



**Council of University of California Staff Assemblies
Minutes, Quarterly Meeting at
UC Berkeley and Lawrence Berkeley National Lab
June 3, 4, 5, 2009**

Approved September 3, 2009

Officers:

Lin King, CUCSA Chair (Davis)
Nancy Johnsen Horton, CUCSA Vice Chair (Berkeley)
Beverly Skinner, CUCSA Secretary (Berkeley)

Delegates:

UC Berkeley
Beverly Skinner
Paul Riofski

UC Davis
J.P. Eres
Peter Blando

UC Irvine
Stephanie-Jean Hinojosa
Andrea Denish (Absent)

Lawrence Berkeley National Lab
Stefano De Santis
Maryann Villavert

UC Los Angeles
Kyrie Bass
Maureen Wadleigh

UC Merced
Brian Gresham
Gary Lowe (Absent)

UC Office of the President

Chris Rivers
Ravinder Singh

UC Riverside

Sue Anderson
Veronica Ruiz

UC San Diego

Richard Laclair-Zoehrer
Chuck Morgan

UC San Francisco

Clair Dunne
Kathy Jackson

UC Santa Barbara

Kim Summerfield
Stephanie Coghlan

UC Santa Cruz

Ricki Carr
Connie Croker

Wednesday, June 3, 2009

UC Berkeley—290 Hearst Memorial Mining Building

Following announcements delegates met with their workgroups during the afternoon and then officers and delegates attended a reception with Berkeley Staff Assembly (BSA) members. Do we want to mention the elections here?

Thursday, June 4, 2009

UC Berkeley—290 Hearst Memorial Mining Building (HMMB)

The meeting began at 8:10 a.m. with Vice Chair Nancy Horton giving opening remarks. Delegate Villavert gave an overview on transportation plans for delegates to get to the Lawrence Berkeley National Laboratory (LBNL) for the afternoon session and dinner/silent auction.

CUCSA Business

There were no changes to the minutes; a motion was made to approve and seconded. Minutes were approved with no opposition and two abstentions. CUCSA Officer elections were conducted.

Campus Updates

UC Santa Barbara

UCSB is in the process of selecting ten Citation of Excellence award winners; their Staff celebration week included honoring staff awardees; a cookie taste off; ice cream social with senior managers, chancellors, and faculty serving. Staff Advisors to the regents visited the campus and met with various groups and members of their Academic Senate and they held a Town Hall meeting. UCSB has chosen a new co-chair for their Staff Assembly.

Question: How many attended the Town Hall meeting? Eighty to 100 people attended.

UC San Diego

Ten staff members were selected for UCSD's Exemplary Staff Award. Staff Regents were on campus but the event was not as well attended as UCSD would have liked. UCSD will hold their annual picnic in August and will sponsor a 5k run/walk in October.

UC Santa Cruz

Staff Advisers to the Regents also visited UCSC and attended various activities. Chancellor Blumenthal invited Staff Advisory Board members and their supervisors to lunch to develop a relationship and better understand their roles. They held their quarterly meeting with the Chancellor to determine how to handle forums, SRDP awards, SAB newsletter, and to design the Thumb's Up Award. They held a retirement forum that was supported by the Academic Senate and included retirees, staff, and faculty to talk about the current budget situation. Staff Appreciation picnic was held in May.

Comment: Good idea inviting staff and supervisors to attend lunch with Chancellor.

UC Davis Medical Center

Thank Goodness for Staff (TGS) event was held with Davis Mayor Kevin Johnson speaking at the event. Staff Assembly awards are coming in and will be done soon; School of Nursing moving forward; elections recently conducted. Students initiated the Town and Gown and more development of the event is expected. City of Davis involved with agreement between city and campus. They are working to unite students, staff, and community.

UC Davis

Campus employees also attended the Thank Goodness for Staff (TGS) event with over 5,000 people attending and more than 100 volunteers. Farewell tour for Chancellor and Centennial.

Delegate Blando served on the search committee for UCD's new Chancellor. Furlough questionnaire was sent to 1,300 respondents; Executive Director Scott said the document came to him and it has been cited. Furlough survey was successful in communicating but they are looking for a better way to reach all staff since not everyone has email; Blando worked on getting information to staff with no access to computers for information. The Chancellor provided a gift and selected a scholarship for staff development/continued education. UCD started a Newsletter with Friday updates that are provided on line and they promote vendors who support staff scholarships. UCD also sells a pin for fundraising.

UC Merced

Local assembly elections for six positions, five are new people representing areas on campus not previously involved. Staff Excellence Awards were done the end of May. Staff Appreciation week to be week of June 8 and will include a volleyball tournament. First Lady Michelle Obama spoke at their graduation giving UCM and the local community national recognition. Formulated relationship with campus and they now have a person who focuses on staff assembly.

UC Riverside

Outstanding staff awards with 45 nominees, doubled from last year. Staff Service Award Program was enhanced and their Chancellor will sponsor and fund future programs. UCR's Staff Assembly took a meeting to staff members who do not work traditional hours and they will institute an Outreach Chair to ensure the continuance of the visits. UCR hosted leaders at all levels with 200 staff participating in development. Chancellor White hosted a Town Hall meeting for staff to talk about the budget and they will hold another meeting just for staff.

UC Los Angeles

Emerging Research Series, co-hosted by UCLA Staff Assembly, Academic Senate, and Campus Human Resources was created to foster community between faculty and staff with 150 attending the inaugural event. Their Casino Night was held with 180 attendees raising \$2,500 for scholarships. At their annual Staff Assembly Scholarships and Awards Reception they awarded fifteen \$500 scholarships, four \$1,000 prizes for the Chancellors Excellence in Service Awards, and the Faculty/Staff Partnership Award was given to faculty who actively developed and encouraged partnerships with staff. They hosted the Staff Advisors to the Regents with about 50 staff attending a lunch activity. They also completed their assembly elections.

