

Council of UC Staff Assemblies (CUCSA)
Quarterly Meeting at University of California, Irvine
Irvine, California
June 5-6, 2003

PRESS RELEASE

The Council of UC Staff Assemblies (CUCSA) held its fourth quarterly meeting of the 2002-2003 academic year on the campus of UC Irvine, June 5-6, 2003. The Council is an advisory body made up of staff delegates from each of the nine campuses and two national laboratories, and the Office of the President. CUCSA meets on a quarterly basis, rotating between campuses and the laboratories to discuss issues of importance to staff and to provide feedback to the Office of the President on these issues.

Judith Boyette, Assoc. VP HR & Benefits, UCOP, shared information regarding challenges that face UC. She talked about the State budget crisis and gave a presentation highlighting programs UCOP is currently exploring such as: Voluntary Time Reduction Program, START Program, Early Retirement; Succession Planning; Phased Retirement; Health Care Challenges, State Legislative Update, Staff Issues, Training and Development, and Communications. Gayle Cieszkiewicz, Exec, VP of Labor Relations/Operations, UCOP described HEERA and provided general guidance to the Council, and discussed possible impacts to CUCSA.

Chancellor Ralph J. Cicerone shared his comments/challenges regarding UCI. Addressing their growing student population, significant campus growth and development and programs. UCI is actively exploring ideas/technology to improve communications. He also discussed the challenges of the State budget crisis and the impact to UCI. UCI may end up seeing pay freezes, cuts and furloughs and or layoffs. He is working with staff to help facilitate better staff planning. Chancellor Cicerone admitted that communications on campus need improvement. He would like communications streamlined and sent out faster. He realized there are many concerns about overuse of email or the problem of communicating with those who do not use email. In order to research this area further, he has created a Communications Workgroup to conduct extensive research and information with best practices and recommendations.

Lubbe Levin, UCLA Assistant Vice Chancellor, Campus Human Resources shared her presentation, "HR Strategies for Challenging Times". This presentation covered topics such as, decentralization, minimization of staff layoffs, and professional development programs, including a new mentorship program.

Regent Judith Hopkinson expressed that she feels that staff are the underpinning of the University and addressed a multitude of questions regarding the State

budget crisis, Fee Waiver Program, communications and the UC President Selection Committee process.

Other meeting guests included, Ronald Stern and Mark Warner, who gave a presentation regarding the Chancellor's Task Force on Staff Growth, Recruitment and Retention. Alison Challman, former Constituent Communications Manager – gave a presentation about UCI Communications.

Work Group Committees reported on their status. Work groups are: Communications; Faculty Staff Partnership, “Where are we now”; Fee Waiver and the UC Staff Assembly Subcommittee on Policy and Procedures.

CUCSA Business: Officer elections took place. David Miller was elected 2003-2004 Vice Chair and Patty Arnett was elected Secretary. Minutes were approved for February, 2003 at UCSC. Packets were given out by UC Davis for upcoming September meeting. Certificates of participation were handed out to CUCSA delegates. Chair Souder discussed upcoming July Regent meeting annual CUCSA report.