Organization Overview
June 2, 2009

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CUCSA Mission and Organization

In support of the mission of the University of California it is the purpose of the Council of UC Staff Assemblies (CUCSA) to maintain and enhance communication within the University Community on matters of interest to staff employees in accordance with California laws and Regental policy.

Staff employees of the University of California are our constituency. CUCSA is involved in matters of interest and concern to those who are not exclusively represented and may address matters not within the scope of representation for those exclusively represented.

CUCSA Charge

It is the responsibility of CUCSA to:

- Advocate for staff issues with the UC Regents and UC administration.
- Conduct research and offer recommendations to Administration on areas of importance to staff.
- Provide a staff perspective on particular issues when asked by the Regents or UC administration (such as staff input to the presidential search).
- Expose delegates to system-wide perspectives – enabling past delegates to become lifelong advocates for the overall organization due to the perspective they gain from service on the council.
- Improve communication between all locations and among all levels within the UC-system.
- Train staff leaders.
- Provide leadership and advice to local staff assemblies.

Critical Staff Issues

Upon reaching out to the local assemblies throughout the University of California system, CUCSA has identified the following broad issues as being of significant import to staff:

- Adequate resources to meet productivity expectations
- Consideration of staff in communication messages
- Effective delivery of communication
- Morale
- Professional development
- Retention
- Tuition waiver – employee / dependents
- Wage equity – internal /market

CUCSA Goals

1. **Ensure two way communications between University Leadership and Staff. Foster respect, communication, and collaboration among staff and other members of the university community**

    Strategy:
    Provide a forum where University staff may discuss University related issues of mutual interest.

    Tactics:
    - Meet quarterly for 2 ½ days to share organizational best practices, communicate issues and develop leadership skills

    - Serve as instruments of communication for staff to bring forward concerns to CUCSA and University Leadership and receive responses through the same channels.

    - Respond to University communications as needed to address issues of concern for staff.

2. **Serve as a source for information and staff perspective to the Administration and others on policies, processes, or other matters of mutual interest.**

    Strategy:
    Provide reports (with relevant data, analyses, and recommendations), position papers, feedback, and response on matters of staff concern.

    Tactics:
    - Workgroups
    - Ad Hoc Committees
    - Archival Mechanisms
    - Serve on the Systemwide Staff Diversity Council

3. **Ensure continued support of CUCSA**

    Strategy:
    Ensure that the value of CUCSA is visible throughout the University of California.

    Tactics:
    - Executive leadership meet regularly with UCOP executive staff and leadership of Academic Senate.
    - Executive leadership meet regularly with Staff Advisor to the Regents.
    - Provide reports to Administration on relevant issues.
    - Ensure Regents attend CUCSA Quarterly meetings.
    - Align with our local UC staff assemblies.

Workgroups

The majority of the work done by CUCSA is accomplished through its workgroups. The main focus of the workgroups is to gather data, analyze and address, and provide solutions to the issues identified above as being of the greatest importance to staff. The product of the workgroup moves forward to UC administration and the Regents information on and solutions to topics through meaningful year-end reports.

2008-09

1. Strategic Communication

This workgroup will focus on collecting information regarding communications from the Office of the President to map path of strategic communications at the higher campus levels (who strategic communications come from at UCOP and who they are sent to at the campus locations)

The group will also develop a CUCSA position statement on UC advocacy which would discuss the importance of UC advocacy and the staff role in UC advocacy

2. Fee Remission

The focus of this workgroup will be to extend upon the whitepaper on the current fee remission benefit produced by CUCSA during the 2007 – 08 year, and to move from there into an examination of the relative equity of current fee remission programs between the three higher-educational institutions articulated within the Master Plan for Higher Education.

3. CUCSA Communication Workgroup

The focus of the workgroup is to develop and enhance CUCSA's communication both internally with its members across the state, alumni and the larger UC community. The group will also oversee CUCSA branding and the CUCSA website.

Sampling of Past Year Report Topics

(Full reports may be found at http://www.ucop.edu/cucsa/workgroup_reports.html)

2007-2008

Retention Issues and Solutions Report
Review of Reduced Fee Enrollment Policy Report

2006-2007

Workforce Evolution: Strategic Sharing to Develop the Leaders of Tomorrow

Diversity Annual Report

2005-2006

Workforce Evolution Report: Knowledge Management

Diversity Annual Report

2004-2005

Workforce Evolution Report: Next Generation of Employees

Diversity Annual Report

WWW Search for Diversity Links

Sampling of Campus Programs and Resources

UC Principles of Community by Site Location

2003-2004

Faculty/Staff Partnership Report

Staff Housing Report

Staff Mentoring Work Group Report Summary

Staff Mentoring Work Group Report

People Management Initiative Group (PMI) Summary

People Management Initiative Group (PMI) UC Web Sites of Note

1999-2000

Faculty Staff Partnership

Faculty Staff Partnership Executive Summary