



*Council of University of California Staff Assemblies (CUCSA)
Press Release, January 27, 2014
<http://www.ucop.edu/cucsa>*

**University of California, Riverside
December 4-6, 2013**

The Council of University of California Staff Assemblies (CUCSA) held its second quarterly meeting of the 2013-14 academic year at UC Riverside on December 4-6, 2013. CUCSA is an advisory body composed of two delegates from each of the ten campuses, the Lawrence Berkeley National Laboratory (LBNL), and the Office of the President (UCOP). CUCSA meets on a quarterly basis rotating between the ten campuses, the national lab, and the Office of the President to promote, maintain and enhance communication within the University community on matters of interest to staff employees in accordance with California laws and Regental policies.

At the December CUCSA meeting, the leadership team and delegates discussed several issues including concerns regarding UCPATH, the open enrollment process and its next steps, the progress of the engagement survey at each location, as well as the progress of the workgroups to date.

Dr. Kim A Wilcox, Chancellor

Chancellor Wilcox spoke about the importance of community on the UC Riverside campus and about the responsibility it has to continue to increase their diversity demographics. He describes himself as "head staff member," who at the end of the day is a regular staff member with a different set of responsibilities, no different from any other staff member on campus. Each person is integral to accomplishing all the goals of the campus. He is proud of the diversity seen on the UCR campus and believes that it should be increased in coming years. Although it is one of the smaller UC campuses, Riverside has big plans for growth in the future in regards to their faculty, student body, and graduate programs.

Mark Cianca, Deputy Chief Information Officer, Information Technology Services, Project Manager for UCPATH, UCOP

Mark Cianca provided the delegation with the progress and future of UCPATH. He reminded the group that UCPATH was created as a solution to provide a common, integrated UC wide approach for the payroll, personnel and HR services where the process is streamlined, standardized, with shared services, and new technology. The short-term plan will be to check project controls and determine the overall health of the project, work toward better governance and communication within the next 90 days. They are planning for small, frequent victories, ongoing assessment and outputs, honest and transparent communication, and meaningful collaboration and ownership.

Dr. Vu H. Pham, Managing Partner, Spectrum Knowledge & UC San Diego Center for Executive Development, Rady School of Management

Dr. Pham's topic "Non-Verbal Nuances: Influences without Words" discussed types of non-verbal communication in today's society. He demonstrated through various exercises that non-verbal communication has shifted in the workplace to the point where even the font you choose to use provides a platform for judgment. Many things about what we do can create expectations of us such as the way we dress, the way we speak and the position where we stand relative to someone else. The important aspect of having this information is being able to use it to our advantage.

Dr. G. Richard Olds, Vice Chancellor, Health Affairs & Founding Dean

Vice Chancellor Olds discussed the history of the UCR medical school, how it began as a result of the need to innovatively change how healthcare is being provided in California. Current institutions were created based on community models developed 50 years ago and yet they continue to function today based on that need instead of developing a criteria for future medical needs. As the first new public medical school in the western region in the last forty years, the mission of the school is driven by the vision of the future needs of the surrounding

community. The UC Riverside medical school needs to expand the diversity of the primary physicians in the region, and develop and research health care programs that will improve the health of populations that have previously been unserved. He provided examples of how in the United States, the cost of healthcare outperforms the outcomes of that care. New medical schools, like Riverside, need to choose students who will continue to serve the surrounding community once they graduate and their selection process goes beyond the highest SAT scores and grades. These standards should not be a threshold but a basic guideline. Instead, the campus chooses students based on humanistic qualities like being able to work on a team, having good communication, the drive to find answers and the desire to serve the community. With this vision and innovative way to select students, UCR Medical School will be an example for future medical schools to come.

Kathy Barton, Executive Director of Strategic Initiatives, UC Riverside School of Medicine, Staff Advisor to the UC Regents

Dr. Donna Coyne, Associate Director, Admissions Office, UC Santa Barbara, Staff Advisor Designate to the UC Regents

Kathy Barton and Dr. Donna Coyne educated the delegation about their roles as Staff Advisors to the UC Regents and how they bring the perspective of staff to the Board. They reminded the delegation that the selection process for a staff adviser designate will begin from January to April and they encouraged current delegates to consider applying now or in the future. The position has the ability to influence staff and/or policy and make an impact on the UC Regents as well as staff. It is a historic time to have this role because the governor is taking an active role in the Board and has been to every meeting this year, engaging with the regents and pushing the university leadership on what he thinks is important. They mentioned that the new president is setting new goals to be accomplished in the next few months including a new strategic plan for various initiatives. They reminded the delegation that they are open to communication through the web or e-mail.

Bruce Varner, Chairman of the Board of UC Regents

Chairman Varner thanked the delegation for the work they do, reiterated his appreciation for staff and how they are an important link to the university students. He mentioned that he appreciates how the new president is approaching her position by listening and learning. She has an open mind and he feels she will take the university in a positive direction. He mentioned that we need to continue to work to advocate for the support for UC in all areas.. He spoke about the openings on the Board and is hopeful that the Governor will soon appoint candidates to fill the positions. He explained the daily work as a Regent and mentioned that the privilege of working in the University is part of the compensation. He supported a good compensation package for staff and will continue to help the Governor understand this concept. He spoke about what the various Regent committees do, the process of choosing a new president, keeping tuition stable and the Master Plan for higher education. When asked about the legacy he would leave the university, he humbly replied that he sought no legacy but instead, hoped that his time in influencing the success of the university for the betterment of the students is his own reward.

Next Meeting

The next CUCSA quarterly meeting will be held at Lawrence Berkeley National Lab on March 5-7 2014. The last meeting for the 2013-14 year will be held at UC San Diego in June 4-6, 2014.