

# CUCSA

## Council of UC Staff Assemblies

*Council of University of California Staff Assemblies (CUCSA)*  
*Press Release, March 15, 2010*  
*<http://www.ucop.edu/cucsa/>*

### **University of California, Davis March 3-5, 2010**

The Council of University of California Staff Assemblies (CUCSA) held its third quarterly meeting of the 2009-10 academic year at UC Davis on March 3-5, 2010. 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 campuses, the national lab, and the Office of the President to promote communication and to maintain and enhance communication within the University Community on matters of interest to staff employees in accordance with California laws and Regental policy.

The 2009 – 2010 CUCSA Officers are: Lin King, Chair (UC Davis); Brian Gresham, Chair-Elect (UC Merced); and Sue Anderson, Secretary (UC Riverside).

### **Enrique Lavernia, Provost and EVC, UC Davis**

Provost and EVC Lavernia (Lavernia) began his remarks by thanking the delegation for their service. He then conducted a presentation which reviewed the background of UC Davis, the UC Davis 2010-11 budget planning process and the vision for the Davis campus. Lavernia began by reviewing the excellence of the UC system, citing, as one example, that 4 patents are generated each day by the UC system. Lavernia encourage the delegation to never forget why we are here – for the students and the State of California. Regarding the current budget situation, Lavernia noted that staff growth at UC Davis has not kept pace with other groups, with staff growth totaling 13% since 2000; faculty by 17%; students by 23%. Lavernia then moved to an overview of the budget planning process that, in general, cuts to academic units were 15% with administrative cuts at 30%. Actual cuts by unit vary, and have been made in response to budget advisory committees who created 44 metrics by which unit evaluations are conducted. The campus is engaged in ongoing budgetary conversations with the Council of Deans, Vice Chancellors, Academic Senate, and Staff Assembly. Lavernia concluded his presentation with UC Davis' vision for excellence. This framework for the future includes: continued academic excellence, organizational excellence, and excellence in fundraising, excellence in service, excellence in sustainability.

### **Karen Hull, Associate Vice Chancellor, Human Resources UC Davis**

AVC Hull (Hull) began by acknowledging the work staff do to create a positive environment on campus. She feels the positive role of Staff Assembly plays at UC Davis is more critical now than ever, noting specifically that the Staff Assembly at UC Davis has been very successful in bringing information to administrators that was analytical in nature via the use of surveys. Hull provided an overview of the UC Davis budget situation, noting that the programs that make UC Davis a model employer are the ones in danger of being cut; on-site childcare, mediation, work/life balance, and others. Hull explained how the administrative staff has a broad number of tasks that make them generalists, and that the reduction in staff has created huge challenges. The breadth of the tasks stretch staff and create opportunities for errors. Hull then moved to a discussion of UC Davis' transition to a shared service model to drive organizational excellence and increase efficiency.

### **John Meyer, Vice Chancellor, Administrative and Resource Management, UC Davis**

Vice Chancellor Meyer (Meyer) highlighted Davis' ambition of "Planning for a Sustainable Second Century." The goal is to make the Davis campus even greener by meeting present needs and allowing the future generation to thrive; live off nature's income and not its capital. He suggested adding "stewardship and sustainability" to the mission of the University. Meyer provided several examples of leveraging faculty research to enhance the sustainability efforts on campus. Highlights were the West Village housing project which is to be the first zero net energy community in Davis, and a number of the campus' efforts in reducing lighting costs through sustainable design practices.

### **Danielle Lee, Sustainability Manager, University Dining, UC Davis**

Manager Lee (Lee) provided an overview of the sustainable practices in Dining Services. The delegation enjoyed a zero waste lunch.

### **Ed Abeyta, Staff Advisor to the Regents**

#### **Julianne Martinez, Staff Advisor Delegate to the Regents**

Staff Advisor Abeyta (Abeyta) discussed some of the major efforts the Advisors have been involved in thus far. These included: staff advisor selection, post employment benefits, UC advocacy, Regent Committee meetings, Commission On The Future, diversity and UC climate. A new website is being created for the Staff Advisors. Staff Advisor Designate Martinez (Martinez) discussed the Post Employment Benefits survey and thanked the delegates for their participation. Early feedback was that it wasn't distributed widely. As a result of the Staff Advisor involvement, the survey was pushed out to a larger audience. The discussion moved to advocacy. Martinez is working with Bill Johansen, former Staff Advisor, on developing staff advocacy guidelines. The Staff Advisors have been building their relationships with Regental committee chairs, and are now on five committees rather than three which allows them to provide a broader staff perspective on matters before the Regents.

### **Professional Development Workshop**

Delegates participated in a professional development workshop focusing on presentation skills. This workshop helped to prepare them for their upcoming year-end project presentations. The workshop was conducted by Sue Anderson, the Education and Development Manager at UC Riverside, as well as the Southern Regional Director for the Management Skills Assessment Program (MSAP) and the CUCSA Secretary.

### **Dr. Thomas Nesbitt, Assistant Dean of Administration, School of Medicine, UCDHS**

Dr. Nesbitt (Nesbitt) began his presentation by thanking the staff for the work they do to drive the mission on the University. Nesbitt's presentation to the group focused on telemedicine at UC Davis Health Systems (UCDHS), highlighting the role UCDHS has played in the expansion of access to medical specialists across the state, noting that UCDHS now serves 60 rural areas across the state, with multiple links to emergency room medicine, pediatric medicine and chronic care.

### **Howard Pripas, Director of Employee Relations, UCOP**

This was Director Pripas' (Pripas) first formal meeting with the CUCSA delegation as its sponsor. Pripas began his presentation with an update regarding the Staff Advisor nomination and selection process, noting that there were a large number of well-qualified applicants. Pripas provided an overview of his role as Employee Relations Director. Pripas also discussed the educational benefits issue that has been raised by CUCSA and the Academic Senate on multiple occasions and shared that he has been tasked with further investigating this issue and will be making a report on his findings.

### **Dwaine Duckett, Vice President, Human Resources UCOP**

Vice President Duckett (Duckett) began by noting that he is always impressed with the longevity and dedication of UC staff and shared that, as a steward of the organization, his goal is to make UC the best employer in California. Duckett commented that employee relations will have an increased priority under his leadership. Duckett also noted that moving talent management and succession planning from the margins to the center will be fundamental to UC's future success and sustainability.

### **Vincent Stewart, Assoc. Dir., Institutional Relations, UCOP**

Assoc. Director Stewart (Stewart) began with an overview of the role of Institutional Relations within UC, noting that the objective of his office is to coordinate and manage the engagement of key stakeholders for the purpose of building broad support for the University and its policy and budget priorities and to ensure this support is on-going and sustained. Stewart indicated that UC wants the messengers to be more like the delegates of CUCSA rather than people like himself

who are paid to carry the UC message. He closed by sharing that one of the foci of Institutional Relations is now the gubernatorial candidates and educating them on the value of higher education to the State of California.