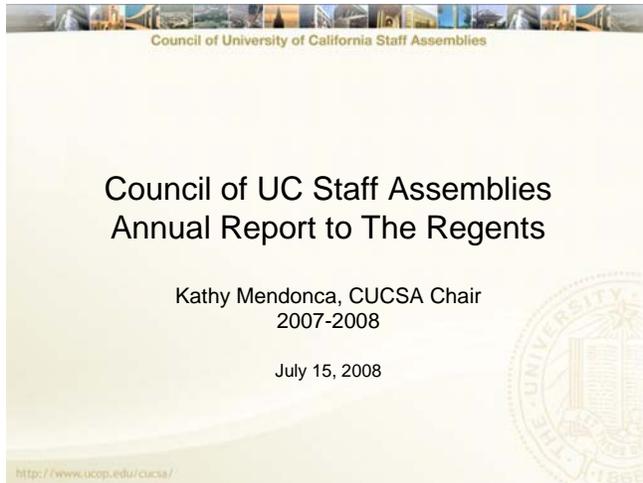


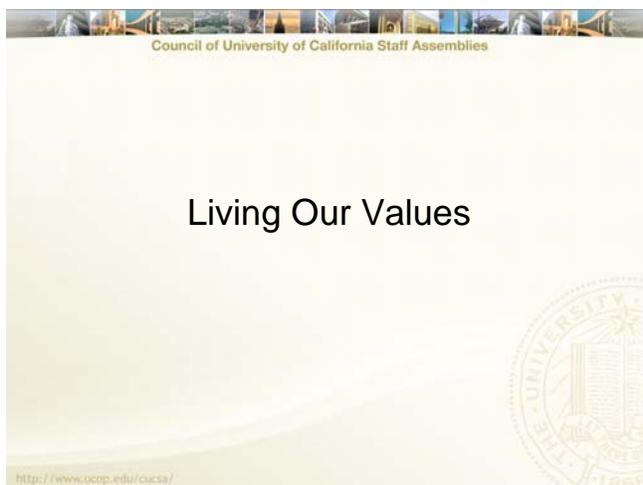
Annual Report of the Chair of CUCSA



SLIDE 1 – Title page

Good morning Chairman Blum, President Yudof, members of the Board of Regents, Chancellors and distinguished guests.

My name is Kathy Mendonca, the immediate past Chair of the Council of UC Staff Assemblies (CUCSA), and I am honored to be here this morning on behalf of the Council to provide you with an update on the Council's accomplishments for the 2007-08 CUCSA year. In addition to my presentation, copies of CUCSA's annual report have been distributed to you as well.



SLIDE 2 – Living our values

In alignment to our mission to identify and communicate the UC staff perspective, CUCSA reached out to all location staff assemblies to gain a broad understanding of current issues

deemed critically important to staff. The commitment of CUCSA is demonstrated

each year in the topics selected and researched by the Council's workgroups. The goal of each of our workgroups is to contribute information, analysis, and suggestions to University leaders in a report summarizing the staff perspective and serves to support leadership decision making.

The University's stated values are Integrity, Excellence, Accountability and Respect. CUCSA believes that the workgroup reports produced this year not only support the University's mission of teaching, research, and public service but also offer an opportunity to live our values in moving these issues forward.



The slide features a header with a row of small images and the CUCSA logo. The title 'Critical Staff Issues' is prominently displayed. Below it is a bulleted list of issues. A large, faint seal of the University of California Office of the President is visible in the background of the slide.

