



CUCSA Quarterly Meeting Summary

Spring | June 4 - 6, 2025 | UC Berkeley

Presenter Sessions

- **Michael Drake**, President, University of California
- **Rich Lyons**, Chancellor, UC Berkeley
- **Rachael Nava**, Executive Vice President & Chief Operating Officer, University of California
- **Nathan Brostrom**, Executive Vice President & Chief Financial Officer, University of California
- **Melissa Matella**, Associate Vice President, Employee and Labor Relations, UC Systemwide Human Resources
- **Eugene Whitlock**, Chief People and Culture Officer & Associate Vice Chancellor, Human Resources, UC Berkeley
- **Chris Treadway**, Assistant Chancellor, Government and Community Relations, UC Berkeley

Activities

- *Mindfulness: Taking a Pause for Self-Care* with **Dr. Amber Johnson**, Assistant Vice Chancellor & Chief of Staff, Division for Equity & Inclusion, UC Berkeley
- *Reception at the Faculty Club* with **Jo Mackness**, Associate Vice Chancellor, Residential and Student Service Programs, Division of Student Affairs, UC Berkeley
- *Workgroup Final Presentations*
- *Year-end Delegate Recognitions*

Current Policy Positions

This year's delegation is emphasizing policy and advocacy work related to ensuring that the university:

- Recognizes the effects of staffing constraints on non-represented staff, advances efficient practices to support sustainable workloads
- Exercises fair, competitive, and transparent compensation practices that attract, retain, and motivate high-quality staff
- Demonstrates a commitment to the holistic wellbeing of university staff

Calls to Action

- The California State Legislature has proposed restoring state funding to UC in full in their most recent budget proposal (as of June 13). But this change must be approved by the Governor. [You can urge Governor Newsom to restore UC's funding via the UC Advocacy Network.](#)
- CUCSA will hold a town hall to discuss this year's workgroup recommendations on Tuesday, July 8 at 11:00 am - noon over Zoom. We recommend [reviewing the recommendations on CUCSA's website](#) and then joining the conversation by [registering for the town hall](#).

- UC employees are being targeted in a sophisticated phishing attack that attempts to steal UCPATH login credentials and uses them to change direct deposit accounts. Be careful about any emails or search results that encourage you to log into UCPATH but don't go to the official website — <http://ucpath.universityofcalifornia.edu/>. [Learn more about the attacks and how to protect yourself](#).

Newsworthy

- **Proposed State UC Funding Cut Reduced from 8%:** Earlier drafts of the California State Budget had a planned 7.9% cut to UC funding. However, the Governor's May revision has reduced that amount to 3%. The word on Capital Hill is that UC's record-setting [UCAN](#) letter writing campaign to state legislators made a real difference. CUCSA is proud of its promotional contributions to this campaign, including [a video featuring CUCSA Chair Jen Bowser](#). The state legislature proposed a 0% cut as of June 13, but it must be approved by the Governor. State funding provides a significant source for non-represented staff salaries, so whether a non-represented staff salary increase is included in the UC budget is highly influenced by state funding levels. We are not likely to know whether there will be an across-the-board non-represented staff salary increase until early July. Regardless of the outcome of this year's systemwide budget planning, it is worth noting that most locations are experiencing significant structural deficits that are likely to make it a difficult year budgetarily.
- **Pilots Explore Possibilities for Staff Housing Support:** UC has two pilot programs underway that are seeking to provide staff housing support, especially in the communities that need them most.
 - UC Santa Barbara is building a new housing community and using their own capital to do it. Typically, the capital for these projects would come from a housing developer who would then have control over pricing as they recoup their investment. Direct ownership will allow UCSB the ability to better control prices and ensure affordability.
 - UC Santa Cruz is piloting a mortgage assistance program for staff that emulates the popular [MOP](#) that has been available for faculty. Unlike MOP, this new program would provide down payment assistance rather than issuing the full loan. This could be more scalable than MOP, which requires significant resources to fund.
 - On a related note, a few forthcoming state bond measures could provide funding that would make prospective affordable housing projects more feasible.
- **Federal Actions Pose a Range of Risks to UC:** Many corners of the UC are watching the actions of the federal government closely as changes threaten UC budgets and operations on a number of fronts:
 - Massive reductions in research funding have terminated a large number of existing research grants midstream and make access to future funding less likely. This has outsized impacts on the Berkeley Lab, which depends on funding from the Department of Energy.
 - Proposed changes to Medicaid could impact medical centers and exacerbate existing state budget challenges by pressuring the state to increase its contribution to Medicaid funding.
 - The Justice Department has launched an investigation into UC under Title VII of the Civil Rights Act to assess whether UC has allowed Antisemitic hostile work environments to exist.
 - Ongoing anti-DEI pressure continues to suppress the visibility of DEI activities at our locations.

