



*Council of University of California Staff Assemblies (CUCSA)
Press Release, September 28, 2012
<http://www.ucop.edu/cucsa>*

**University of California, Los Angeles
September 5-7, 2012**

The Council of University of California Staff Assemblies (CUCSA) held its first quarterly meeting of the 2012-13 academic year at UCLA on September 5-7, 2012. 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 ten campuses, the national lab, and the Office of the President to promote, maintain and enhance communication within the University community on matters of interest to staff employees in accordance with California laws and Regental policies.

At the September CUCSA meeting, Chair Steve Garber updated the delegation on meetings that he and Chair-Elect Ken Feer held with UCOP leadership. Conversations included discussion of the CUCSA Staff Engagement Survey, merits for non-represented staff and the CUCSA Senior Leader Award. President Yudof is interested in seeing progress on the issue of educational benefits and how they are managed and tracked.

Delegates were assigned to one of four workgroups: Health & Welfare Benefits, Compensation Education, Supervisor Training, and Internal Operations.

Kate Daby-Horpedahl, Advocacy Constituencies Coordinator, University Affairs, Office of the President

Ms. Daby-Horpedahl provided delegates with an overview of the role of the State Government Relations Office and highlighted ways that they can partner with CUCSA in advocating for UC. This year they started holding webinars, with the first two hosted by Patrick Lenz, Vice President for Budget and Capital Resources at UCOP. Delegates were given guidelines on what types of advocacy are and are not permitted. What employees do on their own time and with their own resources is up to them and delegates were encouraged to have conversations with friends and neighbors about the impact of UC on the state.

Kevin Smith, Staff Advisor to The Regents and Kathy Barton, Staff Advisor Designate to The Regents

Staff Advisor Smith and Advisor-Designate Barton addressed the delegation and discussed their goals for the year and provided updates on the issues in which they have been involved. One of their major goals is to build stronger relationships with the Regents and maintain their close relationships with the Academic Senate leaders. They are also planning several campus visits in order to get a better sense of the issues that matter to staff and want to make their website more current. They will be coordinating additional web chats to provide staff with opportunities to interface with OP leadership and share their opinions. One change in how they operate is that they both now sit on the same seven standing committees concurrently so that they can benefit from more continuity from one year to the next. They also discussed the process for selection of Staff Advisors and their desire to do more recruitment and get a larger pool of candidates.

Dennis Larsen, Executive Director of Compensation Program & Strategy, Office of the President

Executive Director Larsen gave CUCSA delegates an overview of what is happening with compensation at a systemwide level and at the Office of the President. He acknowledged the comprehensive changes occurring to the payroll title program, called Career Tracks, which is being implemented across all of the campuses on different timelines. Some of the guiding principles include aligning compensation with leading academic research institutions, aligning our jobs to the market, building funding for compensation programs into the annual budget process and reinforcing a high-performance culture. He pointed out that UC is far behind in terms of cash compensation, but about average in total compensation once benefits are taken into account.

A. Eugene Washington, Vice Chancellor of UCLA Health Sciences and Dean, David Geffen School of Medicine

Dr. Washington presented information on the medical center enterprise as it relates to the campus, including an overview of its finances and how they differ from the campus's. One of the biggest financial challenges is that the medical enterprise needs to be self-supporting, so not only do they have to absorb all of the increases in health and retirement costs to the employer, but they must also pay taxes to both the department and the division to contribute to the cost of overhead. Hospitals also vary in profitability and have been in the red in the recent past before more recently becoming profitable again. Dr. Washington explained how he must wear dual hats as head of both the School of Medicine and the Health Sciences Division and integrate these endeavors so that they work together synergistically.

Aimée Dorr, Provost & Executive Vice President, Office of the President

Provost & EVP Dorr shared some of her background and experiences with delegates that have shaped her perspective on this new role. She is working on incorporating academic components more strongly into the functioning of the administration. She asserted that UC is not like other public systems with one or two flagship campuses, but all campuses are intended to be research universities. She summarized some of the options to be discussed at the Regents Retreat in order to address the severe budget challenges. Options to be considered include: balance sheet strategies; business and finance strategies including efficiencies; enrollment, tuition and financial aid strategies such as capping enrollment or modifying return-to-aid formulas; strategic procurement; academic strategies such as reduced time-to-degree; consolidating certain functions; and furloughs or salary cuts.

Robert Powell, Chair of UC Academic Council & Professor of Chemical Engineering & Materials Science & Food Science and Technology, UC Davis

Chair Powell discussed his views on ways that faculty and staff can collaborate on issues that affect all employees. One critical issue he cited is the increasing employee contributions to the UC Retirement System. Increases may be manageable if the salary issues are addressed. Another critical issue will be the debate on how to best control healthcare costs and identification of the most viable options. Other topics explored included online education, systemwide administrative efficiency initiatives, employee morale, supervisor training and efforts to reduce time-to-degree.

Lubbe Levin, Associate Vice Chancellor, Campus Human Resources, UCLA

AVC Levin reviewed some of the hot topics in Human Resources including the UC Path Project, talent management strategies, and employee engagement, recognition and training. An upcoming challenge with UC Path will be determining the workflow from departments up through central campus and on to the shared service center at UC Riverside. One focus of talent management is to develop leaders at all levels and UCLA is particularly proud of their professional development program.

Next Meeting

The next CUCSA quarterly meeting will be held at UC Davis on December 5-7, 2012. The remaining meetings for the 2012-13 year will be held at UCSB in March 2013 and at UCOP in June 2013.