council. Sr. Vice President Kennedy reiterated that the state of the University at present is very healthy. The National Research Council has listed the University of California as #1. He also noted that since President Atkinson took office the goals of the institution have been to: attract and retain the best faculty, recruit the best leadership, defend the educational quality of the system, devote resources and intellect to K-12, partner with industry and national labs, and create management systems that will lead us into the 21<sup>st</sup> century.

VP Kennedy then fielded a number of questions. He was encouraged to consider granting administrative leave time for staff to volunteer efforts in K-12. He was also asked about restoring fee reduction policies for staff enrolled in UC courses or UC Extension.

Lubbe Levin, Assistant Vice President, Human Resources was the final guest to CUCSA. She spoke on the integration of Human Resources and Benefits and how this team approach is requiring a very different way of working together. AVP Levin's team responsibilities include strategic planning, policy development and developing a comprehensive way of sharing best practices. Her team will also handle constituent relations.

She also gave brief updates on several issues: SPER is alive and well and will be on the HR Director's agenda in August. The WorkLife Symposium is under development and will take place in October.

The Faculty Staff Partnership Task Force is ready to move ahead with participant selection. The Business Officer's Institute is moving towards fruition with the first training program to take place in August.

The meeting concluded with the election of officers for 1998-99. Kathryn Day-Huh, Candice Garretson, and Linda Rutkowski were on the ballot for the position of Chair Elect. Kathryn Day-Huh was elected to the office. Andrina Marshall was elected to the position of Secretary. Darcy Bingham will assume the position of Chair on July 1.

Future meetings are tentatively scheduled as follows:

September 9-11, 1998 Santa Barbara

December 9-11, 1998 Davis

March 10-12, 1999 Los Angeles

May 12-14, 1999 Berkeley

September, 1999 San Diego

December, 1999 Riverside

March, 2000 San Francisco

May or June, 2000 Santa Cruz

These dates and locations are subject to change.