Discussion Themes

- As UC faces budgetary challenges from a variety of sources, we have already seen two workforce reduction actions: a systemwide hiring freeze and localized layoffs. While these strategies help control labor costs, they are blunt instruments that often result in understaffing and stretching the remaining staff thin. As some parts of our institution need to reduce their workforce and others need more help, **retraining and redeployment become valuable tools that can allow us to retain high quality workers** by sending them where support is needed rather than laying them off. CUCSA encourages the UC system to elevate the visibility of job opportunities to existing staff and to promote work time and place flexibility as a means of creating greater access for staff to transfer where they are needed.
- The recent accretion of student advising title codes into the UAW union resulted in several of this year's CUCSA delegates needing to withdraw from CUCSA before the end of the term due to their new union status. (CUCSA delegates are required to be non-represented staff because we work with UC leadership on employment issues, which could be considered direct dealing for a represented staff member.) Tracking the status and timing of union membership for individuals has proven to be a challenge due to the ambiguity and complexity of policy in this area. With the unionization of more job titles on the horizon, **keeping up with union changes, ensuring compliance with direct dealing policies, and succession planning are growing challenges for CUCSA and especially for local staff assemblies**. CUCSA will continue to work with systemwide leadership to refine our mission, expectations, and messaging and to work with local staff assemblies to ensure that they retain access to volunteers, a pipeline of volunteer leaders, and access to the spaces that they need to be in to remain effective.
- As the UC system enters what is likely to be a challenging year budgetarily, systemwide leaders have stressed that our approach to resource limitations needs to be to "do less with less." This helps to keep our standard of quality high (even if the range of work that we do is less broad) and helps to limit staff burnout. However, implementing, "less with less," needs to be done at the local level within individual departments and teams. At this time **it is essential that supervisors assess workloads against what is reasonable, exercise saying "no," and model healthy behaviors like using vacation time and actively managing work-related stress**.

Workgroup Updates

CUCSA's three policy-oriented workgroups – Compensation, Sustainable Workforce, and Wellbeing – each provided presentations of their findings and recommendations from this year's research into their respective topics. We have summarized their recommendations below, but we encourage you to view recordings of their presentations and review the accompanying final reports on the [CUCSA 2024-25 Workgroup Reports page](#) and to join the discussion by [registering for the town hall](#) on Tuesday, July 8 at 11:00 am - noon.

Sustainable Workforce

Focused on identifying strategies to retain and attract talent, reduce administrative burnout, and support flexible work arrangements. Aimed to highlight the effects of staffing constraints on non-represented staff and advance efficient practices to support sustainable workloads.

Recommendations:

- Build a resilient, future-ready workforce through upskilling and career growth.
- Support managers with clear tools and expectations.
- Ensure flexible work practices are fair, transparent, and sustainable.
- Prepare for the evolving impact of generative AI on staff roles, skills, and support structures.

- Strengthen trust and retention through staff visibility and voice.

Total Compensation

Focused on the evaluation and enhancement of compensation practices impacting non-represented staff. Aimed to ensure the University exercises fair, competitive, and transparent compensation practices that attract, retain, and motivate high-quality staff.

Recommendations:

- Implement a clear and consistent policy across UC locations that standardizes the frequency, method and communication strategy for equity reports across locations and divisions.
- Establish and fund an annual equity pool at each UC location to support equity reviews and equity-driven salary increases for all staff.
- Ensure that Non-Represented staff receive fair and predictable annual salary increases.
- Establish a Staff Emergency Housing Assistance program at each UC location, modeled after the existing program at UC Irvine.
- Continue advocating for a Dependent Tuition Remission program at UC.

Wellbeing

Focused on the evaluation and enhancement of staff wellbeing resources and support. Aimed to emphasize the University's commitment to the holistic wellbeing of university staff.

Recommendations:

- Adopt a culture of holistic wellbeing systemwide, using the Okanagan Charter as a guiding framework.
- Designate identifiable wellbeing leadership within a dedicated unit at UCOP.
- Creation of a centralized wellbeing website.
- Prioritization of wellbeing data collection.