

**Council of UC Staff Assemblies (CUCSA)**  
**Quarterly Meeting at University of California, Davis**  
**September 4 & 5, 2003**

**FINAL PRESS RELEASE**

The Council of UC Staff Assemblies (CUCSA) held its first quarterly meeting of the 2003-2004 academic year at UC Davis on September 4 and 5, 2003. The Council is an advisory body made up of staff delegates from each of the ten campuses, three national laboratories, and the Office of the President. CUCSA meets on a quarterly basis, rotating between campus/lab locations, to discuss issues of importance to staff and to provide feedback to the Office of the President on these issues.

Chair David Bell called the Council of UC Staff Assemblies (CUCSA) meeting to order at 8:30 a.m. on the UC Davis campus at the Mondavi Center of Performing Arts by welcoming the new and returning delegates. Host instructions were given by Zack O'Donnell. David Bell reviewed the agenda and made announcements of Judy Boyette's award from Out and Equal, a national LGBT organization and a reunion of past CUCSA chairs being planned for the June CUCSA meeting. It will also be UCLA Staff Assembly's 25<sup>th</sup> anniversary.

**UC Davis Chancellor Larry N. Vanderhoef** welcomed the CUCSA delegates to UC Davis. He meets regularly with the local Staff Assembly to keep aware of staff issues and concerns. Chancellor Vanderhoef introduced President Richard C. Atkinson.

**President Richard C. Atkinson** reflected on all the campuses/labs that came to view when each one was mentioned in our introductions. He believes in the staff at UC – loyal, committed, and proud. President Atkinson appreciates CUCSA's activities and input at the Regents meetings. He voiced many concerns with the budget cuts including the lack of support for the Partnership Agreement and the result of curtailed student enrollments. He confirmed the stability of our UC Retirement Plan and the benefit of CAP accounts over the long term. He believes UC must be responsive to the quality of life of staff at the University. He is in favor of a Staff Representative to the Regents like the Faculty Representative with no voting rights and he thinks it will happen. If discussion, outside the Regents meetings, is moving forward it will happen sooner. CUCSA's efforts to improve communication are helping.

**Michele French, Executive Director, Human Resources & Benefits Policy and Program Design, UC Office of the President**, shared information on UC benefits and policy review. Health plan contributions will be a 4-tiered approach with no major changes within the plans for 2004. A new plan, Diffinity Health, will be piloted in UCSF, UCSB and Los Alamos Lab. Dental and vision are still UC paid benefits. Human Resources is currently reviewing the sexual harassment policy for consistency.

**Paul Schwartz, Director, Strategic Communications, Human Resources & Benefits, UC Office of the President**, is working on projects focused on advancing communication to staff including the electronic newsletter "Our University". The style of the incoming President provides opportunities to elevate the "culture of communication". Paul asked: 1) From our staff perspective, what is working? 2) If OP did one thing to improve communications, what would it be?

**Dennis Shimek, Associate Vice Chancellor for Human Resources at UC Davis**, talked about what is being done at UC Davis to reinforce a work life balance including telecommuting, an active catastrophic leave program, community book projects, two on-site childcare facilities, and a network of lactation centers. The UC Davis Balancing Work and Life Web site is located at: <http://worklifebalance.ucdavis.edu/balancing>

**Karl Mohr, Associate Director, Public and Private Partnerships, Office of Resource Management and Planning at UC Davis**, explained their long-range development plan. They are now planning a residential neighborhood for staff, faculty and students to be available in 2005. Their Web site is: <http://www.ormp.ucdavis.edu>

**Stan Kowalski, Director, Constituent and Legislative Coordinator, UC Office of the President**, discussed recent legislation that will result in UC policy revisions. Stan's current projects are the Regents work group on a non-voting staff representative and a Regents Dashboard with benchmarks to rate UC quality.

**Bill Neff, Executive Director, Labor Relations at UC Office of the President**, spoke about the negotiations with UPTE to represent UC's technical, research, and patient care professionals.

**Jerry Kissler, Assistant Vice President, Budget Planning & Fiscal Analysis, UC Office of the President** talked about the state budget, how it has affected UC, and what is likely to happen over the next few years. He is working with Paul Schwartz to put a human face on media stories to convey how UC touches the lives of everyone in the state.

**Mike Boyd, Associate Director of Planning, Design and Construction, UC Davis Medical Center**, talked about the UC Davis Health System's goal to build healthier communities and some of the challenges being faced.

**CUCSA business** included discussion of committee topics and brainstorming of ideas on subjects presented to us by our guests, Paul Schwartz and Jerry Kissler. CUCSA standing committees are Policy and Procedures and Communications. Chair David Bell presented an overview of CUCSA and each delegate received a CUCSA handbook. The CUCSA Web site is located at: <http://www.ucop.edu/cucsa>

The next quarterly CUCSA meeting will be held at UC Santa Barbara from December 3 – 5, 2003.