

Press Release, September 16, 2011
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University of California, Irvine
September 7-9, 2011

The Council of University of California Staff Assemblies (CUCSA) held its first quarterly meeting of the 2011-12 academic year at UCLA on September 7-9, 2011. CUCSA is an advisory body composed of two delegates from each of the ten UC 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 2011-12 CUCSA Officers are: Ravinder Singh, Chair (UCOP); Steve Garber, Chair-Elect (UC Berkeley); and Gerard Au, Secretary (UCLA). Officers were elected at the June 2011 CUCSA meeting according to CUCSA by-laws. Workgroups for the 2011-12 academic year are: Talent Management, Demographics, Education Benefits, and Internal Operations. At this quarter's meeting the CUCSA delegates heard from many guests, including:

Michael R. Gottfredson, Executive Vice Chancellor & Provost, UCI

Executive Vice Chancellor & Provost Gottfredson welcomed the delegation and gave several updates on UCI's campus climate. Gottfredson emphasized the importance to embrace differences across the ten UC campuses and learn from each other as innovations percolate quickly. Gottfredson discussed that the alarming transformation of higher education in California puts UC on the "wrong side" of budget cut decisions. It is very harmful to the UC as we now face the dilemma of retaining or sacrificing the quality of education. Access without quality is not an acceptable solution to California. The current crime rate in California does not warrant the amount of investment in the prison system vs. education. He stressed that advocacy efforts must involve everyone, including faculty, staff, students, alumni, regents, governor, and elected officials.

Grace Crickette, Chief Risk Officer, Risk Services, UCOP

Chief Risk Officer Crickette provided an overview of UCOP's enterprise risk management efforts. Since Crickette joined UCOP in 2004, the University has greatly changed its risk management approach. In 2004, all monies collected from campus were directly funding the Risk Financing & Claims Management Program. The University began funding a 10% grant program to divert funds back to campus to drive down the number of risks. Results were apparent with injury reduced by 47% from 2004. Another key project includes UC Ready, a system to prepare UC to continue its teaching, research, public service, and patient care through any disruptive event. The program has been in place for two years, with about 25% completion by University departments.

Bill Johansen, Deputy Division Director of Operations, Life Sciences Division, LBNL

Staff Advisor Emeriti Johansen addressed the CUCSA delegation and provided some history that included his 4-year tenure on CUCSA, as well as discussing several key system-wide policies now in place due to CUCSA's contribution. These include: domestic partnership benefits, faculty/staff partnership, and establishment of the Staff Advisor to the Regent's position. Johansen advised delegates to stay current on University projects and initiatives, which will help greatly when completing their workgroup projects.

Robert Anderson, Chair, Academic Senate, UCOP

Chair Anderson discussed the working relationship between CUCSA and the system-wide Academic Senate. In 2010, when Post-Employment Benefit was taking center stage, CUCSA and the system-wide Senate worked closely on expressing concerns from faculty and staff. It was a successful collaboration and yielded positive results. The Academic Senate also works closely with the Staff Advisors to address topics such as the quality of staff as it often impacts faculty's work. Anderson also commented on UCOP's "Working Smarter Initiative" and mentioned that the Senate has an inventory (at campus level) of faculty experts in particular subjects, and that it is important to find subject matter experts to be involved in such projects.

Dwaine B. Duckett, Vice President, Department of Human Resources, UCOP

Joe Epperson, Director, Employee Relations, UCOP

Vice President Duckett presented UCOP's overarching employee relations approach and looked for guidance on setting up programs that the employee relations team will be implementing. Duckett introduced that UCOP will be formulating a survey, to gather random samples across campuses to see how staff are being engaged. As a newer sponsor for CUCSA, Director Epperson is interested in hearing from the delegation on what types of information the delegates would like updates on. Epperson appreciates CUCSA's effort in providing feedback on important topics such as policy changes.

Richard Demerjian, Director, Environmental Planning & Sustainability, UCI

Director Demerjian gave a presentation of the UC Irvine campus planning history, the current physical plan, projects, sustainability and future projects. In 1959, the Regents approved the Irvine Ranch as the site of the UC Irvine campus. Currently UCI is a 1,500-acre campus. There is a community-wide sustainability effort at UCI, the campuses use it as a living laboratory. UCI has 19 LEED-registered projects. UCI joined Tree Campus USA in 2010, and is ranked #6 in US Sierra Club Cool Schools (2010, 2011). There are plans to grow enrollment from XXX to 32,000 students.

Penny Herbert, Staff Advisor to the Regents

Kevin Smith, Staff Advisor to the Regents Designate

Staff Advisors Herbert and Smith greeted the delegation and provided updates on recent Regental developments. Staff Advisors have been appointed to serve on two additional committees (grounds and building, compliance and audit) for a total of seven committees (up from five). Herbert also gave an overview of the change in structure at the Regents' meeting. Staff Advisors will be scheduling campus visits this year so that they can hear from as many staff as possible from across the system.

Regent Bruce Varner

Regent Varner addressed a number of concerns across the system. Varner stressed that all employees (both represented and non-represented) must be treated right and must build the right working relationship with various employee groups. Varner introduced the delegate to the UC Economic Impact Report (released in Sept 2011), which will be the driving force for this year's advocacy efforts. Legislators are concerned that the replacement of senior administrators (such as replacement of UCSD Chancellor) will be overpaid, but Regents feel that it is crucial to recruit a well-qualified individual to lead an institution of this size.

Randy Scott, Executive Director, Talent Management and Staff Development, UCOP

Gwendolyn Mosley, Director, Staff Development and Diversity, UCOP

Executive Director Scott provided a presentation of UC's talent management efforts. The formation of the Learning Consortium calls for sharing of staff, budget, and programs of learning management. It is an open process, and each CHRO nominated individuals to serve. A comprehensive training inventory has been completed. The introduction of management and leadership development programs provides useful training for first line supervisor. It was recognized that such training does not need to be duplicated throughout the system.

CUCSA meetings for 2011-12 will be held on December 7-9, 2011 (UC Santa Cruz), March 7-9, 2012 (UC Merced), and June 6-8, 2012 (UC Berkeley/LBNL).