Associate Vice Chancellor Steve Lustig, UC Berkeley

Delegate Skinner introduced AVC Lustig followed by delegate introductions. AVC Lustig talked about the Business Process Analysis Working Group (BPAWG), Cal Assessment Network (CAN), and the Berkeley Research Administration Group (BRAG), and he gave an update on the emergency backup program for child and elder care. He said Chancellor Birgeneau reorganized UCB's 13 staff organizations to bring the staff organizations together and integrate their

functions to determine their relationships. As part of the reorganization all staff organizations have been put under AVC Lustig with one group being voluntary and the other job related. AVC Lustig distributed an organization chart and talked about the Center for Organizational & Workforce Effectiveness (COReWE) and what it is was established to do, such as assisting with the Career Compass project which was launched about one and one-half years ago and includes job families and functions for deans, department, and chairs staff. Career Compass focuses on creating new job standards, improving performance management, and providing greater career development opportunities for staff.

AVC Lustig talked about the budget and how it will affect UCB staff saying there is high anxiety based on the collapse of the State and the unknown about what the permanent cuts will be. He also said there is very unusual discussion on the academic side to ensure that staff do not take the highest brunt of the cuts. He also talked about the Transition Services Program and how staff and their supervisors are being helped, and said UCB is using Risk Management funds to help staff make career decisions.

AVC Lustig then turned his discussion to the issues of emergency elder and child care. He acknowledged that staff loses time due to family emergencies and said the program is designed to help in emergency situations. UC Santa Barbara and UC Berkeley's faculty have been part of the pilot program; 65 faculty participated in the program at UCB and with a goal to include staff. He explained the concept and how it is paid saying 40% of the national program is used for elder care. They are also looking at what universities are doing nationally to help staff and faculty deal with child care issues.

Questions and comments from delegates to Associate Vice Chancellor Lustig followed:

A comment was made about UCB and UCI senior staff taking voluntary separation and not being replaced, units doing more without leaders. Is there a provision for helping staff deal with these problems?

AVC Lustig explained the program and said UCB has people who can help units determine how to work with fewer people by organizing differently and in some cases combining departments.

A comment was made about the outdated system used to classify staff jobs and how they relate to industry and salaries. AVC Lustig said Career Compass was helping that issue.

When will the salary bands be available?

Career Compass is a three year program: in the first year the program was implemented; classifications and assessments took place in the second year; and the third year will be aligning salaries. He said about 280 staff at UCB are behind current salary bands.

How do you get departments to support the programs?

By the 70/20/10 rule: 70% of people will do something; 20% will be involved in mentoring; and 10% will take training classes. He also said he does not know if staff participate due to release time, or if faculty and supervisors oppose a process if they do not see changes, although they may be open to learning how to make something happen when needed.

How are new classifications being lined up for individuals to take the next step in their career development?

There are no resources for training so campuses will have to work on providing training and he said flex time will be another problem. He explained how the program works using duties/qualifications that are needed to move upward.

Will cross training be part of the program?

That is being worked on now. Supervisors are challenged with training new staff which limits the time they have to cross train.

What direction are we receiving from the State to help with declining rehire rights beyond what local levels can do?

There is nothing at this time. He said there is no way to know if the termination resulted from a separation or a lay-off but turned into a retirement; the State is not involved.

Chair King thanked AVC Lustig for explaining the elder/child care program saying he hopes it is successful and other campuses will use the program.

The group also thanked Associate Vice Chancellor Lustig for his presentation and answering our questions.

Bill Johansen, Staff Advisor to the Regents and Ed Abeyta, Staff Advisor Designate

King welcomed and thanked Staff Advisors for attending all the 2008-09 quarterly meetings and said he hopes Staff Advisors continue to attend meetings in the coming year. The Advisors said they have two more locations, UC Office of the President and the Lawrence Berkeley National Laboratory, to visit in June. Guests and new delegates introduced themselves.

Staff Advisor Johansen thanked everyone for inviting them back and thanked Chair King, Vice Chair Horton, and Secretary Skinner for stepping in during this year. He also congratulated Delegates Gresham and Anderson for being elected officers for the upcoming year. He said the Staff Advisor to the Regents Designate has not yet been selected. There were excellent candidates' who will interviewed by President Yudof the week of June 8.

Staff Advisor Johansen talked about their campus visits and said they hope to get to UCOP and LBNL in June. He talked about the underlying common themes: communication, relationships,

and retention. He also said he is impressed with UCLA Chancellor White's involvement with staff saying UCLA is putting together a support network for former Staff Advisors and he encouraged CUCSA Chair and delegates to do the same thing. Staff Advisors newsletter has received strong support and they can analyze the articles people are reading.

Johansen talked about the current budget situation saying the "Misery of uncertainty is worse than the certainty of misery." Leaders need to be visible to quiet/stop fears and gossip and they need to look at every option particularly because of furloughs, salary reductions, and layoffs. Consulting staff in the process is new and Johansen thanked Executive Director Scott for his part in staff being included. Staff Advisors worked closely with Scott and OP to provide information on Advisors web site to be sure everyone is heard. Johansen said Sacramento wants to take more control of UC and he felt that it would be like GM taking over Microsoft, he felt legislators have enough problems so this would be a big mistake.

Staff Advisor Designate Abeyta added that faculty and Staff Advisors were invited to Sacramento for the first time and they appreciated being included. They hope the Sacramento visits are replicated at the local levels for advisers, faculty, and staff.

