



## Chancellor's Staff Advisory Council Minutes for 12/12/13

**Members Present:** Christina Baglas, Emily Boone, Maria Coombs, Nora Crutcher, Tracee Davis, Erica Diaz, JudyAnn Dutcher, Kim Dwire, Alejandra Greene, Amy Jacobs, Taggart Malone, Nicole McCoy, Cara O'Callaghan, Kayla Smith, Doug Truong, Rick Van Hoorn, Alma Villa, Nicole Zavala, Viena Zeitler

**Members Absent:** Lucy Diaz, Shayna Ingram, Carol Saucedo

**Non-Voting members:** Donna Coyne, Gary White

Meeting called to order by Christina Baglas in Cheadle Hall, Room 5123 at 10:03am

1. Welcome:

- Introductions of CSAC members
- Introduction of Donna Coyne

2. Donna Coyne – Staff Advisor to the Regents

- Process of becoming Staff Advisor
  - 10<sup>th</sup> staff advisor and 1<sup>st</sup> from UCSB
  - It is a new roll for Board of Regents
  - Application comes out in January and applicants are screened and narrowed down to 5 or 6 people that are interviewed.
  - It is a two year, unpaid appointment
  - It's an opportunity of a lifetime for professional development
- Current issues
  - The governor has been attending meetings and stays for the whole day
  - All the meetings are very formal and you have to ask permission to speak
  - Donna sits on 7 of 10 sub committees
  - She is not included in Compensation, Governance or National Labs sub committees
  - They discuss compensation a lot in meetings
    - There has been two increases in the past 6 years which is unacceptable
    - This came with an increase to contribution to retirement
    - Donna advocates for staff about pay
    - UC is asking for substantial funding beyond the 5% offered by the Governor.
    - In May the budget will be negotiated
    - Right now there is a 3% general increase for non-represented staff
    - There is one more year of increase of contribution to retirement

- Met with President Napolitano
  - Donna is impressed with her.
  - President Napolitano is very engaging
  - She is interested in net zero energy, increase in city college transfer students, research to market and tuition freeze
  - For tuition-moderate increases instead of spikes in tuition costs
  - Also interested in “cohort model” – price set for 4 years
  - Current Regent Policy does not include staff member on the search committee for a new President. Now that the current search is done, the staff advisors are seeking a change to policy for staff to be officially represented. There is wide support for the change.
- Campus Climate Survey
  - Why don't we have results yet?
  - Diversity is important, UCLA is most vocal campus
  - UCLA is hiring a new Chancellor for Diversity
- Staff Advisors have a list serve:
  - [staffad@universityofcalifornia.edu](mailto:staffad@universityofcalifornia.edu)
  - List serve is opt-in
  - They also have a newsletter
  - Website has option for submitting comments
- Questions for Donna
  - Of the 10 campuses, why UCSB is left out?
    - Rebenching: State pays X amount to UC for students
    - Longer established schools have higher ratio of population of graduate students and are getting a lot more money
    - System agrees we have to change funding model – make money more evenly spread
    - We will be a net recipient campus
    - Other schools will get less money-not very happy
    - It will take 5 or 6 years to change and get systems changed over
  - Why do we not get faculty and staff dependents tuition free?
    - UC Santa Cruz presently suggests a toehold (10% off). UCOP is not open to idea. People are still working on it.
    - How are we going to keep loyalty? Future generations?
  - Climate survey issues
    - Donna suggests an executive champion on our team
    - John Longbrake
    - Marc Fisher
    - Staff Assembly membership and participation is lower at UCSB compared to other school. Why?

### 3. Approval of November minutes

*Move to Approve: Christina Baglas, Second: Maria Coombs, Vote: Unanimous*

### **Minutes approved 11:09**

#### 4. Co-chair Announcements/New Business

- Meeting with President Napolitano
  - Meeting was at Mosher house and included: Christina, Nicole, Staff Assembly chairs, ABOG, PWA, Donna, and Tricia from HR
  - President asked them questions. “If we were in her shoes, what would she want to know?”
    - Reinvesting in University staff:
      - Valuing staff
      - Non-represented staff is put on back burner
      - Merit increase annually
      - Rebenching
      - Work on communication with UCOP
      - Social media
  - She wants to be on campus more
  - Working on informing staff what pressures are coming to UCOP and doing a study of growth on campus
  - Christina and Nicole felt she was really engaging, receptive and down to earth
  - Meeting was about 20-30 minutes long
- Winter Warmer
  - It will be in front of Cheadle Hall
  - Set up will be at 10am with 27 vendors
  - We will pass out S-list flyers
  - Maria will call Ryan for S-list flyers
  - It would be helpful if a Staff Assembly member helps at information table
  - We will have signs saying “nuts” and “gluten free”
- Vote on Development Committee Bylaws
  - Kayla made a few changes from original email.
  - Do we need to ask permission with chancellor in regards to accepting money?
  - Focus on only in-kind donations and possibly add an amendment
  - What would the money be going to?
  - Kayla will make changes and we will vote on it at the next meeting
- Vote on Marketing/Website Committee Bylaw
  - Goal is to combine S-list committee and website committee
  - S-list is marketing and website is marketing tool

- Add “new CSAC members” to #4
- Christina to make changes and we will vote at January meeting

## 5. Committee Reports

- Nominations
  - Nominees for SRB Governors Board
  - Six nominations and Rick will send it out today
  - Send in our rankings by 12:00pm Tuesday, December 17<sup>th</sup>
- Staff Celebration Week
  - We do not have a date for Staff Celebration Week yet
  - Brainstorming new activities
  - Looking back at previous years-what do we want to do the same/different?
- Staff Issues
  - Maria and Viena met with Staff Assembly about climate survey. Meeting with subcommittee to discuss
    - Communication
    - Professional Development
    - Managing change
- Staff Issues- Professional Development
  - We are pursuing the “Welcome Wagon”
  - Alma provided a list of resources and we are brainstorming ideas
  - Nora is going to talk to John Berberet (HR)
  - We are looking to pilot our first “Welcome Wagon” on Tuesday, April 15<sup>th</sup> and piggy back on HR orientation
  - Melinda Crawford (HR) s contact for staff discounts
  - Thinking about doing a UCEN tour as well
- Marketing/Website Committee
  - Marc Fisher has not replied about S-list
  - Met to talk about bylaw
  - JudyAnn is developing website
  - Shayna is setting up a meeting with Web Administration
- Staff Assembly Updates- Gary White
  - Staff Assembly met in November
  - Feedback about town hall meeting
  - Discussion about same sex couples benefit and FICA taxes deadline of November 15<sup>th</sup>. Looking into if deadline can be extended.

## 6. Items for Next Meeting

- John Longbrake will attend
  - New plans, communication to staff, S-list
  - Come prepared with questions
  - Can Marc attend as well?

- New Year's party?
- Summer Party?
- PMO (Project Management Office) will attend February meeting

Meeting motioned to adjourn at 11:58 by Christina Baglas, Vote: Unanimous

**Next CSAC Meeting: January 9<sup>th</sup>, CCR Cheadle 5123**

Minutes submitted by Erica Diaz