

**COUNCIL OF UC STAFF ASSEMBLIES  
QUARTERLY MEETING AT UC, San Francisco  
March 9-10, 2000**

**Press Release**

The Council of UC Staff Assemblies (CUCSA) held its third quarterly meeting of the 1999-2000 academic year on the campus of UC San Francisco, March 09-10, 2000. 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.

**Kathryn Day-Huh, CUCSA Chair**, opened the meeting Thursday March 09, and welcomed the delegates and UCSF local Staff Assembly guests.

Following the welcome and guest introductions, Chair Day-Huh provided highlights of the January UC Regents meeting. The 2000-01 state budget proposal announced at the January meeting will provide UC with a 12.1 percent increase over 1999-2000. The proposed budget includes funding for continued expansion of K-12 and University Outreach programs, additional funds to support the growing student population associated with Tidal Wave II including funding for student aid and capital funds for three (3) Institutes for Science. There will be no increase in student fees over the next year and the merit increases associated with Staff salaries will be at a 3.5 percent control point. The Governor is also hoping to expedite funds for the opening of UC Merced in 2004, a year ahead of schedule. A revised budget plan will be reviewed in May.

**Steve Barclay, Vice Chancellor of Administration and Finance, UCSF** welcomed the CUCSA delegates to UCSF. He provided an overview of current activities at the San Francisco campus. Construction is underway at UCSF's new Mission Bay site. One research building has been approved and two additional buildings including another research facility and community center are slated for approval next week. The cost of the first development phase is \$400 million. Noted architects Ricardo Legorreta and Cesar Pelli are designing buildings for this first phase. The development of the Mission Bay campus will take 15 – 20 years to complete and occupy 2.6 million square feet at full build-out. The campus is scheduled to open in 2003 with 2,800 students.

Vice Chancellor Barclay shared some of the ongoing difficulties surrounding the UCSF Stanford Health Care merger that will be officially dissolved as of April 1, 2000.

**Alma Sisco-Smith, Director, Work-Life Resource Center & Special Assistant for Supportive Work Environment, UCSF**, joined the meeting and shared the

great strides the San Francisco campus is making in addressing various work-life issues. Director Sisco-Smith discussed the components of the Supportive Work Environment Initiative at UCSF. A Supportive Work Environment is among the top four Core Values of the San Francisco campus and encompasses the following:

1. Staff Development
2. Quality of Work Life
3. Code of Ethics
4. Performance Incentive Program System
5. Conflict Management – Prevention and Resolution
6. Mentoring Programs

These new programs have been well received by the UCSF campus.

In closing, Director Sisco-Smith shared the Work-Life Resource Center's Vision and Mission Statements and Guiding Principles.

**Deb Frazier, Sr. Delegate, UCLA** and member of the Task Force on Child Care Policy and Programs, updated the Council on the Systemwide Task Force activities. The Task Force has divided into work groups to focus on specific areas concerning this issue. Some of the areas being explored include:

1. Funding
2. Accessibility, affordability and quality
3. Laws, regulations and restrictions
4. Weekend, summer and off-campus daycare
5. Business (breakeven) or service (subsidized)
6. Best practices from other institutions
7. Faculty, student and staff issues
8. Child care worker concerns

**Lubbe Levin, Assistant Vice President of Policy Planning and Research, Human Resources and Benefits UCOP**, provided an update of current Human Resource initiatives. The Healthcare Facilitator Pilot Program has been extremely successful over the past year at UCB and UCI, and is being extended to the UCSB and UCSC campuses, (Phase II). UC eventually intends to expand this resource to all of the campuses. AVP Levin provided additional information regarding the Child Care Task Force efforts.

AVP Levin mentioned new state legislation, which took effect January 1, 2000. Amendments concerning Pregnancy Disability, Sexual Orientation and Sexual Harassment were passed to further strengthen/tighten already existing laws.

AVP Levin summarized the many positive comments her office has received regarding the Report of the Task force on Faculty/Staff Partnership. She mentioned that a web site is being developed as a resource.

Campus updates were distributed and the delegates provided highlights as appropriate.

**Student Regent Michelle Pannor** was welcomed to the table Friday afternoon. She gave a synopsis of her role and efforts during this year as a Student Regent. Regent Pannor established a Regent Task Force on Housing to work with the State in an effort to secure lower-cost student housing for the UC and CSU systems. Regent Pannor continues to work closely with the campus student governments on current student concerns.

The Student Regent term has been lengthened to include a longer "designate" period. Regent Pannor stated that the previous 3-month period of observing prior to assuming the Regent position was too short to serve as an instructive period. The "designate" period as a non-voting Regent will be six months followed by the year with voting privileges. Two Student Regents will be selected this year to transition into this new term. One will be appointed as the official Student Regent at the March Regents meeting and will serve for 2000/2001. The second will be appointed in May and will serve as a designate and then will continue for a year with voting privileges. This year marks the 25<sup>th</sup> anniversary of the appointment of a Student Regent to the UC Board of Regents.

A question and answer period followed.

The remainder of Friday's session was devoted to work group activities and reports.

For additional information about our 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/>

The final CUCSA meeting of the 1999/2000 year will be hosted by UC, Santa Cruz, May 11-12, 2000.