Questions and comments from delegates to Bill Johansen, Staff Advisor to the Regents and Ed Abeyta, Staff Advisor Designate

A comment was made about frustrating events surrounding funding and salaries of top level staff. What aspects of funding are being discussed?

Johansen said Peter Taylor, the new CFO, is receiving a lower salary than he could somewhere else based on his experience, but he is committed to UC. Johansen talked about the steps that are taking place and people being hired for lower salaries but he thinks it is more important to hire the best people and talked about the new director for LBNL. He thought too much emphasis is on what a person is paid rather than what their worth to UC is and said it is better to do the right thing for the institution. Johansen thinks Sue Desmond-Hellman will do a remarkable job at UCSF and she will do things that have not been done before. Delegate Gresham gave his opinion of "bargain basement" officials and what is needed and Johansen talked about more funding issues and how Chancellors are making difficult decisions and how to "sell it" to the average person. UC comes across as elitist and rumors about Chancellors getting salary increases. King added his opinion that UC did a good job of informing everyone that we had a person who would be worth a high salary but did not do as good a job with new Chancellors. Abeyta said that Gresham's point is well taken, we have to bring up the questions and look at how our decisions will be viewed and how we present ourselves?

A delegate talked about avoiding missteps of not getting information to the public regarding salaries at the top level and the non-progression level for staff. Johansen said he really didn't

have any information on that subject but he saw that the furloughs were talked about rather than the policy going into decisions. The difficulty will for campuses that have already made cuts being asked to make further cuts. He used an example of a company who used furloughs but found that it didn't work over the long haul. UC needs to have a plan that looks at what could be done and what the long term effect will be. We will not know the results until it happens but we have to be prepared.

Delegate Anderson thanked Johansen and Abeyta for what they do and asked if there is any insight of how the unions are dealing with this?

Johansen said the new director has a good relationship with the unions and we should see changes but we have to work together. Some agreements are overdue and salaries are lower than staff at the non-representative level; scale approach needs to be followed.

A comment was made about the recent election and the delegate thought UC did not do a good job helping people understand what the measures meant and what they would be voting for.

Johansen agreed and said people who voted no did not understand that a no vote meant we would have no budget for the State. Higher education did not do a good job of educating people and talked about how staff can help raise and explain issues. He also talked about the propositions and what can be put in the Staff Advisors newsletter and said universities cannot target staff so the questions is how to get the message to them. We need to determine what we can do; we know what can't be done. Regents can endorse a measure but they cannot provide funding.

Cuts at UCI are not perceived as being equal; they are felt more by non-academics who have nothing left to "give."

Johansen talked about a group of Chancellors who worked on the budget cuts and think they cannot cut more. The Chancellors recognize academic programs have to take the cuts now and what cuts to make are very difficult decisions.

A delegate commented on the system being inefficient, driving costs down, and now undergoing more cuts. Discussion of the problems with making decisions and what is learned from making the cuts that don't work. The delegate thought the START program will be a problem if people enrolled in the program have to take more cuts. We have to think about how to do more efficiently rather than to continue doing the same things.

Another delegate followed up on the previous comment about meeting targets and asked if there has been any discussion at the organization level to set up guidelines that motivate and bring people together?

Johansen thought some campuses will get there quicker and not everything is cost-effective. Restricted funds versus non-restricted funds are being looked at as is the capital budget versus the operational budget.

The group thanked Staff Advisors to The Regents for meeting with us and providing information and discussion on the current budget situation, and for answering questions.

Officers, delegates, and guests traveled to the Lawrence Berkeley National Laboratory (LBNL) for the remainder of the day.

The following guest speakers met in the Chemla Room at the Molecular Foundry at LBNL.

Paul Alivisatos, Interim Director, Lawrence Berkeley National Laboratory

Delegate Villavert introduced Interim Director Paul Alivisatos who welcomed delegates to the LBNL. He talked about what the lab does and recognized its long and distinguished history. Interim Director Alivisatos explained the relationship the lab has with various UC campuses and some of the technologies that have been developed. As an example he talked about carbon issues using what they can and putting unused material into the ground to be removed at some time in the future when they have the technology to dispose of the material or use it in other ways. He also talked about the building and the science that is going on in the Molecular Foundry building.

Mark Yudof, President, University of California

Chair King introduced President Yudof and delegates and officers introduced themselves. President Yudof acknowledged the problems UC is facing but first wanted to recognize Staff Advisor to The Regents Bill Johansen by thanking him for the important work Johansen has done and present him a Certificate of Appreciation. President Yudof went on to discuss UC's distressing situation facing a 2008-09 budget shortfall of \$3.25 billion and \$18 billion cut from the State. He talked about funding and the budget for medical enterprises at all UC Medical Centers as well as from LBNL and campuses. He said there will be 75,000 students next year which is driving up student fees. Cost appropriation from state is on the downside and out of control. Current budget down to \$2.6 billion and has to be absorbed within a 13 month period that began last year. President Yudof said we now are facing a 19 to 20% percent cut that has to be taken in the next 14 months, and went on to say that 2010-11 will be worse. It is anticipated that President Obama's stimulus funds for 2009-10 will help this year, but not the following year, 2010-2011; he is currently waiting for approval of the \$600 million stimulus package that was submitted for 2009-10. On the positive side President Yudof talked about the \$20 billion that is included for additional research funds; research enterprise is in fairly good shape. He said we have to look at cutting programs and said organizational research units save more State money than Federal money. Hiring freezes are in place so there will be little faculty and staff hiring in the next few years. The student body will probably get smaller since there will be fewer faculty and staff to handle teaching and workload; he has a lot of anxiety about providing fewer admissions and transfer students; he is concerned with negative diversity. He will use some reserves but he can't do that for everything since this budget crisis covers more than one year.

