

CUCSA Press Release

PRESS RELEASE

The Council of UC Staff Assemblies (CUCSA) held its first quarterly meeting of 2004-05 academic year at UC Berkeley on September 2, 2004 and at Lawrence Berkeley National Laboratory (LBNL) on September 3, 2004. The Council is an advisory body composed of two delegates from each of the ten campuses, three national laboratories, and Office of the President. Officers include David Miller, Chair (UCLA); Rosemary Anderson (Chair – Elect); and John O. White (Secretary). CUCSA meets on a quarterly basis, rotating between the campuses, the national labs, and the Office of the President to promote communication and to solicit feedback on interests of primary concern to staff.

OFFICIAL WELCOME FROM UC BERKELEY

On September 2, 2004 Steve Lusting, Acting VC for Business and Administrative Services at UC Berkeley, provided an official welcome to CUCSA. Mr. Lusting is also Assistant Vice Chancellor – University Health and Counseling Services. He provided a handout with an outline of his remarks and suggestion discussion topics that included numerous issues and items regarding (UC Berkeley) staff initiatives. He led a discussion that included observations regarding University staff employee demographics and he highlighted a number of successful staff focused organizations, programs, and activities that are active on the Berkeley campus.

- UCB Business and Administrative Services publishes a list of workshops for faculty and staff organized by topics and produced by University Health and Counseling Services. Workshops and programs are designed to address major issues for employees, such as an aging workforce, aging parents, disabilities, workers compensation, early back to work programs, ergonomics (computer use and workstations) and back injury prevention. Staff programs are proving to be helpful, not just for staff, but also for graduate students. There is increased interest in obesity, fitness and health, health and safety topics. Breast-feeding programs/stations/services are becoming more prevalent, in part due to State requirements. There are a number of programs focusing on stress reduction. Course designers listen to staff and coordinate topics across the campus by publicizing a single publication.
- The Berkeley Staff Assembly has organized a staff-mentoring program based on a UCSF model. Informal internships are also available at UCB and HR provides some support for career development.

STAN KOWALSKI, UCOP Director, Constituent and Legislative Coordination, Human Resources and Benefits spoke to CUCSA spoke directly to CUCSA officers and delegates and express his thanks to CUCSA for its role in promoting and enhancing UC employee communications.

- Director Kowalski works with constituent groups, such as retirees, faculty welfare, assists with preparation of Regents Items. He coordinates policies and legislative analysis for HR issues.

Director Kowalski participated in a discussion regarding The Regents interest in having a possible staff advisor.

MARK ESTEBAN, Director, Health & Welfare Policy & Program Design

Director Esteban made a presentation and facilitated a dialogue regarding the health care

- Double digit inflation in health costs each year
- The value of UC (employer and employee) paid health care is over \$1 billion
- UC has had only a modest ability to contribute to increased costs
- About 40,000 retirees
- Benchmarking shows that current UC employer paid contributions are good relative to others
- Goal is to maintain current levels of coverage and minimize increasing costs
- Many employers are looking at changing prescription drug policies and programs. Medicare drug coverage may improve.
- Emphasis on wellness, health promotion and health maintenance, help employees make more individual decision making, more control over treatment options
- Longer Term Strategies include emphasis on member wellness
 - Health risk appraisals
 - Preventive care
 - Help with chronic conditions
 - Education programs

LAWRENCE COLEMAN, Vice Provost for Research, Office of the President

As Vice Provost for Research, Larry Coleman is charged with coordinating research matters among the Office of the President, the ten UC campuses and the three national laboratories that UC manages for the federal Department of Energy. Larry Colman made a presentation to CUCSA about staff-faculty relations.

LINDA WILLIAMS, ASSOCIATE PRESIDENT

Linda Williams communicated that President Dynes is an important advocate for staff. He believes that the staff's voice is important. CUCSA delegates discussed the role that they envisioned for a staff advisor to The Regents, such as the expectation that a staff advisor would need to be informed, attend meetings, to be engaged in conversation, and able to debate effectively.

OFFICAL WELCOME FROM LAWRENCE BERKELEY NATIONAL LAB

Laboratory Director Steven Chu welcomed CUCSA delegates to LBNL on the second day of their quarterly meeting. Ernest Lawrence on the Berkeley Campus of the University of California founded the Berkeley National Laboratory in 1931. Lawrence won the Nobel Prize in 1939 in Physics for his invention of the cyclotron and is generally credited with the modern concept of team science. The Lab continues to promote multi-disciplinary science and there have been nine Nobel Laureates at LBNL. Initial areas of research included: high-energy physics, high energy accelerates, nuclear physics, and nuclear chemistry. The staff are an essential ingredient of successful science. UC pursues a greater good – and advancement of science and society, long history of this with three labs and ten campuses.

REGENT WARD CONNERLY

Ward Connerly was appointed to The Regents in March 1993 and his term expires March 2005. He has a B.A. degree from the California State University, Sacramento in Political Theory. He is President of Connerly & Associates, Inc., a land-use consulting firm in Sacramento.

- Has visited CUCSA three times.
- Retiring from The Regents in March 2005
- Wants to work on implementation of staff advisory to The Regents before he leaves his position
- Wants UC to acknowledge multiracial identity
- He is proud of his work that helped lead to the successful implementation of domestic partner benefits for University of California employees

Delegates engaged in lengthy discussion of a variety of issues that drew upon the experience of Mr. Connerly and his role and a member of the Board of Regents of the University of California. For current information regarding The Regents, see:

<http://www.universityofcalifornia.edu/regents/brochure.pdf>

DAVID BELL, CUCSA Ex Officio - REPORT ON PMI

- Residential Program to begin no later than 2005, about 300/session
- Will try to avoid major calendar conflicts
- Not mandatory
- Cost Neutral (department funded)
- Web based modules
- Plenary topics to include ethics, employee relations
- Targeted at mid level managers and supervisors
- Committee on course and curriculum
- Evaluation Process
- Alumni briefing (continuing education) annual basis

WORK GROUPS

The following work groups were established for CUCSA during 2004-05:

1. Policies and Procedures (Standing Committee)
2. Diversity (Standing Committee)
3. Internal Development (ad hoc)
4. Work Force Evolution (ad hoc)

Prepared: September 10, 2004, John O. White, CUCSA Secretary