



Council of University of California Staff Assemblies (CUCSA)

Press Release, June 29, 2012

<http://www.ucop.edu/cucsa>

**University of California, Berkeley
Lawrence Berkeley National Laboratory
June 6-8, 2012**

The Council of University of California Staff Assemblies (CUCSA) held its fourth quarterly meeting of the 2011-12 academic year at UC Berkeley/LBNL on June 6-8, 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 June CUCSA meeting, the Council had broad discussions on several key topics including non-represented staff merit increases, career counseling programs, administrative efficiencies, and the non-represented staff engagement survey. Each of the four CUCSA workgroups presented their final workgroup recommendations. Elections for the 2012-13 CUCSA officers were held.

Peggy Huston, Director, Operational Excellence Program Office, UCB

Ms. Huston gave an overview of Berkeley's Operational Excellence Program and discussed key milestones of this project. Started in 2009, the project was targeted to achieve at least \$75M in annual savings by 2016. As of 2012, it consists of 20 projects across campus such as BearBuy, CalPanning, Energy Management, etc. Huston discussed the efforts Berkeley put into the program to ensure a strong foundation, which includes professional planning, management, and engagement for each project. She also discussed the oversight and rollout support structure of Operational Excellence.

Frederick R. Ruiz, Regent of the University of California

Regent Ruiz spoke about the impact to the mission and vision of the UC due to the long-term decline of state revenues. He also addressed the pension problems the State of California faces and UC's effort in securing state support for UCRP, similar to what the state does for the CSUs and community colleges. As a businessman, he compared and contrasted UC's effort in achieving administrative efficiencies with his company's effort to automate production. He gave suggestions to CUCSA on how UC can better manage human assets and engaged in a broad discussion on how UC manages its public relations.

Jeanine Raymond, Assistant Vice Chancellor, Human Resources, UCB

Ms. Raymond further discussed Berkeley's Operational Excellence effort as well as Berkeley's Career Compass initiative, which aligned Berkeley's job families, and is now being adopted at other UC campuses. She gave examples of some of the challenges Berkeley faced with Career Compass and how they overcame the challenges. Raymond also discussed the establishment of the Center for Organizational and Workforce Effectiveness, which worked with University Extension to select a list of classes that align with Berkeley's OE projects and are offered to staff at no cost.

Paul Alivisatos, Laboratory Director, LBNL

Dr. Alivisatos welcomed the CUCSA delegation to the Lab and gave an overview of LBNL's history and its strategic plan. He discussed the lab's Carbon Cycle 2.0 Initiative, which has saved the nation \$20B in energy cost. He also discussed LBNL's collaboration with UC Berkeley and other UC campuses. He indicated that with the lab's growth, LBNL is anticipating a new site to be launched by 2016 in Richmond, CA.

Mark Yudof, President, University of California

President Yudof thanked staff for their work and reiterated that UC is the greatest public higher education institute in the world, with \$5B of research and about \$10B in medical care annually. With recent changes and initiatives across the UC, his goal is to strike a balance between UCOP and each campus' responsibilities. He discussed the importance of staff development and also spoke about UC's advocacy efforts, which includes the Onward California campaign targeted to demonstrate UC's impact in Californians' daily lives.

Vera Potapenko, Chief Human Resources Officer, LBNL

Dr. Potapenko gave a presentation on LBNL's staff demographics, and an overview of how the lab engages staff. She discussed an employee survey (2010), which rated top issues for the lab as: safety, pride of association and sense of shared mission. Furthermore, she discussed a newly established recognition program at LBNL that focuses on different areas of recognition such as societal impact, diversity, and early scientist career, to name a few. The delegation was also engaged in a discussion on how LBNL can ensure the success of the newly formed Staff Association.

CUCSA Workgroups

CUCSA workgroups gave their final presentations at the June meeting. The Education Benefits Workgroup researched the evolution of CUCSA's education benefits reports and recommendations from the past twelve years and noted that past reports recommended varying percentages of discounts and often featured fee waiver proposals. They also looked at six comparators and found the Cal State University system model to be the most potentially applicable to UC. However, the workgroup sees that there is more of an immediate need to provide access to academic and extension courses for staff development. They suggest that UC provide access to all courses offered across the system and to track metrics and review usage by implementing a centralized program office.

The Talent/Performance Management Workgroup evaluated performance management and appraisal structures across the UCs and found great variances from campus to campus. They found that a more uniform approach and buy-in from all levels can shape performance management. They suggest that by implementing a system that can simplify, track and provide consistent feedback to UC employees, it would ensure compliance and the University would be better positioned to move towards a merit-based reward system.

The Demographics Workgroup analyzed various data systems that UC uses to collect staff demographic information and reviewed processes for recording staff information. They suggest that a better data collection system, such as UCPath, will allow UC to use such data more robustly to compare to competing institutions. They also recommend that by implementing exit/transitional interviews, UC can gain a better understanding of its work force.

CUCSA Election

CUCSA held elections for the 2012-13 leadership team. Annette Garcia (UCM) was elected Secretary, replacing Gerard Au (UCLA). Kenneth Feer (UCOP), who will serve a 2-year term, was elected Chair-Elect. Steve Garber (UCB) will become Chair on July 1, 2012, succeeding Ravinder Singh (UCOP). CUCSA's annual report will be presented at the July 2012 Regents' Meeting. The next CUCSA quarterly meeting will be held at UCLA on September 5-7, 2012. Meetings for the 2012-13 year will be held at UCLA, UCD, UCSB and UCOP.