President Yudof wants to protect the core as best he can, but costs will be increased. He said our first obligation is to our students, we serve the people of California by conducting research and educating their children. He is looking for ways to spread the “pain” without singling out groups for favoritism and ensuring that lower paid employees do not lose too much, they should be shielded. He also talked about the retirement plan saying they have to be very careful and will study it in the next year; it has to be fixed for the future, ten to fifteen years from now. He is also asking California legislators to make contributions as they do with the California State University system; the reason he has been given for UC not receiving contributions has been due to UC supporting itself during the past so the State does not want to begin making contributions on our behalf.

Discussion then went to the budget cuts and President Yudof said there would be some form of salary reduction. They are currently looking at unpaid holidays (save \$130 million). All the plans with have some cuts but salaries will be on a sliding scale based on salary. Furloughs will be tricky for campus functions particularly since key personnel have to be available. Salary cuts will apply to all employees, including those on research grants; he said it is unfair for those paid from grants to not be included in the sacrifices and that the grants would keep salary savings. For long range planning they need to include areas such as Human Resources and IT to work as a whole, to deliver education services. He also said this is a country wide problem, not just California.

President Yudof also said and there may be mid-year fee increases and asked, can we have lower student/faculty ration and still have great programs, can technology continue? He said this is going to be a horrible year for students who have already had two fee increases and there will need to be more. The Blue and Gold plan was adopted for students whose families have lower income to pay lower fees, Cal Grants, but the Governor is looking at abolishing Cal Grants so this plan may not be available after the next three or four years. He said “we will get through this,” but it will be difficult and we don’t want to do permanent damage to the University. He knows UC is in in danger of losing the best people. He encouraged everyone to write their legislators to voice displeasure over what they are doing.

He was not sure what to say regarding budget cuts but he was very upset about the Cal Grants and he fears the State may take funds from our operational budget. President Yudof said the State does not have anywhere to go, the system is incompetently governed and he thinks it is a disgrace to take away constitutional autonomy. UC is well managed and it does not make sense for the State to take over. Negotiations are being done for represented groups but we will be in a tough place if the Unions won’t take furloughs, there could be more layoffs. He will continue to look for efficiencies and savings.

Questions and comments from delegates to President Yudof

President Yudof was asked if there was something that needs to change or be improved at LBNL? He said not much since it is extraordinarily managed. He said that no governance or structural changes need to be made at this time, excellent leadership at the lab and the science is unbelievable.

If the furloughs are temporary will they affect service and benefits; is there a timetable, how many furlough days, will employees already on Start also be impacted, will managers and supervisor determine or will there be some other model?

Proposal for legal framework will go to the Regents in July and they will need consultation from campuses before implementing. The framework will be adopted but they are looking at the paid holidays to be the furlough days and if those are not enough there may be additional days that extend holiday weekends. He does not know about the START program yet, it is being looked at. There will be uniformity by group with senior managers taking bigger hit through income distribution.

An individual was confused about comments President Yudof previously made on his perspective of the value of the Staff Advisors to The Regents. He was asked how he feels about the Staff Advisors and what he see as their importance?

He likes that they are at the table and said they are valuable. He has some new ideas that he will not put out yet about some of the closed sessions but said they are extremely helpful.

What is Yudof's agenda for UC and how will he implement it?

President Yudof said he thought the Office of the President was poorly managed and his priority is to correct issues and to have more collaboration on how OP works with academic and medical centers. He also said we are 20 years behind on infrastructure and that needs to be taken care of and said accountability is a major consideration and we have to be transparent. He thinks we could do better on diversity and lower income admissions and asked if UC has achieved diversity, are our students successful, etc.

A comment was made about students not being able to attend college but having to go directly into the workforce due to the economic situation in California.

President Yudof said some of the programs for students whose families are at the lower income level is ending and he acknowledged that it is a big problem for them not being able to attend college and transfer student admits will also be lower. Yudof thinks it is a national problem because of the way Pell and Cal Grants are managed but he believes we have to take students on these grants and he said President Obama is creating demand but not supply. Yudof also said that the State is anti-stimulus since legislators will give less money for programs that will be funded by the stimulus program; the State is reducing its commitment to lower income people so we need more than Pell Grants to help lower income students.

Where does President Yudof think he and the Chancellors are with athletics?

Yudof said that his mission is research and education although he does support athletics and he recognizes that alums and others support athletic programs. He talked about problems with Title 9 requirements and how to manage female athletic programs saying campuses have to work out the problems.

How can we retain the spirit of faculty wanting to stay at UC?

President Yudof said we need to let the media know about committed and long term employees and faculty who stay and explain who and how people bring value to the institution.

What do you expect the communication and consulting method to be?

Plan was to undertake whatever consulting he needed including CUUSA and campuses. He wants to have someone who has been elected through a voting process, such as staff member who has been elected a position on a staff organization. He wants suggestions for looking at an approach but all views will be treated respectfully.

President Yudof said that when all is said and done the remaining budget deficiencies will be given to campuses based on their budget allocations.

Although campuses have missed opportunities, has a review been done to generate more revenue?

Endowments are restricted and they do not generate funds such as programs like athletics. Medical centers want to reinvest profits for their own centers as do others who generate income. Yudof also noted that most organizations are not all that profitable.

A comment was made about UC providing less public educational good if we continue to increase costs to students resulting in more financial aid being needed.