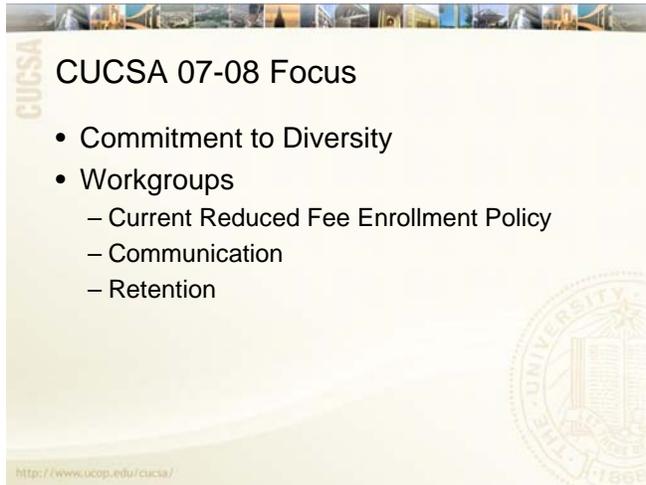
- Adequate Resources to Meet Productivity Expectations
- Effective Communication
- Educational Access
- Retention
 - Morale
 - Professional Development/Training
 - Wage Equity — Internal/Market

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SLIDE 3 – Critical staff issues

The common staff issues from our systemwide research include the need for:

- Adequate resources to meet workload expectations
- Effective communications
- Expanded access to the University's educational opportunities
- And...the current inability to retain high potential employees due to low morale, lack of robust professional development and training opportunities and wage equity issues (both internal and to market)



SLIDE 4 – CUCSA 07-08 focus

CUCSA believes in the value and importance of inclusiveness and remains steadfast in its support of diversity at all levels of the University. CUCSA holds a permanent seat on the

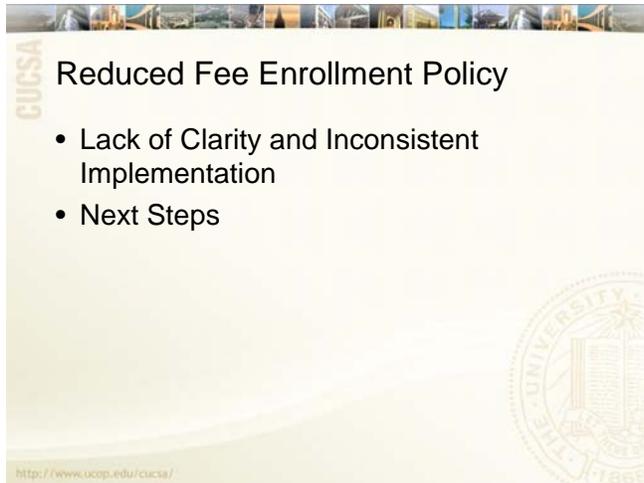
UC Staff Diversity Council (UCSDC) and is proactive in our unwavering partnership to address staff diversity issues. This year, CUCSA's 2006-07 Diversity workgroup report was presented to the UCSDC and efforts between CUCSA's 2007-08 Retention workgroup and the UCSDC's Recruitment & Retention Subcommittee were coordinated to ensure enhancement of, rather than duplication of, efforts.

In addition, CUCSA created three workgroups to address three high priority issues raised by staff. The purpose of each workgroup was to gather data, provide analysis, and offer solutions and suggestions.

In CUCSA year 2007-08 the Council focused on:

- UC's current Reduced Fee Enrollment Policy
- Electronic communications and messaging
- And employee retention strategies

I will briefly review information provided in each of these reports. Copies of the full reports will be made available online at CUCSA's website, and can also be sent to you directly via the Secretary to the Regents Office. (www.ucop.edu/cucsa)



SLIDE 5 – Reduced fee enrollment policy (PPSM-51)

The reduced fee enrollment program is an important component of UC's employment benefits portfolio. The program provides the opportunity for employees to pursue a UC education

that supports both career and professional development and enhances the competencies of our workforce. The program; however, is currently administered in differing ways at each campus.

A lack of comprehensive systemwide guidelines leaves implementation decisions to each campus. While adapting to local culture is often positive, in this case, it has led to misinterpretations of policy and inconsistencies in access to the program. Some of the problems can be easily resolved while others are more complex and are not addressed in current or historic policy documents.

To ensure Excellence is sustained in our workforce, CUCSA strongly suggests that university leaders initiate a thorough review and update of the current reduced fee enrollment policy to:

- Evaluate and resolve issues raised in CUCSA's Reduced Fee Enrollment Policy workgroup report
- Create clear and comprehensive policies and guidelines specific to this program to ensure that the program's benefits are provided equitably systemwide to all eligible staff, academics and retirees;
- And advance the impact of this program by eliminating as many barriers as possible for those who wish to participate.

