

**COUNCIL OF UC STAFF ASSEMBLIES
QUARTERLY MEETING AT UC, Berkeley
June 10-11, 1999**

Press Release

The Council of UC Staff Assemblies (CUCSA) held its fourth quarterly meeting of the 1998-99 academic year on the campus of UC Berkeley, June 10-11, 1999. The Council is an advisory body made up of staff delegates from each of the nine campuses, Los Alamos National Laboratory, and the Office of the President. CUCSA meets on a quarterly basis, rotating between campuses, to discuss issues of importance to staff and to provide feedback to the Office of the President on these issues.

Robert Berdahl, UC Berkeley Chancellor joined the table and welcomed delegates to UC Berkeley. Chancellor Berdahl discussed the many changes in the university environment over the past three decades, and the resulting changing roles of staff in support of the university's mission. The university environment today requires an increase in knowledge with respect to technology, laboratories, environmental health and safety, etc. As a result, staff today in universities are highly skilled and very knowledgeable. A challenge for staff managers today is to find career paths for talented staff who are ready and able to take on additional responsibilities. He suggested that we need to think creatively to find ways to resolve this issue.

Chancellor Berdahl stated that one way to combine staff and faculty is to develop a sense of community. He suggests looking for projects that require joint faculty and staff efforts. While everyone has a different role in the community, each person's role fosters respect between individuals and groups. This year UC Berkeley gave out 56 awards to managers (faculty and staff) on campus who have helped develop a sense of community on campus.

Horace Mitchell, Vice Chancellor of Business & Administrative Services joined the table next and shared the UC Berkeley Management Council's vision for the campus. Mitchell stated, "UC Berkeley needs to make sure we have good managers, to make sure managers and administration are managed well, and to change the organizational culture as needed." According to findings of their Management Council, UC Berkeley has no one single culture, but is made up of several mini-cultures. Many of these cultures held competing visions. The Management Council found that UC Berkeley was not 64 organizationally ready" to handle the business needs and services required, therefore a singular campus-wide administrative vision (as opposed to many) was created. Each Vice Chancellor met to create a singular administrative vision umbrella that would

serve over all the other visions. This administrative vision is supported by a set of principles and values.

In order to ensure that the central vision is spread throughout the campus, they feel the improvement of human resources services to the campus is essential. With that in mind they are in the process of:

- ▶ Conducting an administrative review of Human Resources (used outside consults to review the existing human resources administration and make recommendations for improvement.)
- ▶ Recruiting a personnel director to oversee personnel operations (utilizing campus committees and professional recruitment firms.)
- ▶ Reassessing campuswide-training needs, integrating campus goals and objectives and focusing programs as needed to support campus goals and objectives. One example is the implementation of a new financial system on a decentralized basis.

During the last few months a Chancellor's Exploratory Committee has been set-up to determine if a Center for Organizational Excellence would be a useful continuous improvement resource on campus. The conclusion reached was that such a center would be important to the Berkeley campus. The purpose of the organization is to help managers to share best practices.

Larry Coleman, Vice Chair UC Academic Council and Kathy Day-Huh, CUCSA Vice Chair updated the Council on the Faculty Staff Partnership Taskforce. The taskforce charge consists of five components.

1. Identify campus "best practices" that encourage a climate of positive communication and cooperation between faculty and staff.
2. Identify those "best practices" most likely to transfer effectively and efficiently to other campuses.
3. Identify currently available training opportunities for those faculty and staff who have taken on administrative roles, particularly in view of the decentralization of authority and responsibility to the campuses and the resultant need to assure accountability.
4. Evaluate the adequacy of the scope of opportunities available to meet current training needs.
5. Identify currently available means, policies, and processes for resolving complaints between staff and faculty and, if needed, outlining a plan to support access to and improve dissemination of information about these matters to faculty and staff.

The taskforce would like to have a generally accepted framework/umbrella for use at each of the campuses and laboratories. One goal for the near future is to communicate the need to have information on the various campus websites being more easily accessible.