President Yudof said this is not good and will not support the mission of University.

How will you protect programs such as MESA (Math Engineering and Science Achievement)?

He will do what he can but the Governor has zeroed out funding for outreach programs, including the funding UC voluntarily committed to the programs. President Yudof said UC will have to look at what works and what doesn't. He wants to continue these programs but fears they will lose all funding.

How is the search for the LBNL director going?

President Yudof apologized for not creating a search committee yet but hopes to in the following week. He thinks Paul Alivisatos has done a good job so he wasn't worried about getting a director yet; Yudof has been concentrating on the budget crisis. Yudof said he wants a superb manager that will keep the lab out of trouble and is an inspirational leader who will be effective

with internal and external audiences. He completely respects and has confidence in the scientists at LBNL.

A delegate asked about the educational benefit for UC employees but Yudof didn't know the answer. He asked Dwaine Duckett, the new Vice President of HRB at UCOP, to look into it.

The group thanked President Yudof for meeting with us and providing us with information on the current budget crisis, and for answering our questions.

Vera Potapenko, Director, Human Resources, LBNL

Maryann Villavert introduced Director Potapenko who gave a presentation on LBNL's Human Resources strategic plan for the next three years. The three plans included:

- Climate survey within operating units that will be done annually.
 - There was an 85% response rate (688 out of 809 people); survey was to set a baseline and then measure changes year to year.
 - Scale ranged from 6 to 1 with six strongly agreeing and 1 not agreeing.
 - Safety and their work were important.
 - Morale and supervisor discussing compensation workload and enough staff were at the bottom.

- Postdoctoral survey (385 postdoctoral fellows)
 - There were 72% who responded (275 from 384); 70% are foreign nationals.
 - Topics were research related.
 - Safety was their number one concern but they thought LBNL treated them fairly and with respect.
 - Bottom of the list was supervisor (PI); there were 6 questions.
 - They also thought there should be more training, seminars, dispute resolution, and compensation.

- Leadership development
 - Succession Planning Process
 - Some questions included:
 1. 2008
 - 2-3 key competencies; successors for division director
 2. 2009
 - Focus areas for division next 3-5 years: specific development assignments for successors and high potential talent.
 3. Other key positions for succession planning
 - Upward review Survey
 - Identify areas for leadership development

Outcome: LBNL is good at allocating resources and prioritizing but developing future leaders was at the bottom.

Department heads will be the next group to go through the process.

Questions and comments from delegates to Director Potapenko

Does she have a way to identify the 70% who are foreign postdoctoral fellows?

They come to the lab via relationships and network and from international searches. LBNL did not know 70% were foreign until this survey was done. They are looking at institutions who turn out PhDs and how many are foreign and what their connection is. UCB has the most postdoctoral fellows at LBNL.

The group thanked Director Potapenko for her presentation and for answering our questions.

Susan Brady, Manager, Center for Science & Engineering Education, LBNL

Stefano DeSantis introduced Manager Brady who distributed materials on Education and Outreach Opportunities for the Berkeley Lab Staff program that LBNL uses for recruiting purposes. Manager Brady talked about LBNL's Education Outreach programs saying her work focuses on preparing the next generation of scientists and engineers. Outreach includes K-12, particularly 5th grade and above, and they research internships and mentoring for teachers and are working on providing library resources. She also talked about the Teach programs on all campuses and suggested we all develop a relationship with the group and asked that if we know of faculty who would benefit from the program to encourage them to contact her.

Questions and comments from delegates to Manager Brady

Manager Brady was asked how they track the success of the program?

LBNL relies on surveys and evaluations for tracking their successes. She said that it is easy to locate people so they want to institute an online community by having participants join when they start the program and continue to provide updated information; they also take pictures of students and mentors to use for advertising. She also talked about data studies that are self funded.

Delegate Blando talked about an internship program he participated in at LBNL saying he thought it was a good program.

Are internships paid or unpaid?

They are paid; it is educational and professional experience.

The group thanked Manager Brady for her presentation and for answering our questions.

UC Los Angeles hosting announcement for September 2009

UCLA delegates talked about hosting CUCSA in September 2009.

Chair King asked which campuses have not yet selected their junior delegates. He wanted to stress this is a two-year commitment and wants to make sure delegates understand the commitment.

Vice Chair Horton said to be careful when volunteering; delegates will be expected to do what they volunteer for. She also said serving as a CUCSA delegate is a privilege and honor but delegates have to do the work.

Chair King talked about taking a look at the professional development portion of the program saying that the quality of work done can be taken back to delegates' jobs. He also said he will expect more next year but that we need to be given credit for the work we do. We will have the first leadership retreat this summer for the next officers to transition into their positions. Senior delegates will be part of the alumni list and will continue to be involved in CUCSA.

Maryann Villavert thanked everyone for helping at LBNL planning and volunteering for the dinner and silent action, but particularly thanked her staff associate, YingYing.

Kathy Mendonca, UC Berkeley, and Sue Anderson, UC Riverside

Conducted a Leadership Training Exercise for delegates.

Stefano DeSantis, Staff Scientist, Accelerator and Fusion Research Division, LBNL

Conducted a tour of the Advanced Light Source

Reception and Silent Auction

Delegates, CUCSA Alumni, invited staff assemblies

Friday, June 5, 2009

UC Berkeley—290 Hearst Memorial Mining Building (HMMB)

Announcements by host campus were made, agenda was reviewed, and guest speakers were discussed. Delegate Kathy Jackson thanked everyone for helping and contributing to the silent auction. She said that CUCSA raised over \$3,000.