Addressing many long-standing contradictions will help ensure the excellence of our workforce and the University's commitment to its employees. This will also serve to benefit ongoing and future systemwide recruitment and retention efforts.



SLIDE 6 - Communication

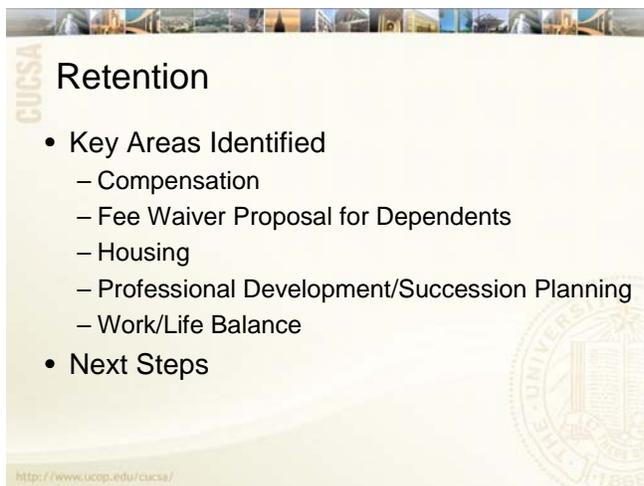
Effective communication within the University is particularly important as UC transitions to new leadership and continues efforts to improve administrative structure and processes. The CUCSA Communication

workgroup, in conjunction with UCOP's Strategic Communications staff, studied how electronic communication messages are distributed systemwide from the Office of the President. Additionally the workgroup reviewed the process of communication between locations and within a single campus.

Observations indicate that electronic communication delivery is inconsistent and impeded by UC's diverse, decentralized network. There are inconsistencies across the system in the distribution mechanism for messages sent from UCOP. In addition, the sheer volume of electronic messaging received contributes to information overload; resulting in some messages being discarded prior to even a cursory review.

We need to be more effective in our communication to ensure employees without regular access to computers receive important messaging, and to effectively accommodate those with limited English speaking and/or reading skills.

Our suggestion is that CUCSA's Communication workgroup continues its work with UCOP's Strategic Communications staff to develop and disseminate a survey to systemwide employees. Data gathered from this effort will be used to determine location trends, best practices and next steps for addressing the the University communication methods and practices within our complex university system.



Retention

- Key Areas Identified
 - Compensation
 - Fee Waiver Proposal for Dependents
 - Housing
 - Professional Development/Succession Planning
 - Work/Life Balance
- Next Steps

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SLIDE 7 - Retention

Vital to the University's long-term success, and California's continued growth and prosperity, is UC's ability to attract and retain quality staff and faculty.

Areas identified by the Retention workgroup as important for employee retention include:

- Addressing wage equity issues (both internal and to market).
- Expansion of the current Reduced Fee Enrollment Policy to include Dependent Fee Waiver
- Expansion of affordable housing opportunities for staff
- Increased availability of robust professional development and training opportunities in support of succession planning
- And augmentation of work/life balance support

CUCSA hopes The Regents will remain steadfast in their 2005 commitment to “obtain, prioritize and direct funds to match the market on cash **compensation**” and suggests exploring potential ways to even further expedite the goal of 10 years.

CUCSA would like to see the Administration explore different options to make the **dependent fee waiver proposal** policy.. These include possibilities such as:

- the potential for pre-tax educational deductions;
- a phased approach, allowing full program costs to be realized over several years;
- using a payroll surcharge on all non-federally funded employees – to comply with restrictions on the use of federal funds for tuition benefits for family members of employees;
- or perhaps...treating the program as lost revenue rather than as a benefit.

In regards to **affordable housing**, one suggestion is to explore options to expand upon the MOP loan program to provide low cost mortgages to qualified staff as well as faculty.

CUCSA suggests that **staff development** opportunities be broadened in scope, serving a much larger proportion of staff, and measurements to support accountability be established and implemented. Follow-up career guidance is also highly encouraged to optimize the value of UC's investment in its employees.