Dr. John Landis, Professor of City and Regional Planning provided the Council with a presentation titled *"California: How to Balance 10 Million More People, Our Unique Quality of Life, and Our Precious Natural Heritage by the Year 2020."* California growth projections show 6.5 million residents will be living in California by 2010 and 12 million residents will be living here by 2020. This will correspond to approximately 3 million additional households by 2010 and 5 million additional households by 2020. It is estimated that approximately 98% of California's projected populations and household growth will occur in urban areas (about 220,000 households per year.) Most of these people will live in the existing urban areas, and most of the growth is expected in southern California. As a result of all this growth we will need to look at how we will prepare and deal with it, and where possible reuse existing land resources. Three things to be aware of include; making sure there are enough sites available to accommodate the new growth, making sure we protect our natural resources, and considering growth vs. agriculture.

Bruce Darling, UCOP Vice President for University and External Relations provided the Council with a review of the role and responsibilities of the Office of University and External Relations and gave an update regarding some upcoming areas of focus for the University of California. Nationally, there is an increasing divergence between public and private funding for universities, and as a result of the divergence of funds away from many public institutions, higher education institutions in general, have been on a downward trend.

Currently, within the voting constituency in California there is a tremendous surge of people who are looking out for their children and their children's education. Parents' interests shift with their children's aging process, bringing attention to the public and the political attention in California. Many of these children will be coming to UC, so the University is very much aware of and is tracking these trends.

Vice President Darling also updated us on current legislation, the percentages and general make-up of our funding sources, and encouraged staff to be active, speak-up, and participate in our external relations activities.

Friday, June 11, 1999

Meredith Michaels, UCOP Director of Budgets and Internal Coordination joined the Council next and described the full scope of the state budget process. She explained that the Department of Finance prepares the budget and presents it to the UC President. The UC President will then meet with the Governor to

discuss the budget to ensure his support prior to its submission through formal channels. Compact Goals currently under discussion with UC and the Governor include increasing our role in teacher training, outreach for students (and in community colleges,) productivity improvements, increasing utilization of facilities (especially in the summer.) She then gave us the most recent budget information, and advised us to be on the lookout for the final budget, which should be out within the next month or so.

CUCSA welcomed **UC Regent David S. Lee** to the table. Regent Lee was appointed to the Board of Regents in 1994 and will serve until 2006. His areas of focus as a UC Regent include preparing to accept more students in to the UC system, keeping tuition costs at the minimum needed to continue to provide an excellent education, and getting the best educators possible for our students. He feels that in order for us to remain competitive we must focus on recruiting, educating, and preparing students to compete worldwide. Regent Lee is the Chairman for the Grounds and Facilities Committee, whose purpose is to focus on developing the necessary space/facilities for our campuses and staying within the budget available. Regent Lee spends his "free" time with young people in the Silicon Valley, acting as a coach and mentor to those who approach him about starting their own businesses.

Lubbe Levin, Assistant Vice President of Policy Planning and Research, Human Resources and Benefits UCOP joined the table and updated the Council on the staff workforce statistics compared to human resource and academic statistics and data. She provided human resource data of the staff workforce profile beginning in the early 1990's when the budgets were cut through the present. The results of this data (trends) show the overall number of staff has actually gone up over the years, but that the funding sources paid for these staff have shifted - many have gone from general funds to contract and grant funds and/or tuition and fee funds. The new version of the workforce profile will be out on the web (1997/1998) data in the fall (around October.)
<http://www.ucop.edu/humres/profile/index.html>

Judith Boyette, Associate Vice President of Human Resources and Benefits UCOP was welcomed to the table next and shared the results of the Medical Plan Bid for 2000. Having completed a comprehensive 18-month evaluation process, the University has determined that Prudential will be retained to provide coverage for UC Care, High Option, and Core, and will now also provide the prescription drug coverage under those plans. The behavioral health coverage will be provided by United Behavioral Health (UBH). LJBH is one of the nation's top behavioral health care companies and is headquartered in San Francisco. As a result of the bid selection process, HMO coverage will continue to be provided by Health Net and PacifiCare. HMO Plans that were not rebid, but that will continue to be offered, are the Kaiser plans (North and South) and Western Health Advantage.

For additional information about our meetings, or to further discuss any of these issues, please contact your CUCSA Senior Delegate or local Staff Assembly. For a list of delegates please check our website at: <http://www.ucop.edu/cucsa/>

Future CUCSA meetings are scheduled as follows:

September 9-10, 1999 UC, San Diego