Campus Updates Continued

UC Irvine

Delegate Hinojosa talked about visits from the Staff Advisors to the Regents; UCI's Annual Pancake Breakfast with more than 660 attendees; Sunset Kayak Rides paddling to the Newport Back Bay with UCI and UCIMC staff attending; Staff Assembly Anaheim Angels Baseball Night featuring \$5.00 tickets with about \$900 being raised for their Staff Scholarship Fund; UCI's third Annual Faculty and Staff Wellness and Safety Fair was held with over 1,500 attendees including vendors from campus locations.

UC Office of the President

Delegates like to hear what other campuses are doing. Elections were held and they have five new members. Delegate Rivers was reelected. They held a meet and greet activity for employees interested in serving on the steering committee; they are continuing noon day presentations; workshops on management stress; Katie Lapp will attend the June meeting; and they will hold a staff breakfast.

Robert Birgeneau, Chancellor, UC Berkeley

Delegate Skinner introduced Chancellor Birgeneau followed by delegate introductions. Chancellor Birgeneau talked about his career and said UC is the single best public university in the world. He thinks we have extraordinary faculty and staff who bring wonderful students to our campuses. He thinks UC Berkeley is the best place in the country to be a student. He went on to talk about the diverse student body and said our students are America's future. He said he was inspired with the extraordinary and dedicated people at UCB and mentioned recent staff awards such as the Excellent in Management award that took place in May. He also acknowledged that people make financial sacrifices to work here. Chancellor Birgeneau talked about students receiving fellowships saying they can go where they want; UC Berkeley gets as many NSF fellowships as Stanford and Harvard together. We have a great university system and we have to work through the challenges. He talked about meeting with President Yudof and the other UC chancellors to discuss the budget crisis. Birgeneau is particularly stressed about Cal Grants and said it is the pride of UC that anyone who qualifies comes to UC, we find resources so students are not left with excessive debt. UC has more low income students than all the Ivy League schools together. Cal Grants cover all fees for students whose family income is under \$60k and campuses provide grants such as Pell Grants and work study. Cancellation of Cal Grants in four years means students will have to provide more than \$16,000 themselves. Without the Cal Grants UC will not be able to meet its social obligations to California residents.

He went on to talk about how to manage budgets. Many employees are using START to help preserve jobs and senior level staff are taking 5% salary reductions to give back salary to the university; he has given 8% since he was appointed chancellor. He said that a furlough program is being worked on and he is pleased that in general people understand the challenges we are facing and will work together. There will be significant layoffs with the workforce being reduced by a factor of 3. We have to find new sources of revenue, although he thinks the State should be doing that. People in California need to send emails to say UC is the future of the state. This is a

time we need staff leaders and CUCSA will be part of it. Nancy Skinner, our local legislator, says there are ways to alleviate some of the cuts to UC. He says that UC will survive and we will be the best university in the world 140 years from now by working together. He is impressed with UC chancellors and vice chancellors who are working together to make best choices for each campus.

Questions and comments from delegates to Chancellor Birgeneau

What level is he involved with staff organizations to be as inclusive as possible?

He attends staff events and Vice Chancellor Basri leads the strategic plan that staff is a part of. Chancellor Birgeneau said we don't do succession well; we need to improve by having people move horizontally.

A comment was made that the demise of Cal Grants will affect the diversity of student body.

Birgeneau said it would be terrible and he went on to explain Pell Grants saying most African and Hispanic students come from low income families. He thinks we have been betrayed by the governor and is worried that cuts will come from our operating budget. We will face a crisis of conscience if Sacramento doesn't do something and he is concerned with how much of UC's resources will need to be used. Fees will go up significantly but he thinks UCB and UCLA can be of significant help by redirecting students to other campuses. Unfunded California student resident fees will be unfunded by \$2,000; \$5,000 and \$28,000 for out of state students. He thinks older campuses do not receive as much from private fundraising but hopes undergraduate students will help in this area.

Graduate students and postdoctoral fellows talk about building stronger relationships with campus. Can he suggest how to improve?

It is to our advantage to cooperate; 500 of our graduate students are supported by LBNL so there is a major presence. Need to look at individual opportunities and department heads need to work on this issue.

The group thanked Chancellor Birgeneau for meeting with us and answering our questions.

Gibor Basri, Vice Chancellor, Equity and Inclusion, UC Berkeley and Sidalia Reel, Director, Staff Diversity Initiatives, UC Berkeley

Delegate Riofski introduced Vice Chancellor Basri and Director Reel followed by delegate introductions. VC Basri talked about his role with faculty, staff, and undergraduate and graduate students. He talked about the strategic plan he is working on and about Director Reel's role in the newly created position. He said the Climate Survey reinforced what staff issues are and he and Reel have conducted town hall meetings to give staff an opportunity to share their thoughts and give feedback.

Director Reel talked about the survey and gave a presentation. Some results include:

Two sections of the survey:

1. Non academic
2. Academic including faculty, lecturers, etc.

She suggested that climate surveys be done every four years; this was the first one at UC Berkeley. There are 500 employees on campus who do not have access to a computer or email. Confidentiality was ensured and unions were consulted—14.

Question types included:

- Satisfaction
- Agreement
- Truthfulness
- Open ended questions

Some results:

- Satisfaction with benefits, 96%
- Agreement that they have career development, 93%

Questions:

- One question the survey asked was have employees been harassed: 2% sexual; 6% racial discrimination. Discrimination based on disability was the highest issue. Some things supporting staff are impacting positively.

VC Basri said we are doing better recognizing people for doing good work.

Questions and comments from delegates to Vice Chancellor Basri and Director Reel

What action plans are in place to follow up on issues that need improvement?