Improvement in **work/life balance** provides an opportunity for UC to offer benefits to employees at minimal cost.

CUCSA encourages the University to explore negotiating agreements with local private day care services to provide a reasonable level of availability, both on and off site, at rates that would be affordable for staff at all salary levels. Negotiating salary band tuition rates with UC on-site **child care** centers, as well as providing transportation between neighborhood schools and on-site centers require additional research and evaluation.

For locations not already allowing **flextime and alternative work schedules**, CUCSA suggests the implementation of pilot programs modeled after the success of Davis, Santa Barbara, and San Diego. Developing policies and procedures and the creation of a location Employee Relations Specialist position to assist staff and management in this area can provide systemwide possibilities.

In addition, CUCSA suggests the review and revision of existing **telecommuting** policies to reflect a tone of appreciation and trust in staff, while still protecting the University's interests in safety, security and productivity. The successful telecommuting programs in place at Davis, Santa Barbara, and San Diego are available for best practice review.

CUCSA recognizes current budget constraints and the effect this will have on immediate and future decisions related to staff. The challenge ahead includes balancing our future spending with living our values of excellence accountability, respect and integrity. CUCSA's desire is to continue to serve the University, to ensure its reputation as a premier institution and employer of choice. We hope that our workgroup reports will be reviewed with your highest consideration.



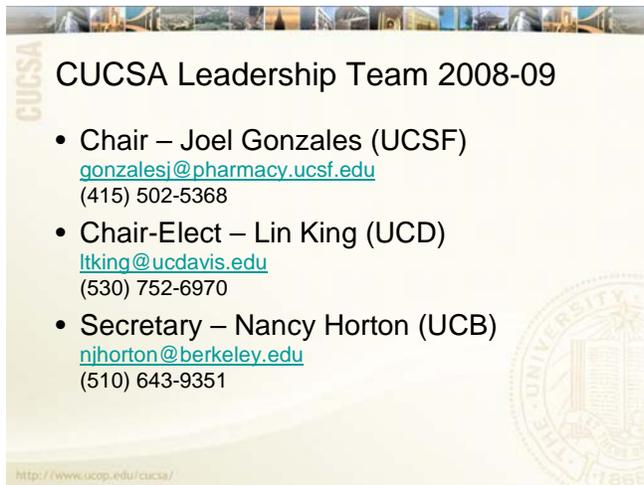
SLIDE 8 – Acknowledgments

CUCSA would like to thank President Yudof for maintaining Presidential support of our organization through sponsoring the delivery of our presentation here today.

We would also like to thank the Office of the President, in particular Executive Vice President Katherine Lapp and Associate Vice President Judy Boyette for their leadership and unwavering commitment to CUCSA during this past year.

The Council would like acknowledge Associate Chancellor Linda Williams for her mentorship of the CUCSA leadership team and her continued support and dedication to the concerns of staff.

We would also like to recognize the Chancellors and Lab Director for the support CUCSA delegates receive from their supervisors and local Campus administration in fulfilling their duties and obligations to the Council. The Chancellors commitment and support of not only CUCSA, but their local staff assemblies, is an indication of their unwavering advocacy and support of UC staff.

A presentation slide titled "CUCSA Leadership Team 2008-09". The slide features a vertical "CUCSA" logo on the left, a list of three team members with their contact information, and a large, faint seal of The University of California in the background. The URL "http://www.ucop.edu/cucsa/" is visible at the bottom left.

CUCSA Leadership Team 2008-09

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- Chair-Elect – Lin King (UCD)
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(530) 752-6970
- Secretary – Nancy Horton (UCB)
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SLIDE 9 – CUCSA leadership team 2008-09

Finally, I would like to take this opportunity to announce CUCSA's leadership team for the 2008-09 year. Effective July 1, 2008:

- as Chair – Joel Gonzales from UC San Francisco;
- as Chair-Elect — Lin King from UC Davis; and
- as Secretary – Nancy Horton from UC Berkeley.

Thank you. CUCSA appreciates your time today.