They are holding communication sessions by control units to discuss one to three action items in the units. Career development, such as Career Compass is in place, and they joined with Human Resources to help staff make choices and to put plans for solving issues into place.

Did they meet with employees who do not have computer access?

They formulated a plan on how to communicate with those people and are working with a public information officer to find better ways to communicate including newsletters and meetings; Director Reel is looking at how to get them engaged. They recently held a pancake breakfast to reach out to some employees and was able to get some information to those attending.

Can CUCSA delegates get a copy of the survey and presentation? Could she discuss the six open ended questions?

She thought delegates could get a copy of the survey. There was so much information so they are getting help in the analyzing the data; some questions were nested within other questions. The survey passed through human subjects review. VC Basri said they looked at surveys from other campuses and will share the information, but he hopes there is a common set of questions that appears on surveys for all campuses.

A comment was made about staff commuting and people who live away from the campus they work on so they go home on weekends.

Did the survey include questions about parking; mode of transportation; how far people commute; do they telecommute, how and when and what are their work schedules?

Basri said questions were changed following focus group meetings.

Were there any demographics about other locations?

There were some on religion, etc. VC Basri said what the presentation included was a summary. They are working on putting together an analysis.

What is their plan for asking staff to pay for benefits and higher co-pays? What are they doing to help?

Paying into retirement is inevitable and UC benefits will still be good.

A comment was made about a lot of people getting close to retirement age and succession planning that needs to be done. With the budget crisis there could be problems from losing the experience and knowledge of people who may retire early. Basri responded that they have to think hard about this issue and look at retirements within various groups of people.

There are concerns about the Staff Diversity Report. Is there any relationship from the Senior Management Group and Regents?

They have talked about it. Leadership development programs are in place. VC Basri is fundraising for programs and looking at what programs they can expose people to at various levels, SMG, etc. Director Reel said that staff internships are another area they want to include. The Berkeley Initiative for Leadership on Diversity (BILD) is for staff who come up with ideas to enhance diversity. One funded program specifically looks at leadership and development at some of the critical levels that do not usually get help. The program is highly successful and includes a mentoring component, and provides a plan on how to talk to managers and how to get help from the Career Center on how to proceed.

VC Basri said he likes the BILD program because staff develop and look for funding diversity ideas and share their templates with others.

Leslie Tang Schilling, Regent

Vice Chair Horton introduced Regent Schilling followed by delegates and guests introducing themselves. She thanked us for inviting her and said she has been a Regent for just under three years. Being a Regent is interesting with trials and tribulations going on; it's like a roller coaster effect with more downs than ups, especially the last five or ten years. Staff Advisors at Regents meeting has been helpful but she does not think we are taking as much as advantage as we could and she is trying to determine how to help us; Regent Schilling thinks that staff are being taken advantage of. She remembers as a student she did not think about staff but she now sees how much staff are relied on and mentioned staff at UC Irvine bringing students into their homes when the dorms close to make sure they have a place to stay. As citizens, tax payers, and alums we are a large lobbying group and we should let Sacramento know what we think. She talked about 10% of budget being split between prisons, higher education, and the poor and blind people and said that the prison system's budget is larger than all the others combined. We need to call and email our representatives to voice our concerns and desires; they keep records of who contacts them. Prison guards are organized so they vote and get more attention. We need to have that kind of effect. If UC goes down in terms of quality, the state will go down too.

Questions and comments from delegates to Regent Schilling

The educational inequity between UC and the State of California educational system was brought up last year and a delegate asked if she would like to see the report.

Regent Schilling stated that she would.

How many legislators have UC background? Can we focus on finding out? How many from UC?

She doesn't know but has an impression it is a low number. The Constitutional Convention is working, but one factor is that some legislators are hostile because they were not admitted to UC as students.

Funding for buildings is provided years ahead and money is being spent but there is no support from the State. How do you explain why construction is going on but there is no budget?

She doesn't really have an answer but used a battleship analogy that if you shut off an engine the ship continues to move giving a false impression of what is happening. At UC Riverside a building was left unfinished due to budget cuts.

CUCSA conducted a survey years ago on fee waivers for staff and dependents but it didn't go to Regents because of an earlier budget crisis. How can we have partnerships with faculty, Regents, etc.?

With the Staff Advisers attending Regents meetings we are making progress. Regents are perceived to have more power than they actually have and a lot goes on that they don't know about; campuses manage their own campus which goes up to OP. Engage with faculty and students. CUCSA's problem is that we only have two years so staff representatives hand off to the next person before issues are resolved. Faculty are powerful and she asks why we don't work with local representatives; to pay more attention.

How can we contact our representative on an ethical basis?

She couldn't answer because she doesn't know policy but if we don't find a way UC will go down.

Can Staff Advisers be more proactive on lobbying? Can she provide more feedback?

They should not be lobbying Regents but they need to know them better. Regents meetings are not the right place, they need to find other venues so Advisors and Regents have quality time to get to know each other. Previous advisors met with each Regent at their offices; problem is that after two years Staff Advisors are gone and the relationship has to start again. Anywhere they are together advisors should make an opportunity to talk with Regents. Advisors should have an elevator speech.

It is unfortunate that the Staff Advisors to the Regents have two year appointments versus Regents having 12? Do you think 12 is too long?

If their terms are not 12 years they would lose interest; Regents attend 72 meetings during their term, this is not a lot of time to do everything they want to do. Schilling stated that it took her two years to understand what she needed to do and still doesn't quite understand all of the complexities in regard to buildings and funding.

Can she talk about the change in leadership from Chair Blum stepping down and Regent Gould becoming the Chair?

This will not be a large change. Before she became a Regent they were not as cohesive as they are now. Gould knows finance and knows the players and what works, he will be good.

What can the Regents do better to put out position papers?

She gets information from President Yudof and his emails on the State of UC are public, not just for the Regents; he makes good arguments. She suggested sending the link to people we know. Look at voting and propositions. Regents do nothing specific and no guidelines are available to help people determine how to vote. Regents rarely take a position on propositions although they did on the election this past May. She will ask why they aren't more proactive.

Regent Schilling asked: how much interaction CUCSA has with Staff Advisors?

A lot since they are now attending all CUCSA meeting. Notes from alumni Staff Advisors should be available.

There are five new buildings at UCSD but four have no funding and no new staff. Does she have any thoughts about funding maintenance at the same time buildings are funded and if no funds are provided, then they should not be built.

Funding would have to come from endowments; the State will not fund maintenance. She doesn't know the answer or what the policy is on individual campuses. She is open to talking about it but doesn't know who; it is a campus issue, not OP issue.

Chair King talked about the same questions being asked at previous meetings and said he hopes Regent Gould will help with the problems. King then explained his understanding of building maintenance and discussion followed with Regent Schilling saying we are going to have to look at how things are done in the future.

Can Regent Schilling share how she became a Regent and her goals?

She was involved with UC for many years and became very interested in education. She actually lobbied for her sister who was involved in higher education but she was asked to be a Regent instead of her sister.

In terms of relationship building, are Regents interested in attending our receptions and activities so we can interact with them?

She thinks it would be worth a try but she can't speak for them but suggested CUCSA ask the newer Regents at each location.

Regent Schilling thanked us and said we are in this together and faculty and staff at all UC locations represent 189,000 people.

The group thanked Regent Schilling for her support and answering our questions.

Randolph Scott, Executive Director, Strategic Planning and Workforce Development, Human Resources and Benefits, UC Office of the President

Chair King introduced Executive Director Scott who asked that delegates give him questions that they would like answered.

Questions from delegates included:

- Would furlough time be taking holidays without pay?
- Succession planning.
- More information about SRD awards.
- Will there be any difference in salary reductions for except and non-exempt employees?

- How will reductions affect people on Start?
- Any retirement updates?
- What is UPTE Saying?
- Historical perspective?
- Retirement contribution start up update
- Perspective on staff diversity council and accountability frame work, what impact and whether dynamics will be factored in with issues of retention?
- Moving from benefits to defined contributions?
- Phasing in on benefits?
- Pay reductions, scale that will be used?
- Anything that is positive?
- What is the strategy or priorities for salary reductions, etc.?
- How will campuses take cuts?
- Layoffs and procedures, negative process.
- Is UC looking at rallying the unions to have an effect/push for communications?
- How will equity applied across campus work?
- Thoughts on hearing back from campuses on concerns?
- His perspective of where things are going?
- Will faculty be involved in furloughs?

Scott thanked senior delegates for their time and devotion and attendance at meetings; strong leadership at their campuses. He wants to be more actively engaged with what is happening and his office will work with Staff Advisors and CUCSA including budgets for each group. He also thanked the officers for stepping in during leadership problems this past year.

Scott said the issues are changing constantly and so he doesn't really know what is going to happen or how it work, who will be impacted, etc., the details are being worked on and the scope is being actively discussed with campus leaders. He did say that everyone will be impacted so UC leaders and the Academic Senate are looking at how to do that. Coordination and cohesive decision making process is going on and that this is new territory for the university. Details are not clear but UC is committed to communicating and consulting as they look at the options but UC can't continue CAP contributions and there will not be a VERIP. UC leaders are interested in CUCSA feedback and his commitment is to communicate to the Chair and Chair elect so CUCSA is fully informed. This group is a direct conduit to staff.

He also talked briefly about communicating with local legislators but said there are some things we can't do as UC employees while at work. A discussion followed. We can contact our legislators and advocate for issues but it has to be one at home on personal computers. He suggested we contact people at campuses to find out just what we can be do and how to

communicate with others. We can send the link at UCOP to everyone we know so the information can be disseminated as broadly as possible. Someone asked if we can identify our self to the media if it is done on your own time and not on behalf of the university. Yes, we are citizens and can voice our opinions.

When will decisions be communicated? Scott said we should look at the Regents discussions from the March meeting and look at the financial impact. He also said this current crisis is system wide.

Regarding CUCSA responses to President Yudof Scott talked about who should have been copied and said he will be explicit on who we can communicate in the future and how CUCSA should proceed. The question of whether Staff Assemblies can have input on the question and Scott said to provide feedback to Chair King and Staff Advisors.

SRDP—he doesn't know what will happen with the program next year; there may not be a program.

Scott thinks CUCSA should take up the Climate Survey next year and come forward with recommendation of questions that should be asked system wide. Staff Diversity Council made the recommendation that it should be done but they did not follow up. Suggested we recommend a core set of questions that each campus can ask.

He talked briefly about UC's relationship with unions and how to negotiate with them.

The group thanked Executive Director Scott for his support and answering our questions.

Vice Chair Horton acknowledged and thanked UC Berkeley Staff Assembly members for all the work they did prior to and during the meeting to ensure its success.

Workgroup Reports

- Policies and Procedures
- Strategic Communications
- CUCSA Internal Communication
- Educational Tuition Remission

Campus Updates from UCB, UCSF, and LBNL were not done.

Sue Anderson took notes during the debriefing and will provide them in the upcoming year.

Meeting adjourned.

Respectfully submitted,

Beverly Skinner
CUCSA Secretary, 2008-09

Finalized by Sue Anderson
CUCSA Secretary, 2009-10