



BERKELEY STAFF ASSEMBLY

Governing Council Meeting

June 9, 2011

MINUTES

GC Members Present: Maty Corral-Avila, Kate Benn, Michael Combs, Karen Denton, Steve Garber, Gwenn McIntyre, Sharon Miller, Tyson Nagler, Rochelle Niccolls, Greg Ryan, Tom Schnetlage, Donna Seaward, Carol Suveda

GC Members Excused: Beverly Skinner

GC Members Unexcused: Gina Abrams, Kathy Mendonca, Michael Thompson

Guests: Michele Bernal, Camille Fernandez, Lin King, Bridget Regan, Deborah Tatto, Sara Thacker

I. Chair's Announcements

In Beverly Skinner's absence, the meeting was chaired by Tyson Nagler.

The election results for officer positions in next year's Governing Council were announced:

Tom Schnetlage – Chair-elect

Karen Denton – Treasurer

Greg Ryan – Jr. Delegate to CUCSA

II. Approval of minutes

Minutes for the May 26th meeting were not ready for approval.

III. Treasurer's Report

Karen Denton reported that 11 pins were sold at SummerFest (\$130). Our bank account holds \$2,723.53. The account has not yet been moved to another bank.

IV. Staff Ombuds Presentation

Director Sara Thacker of the Staff Ombuds Office, along with Associate Ombudspersons Michele Bernal and Bridget Regan, spoke about recent changes in that office and distributed copies of their FY 2008-10 Biennial Report. They are seeing changes in the types of cases they see, and expressed interest in our feedback. Though current caseload is going down, the complexity and intensity is very high. They are seeing that people are not comfortable discussing their feelings and reactions to the current changes affecting staff, and perhaps delaying coming to the Staff Ombuds office.

V. CUCSA Report

Donna Seaward reported on the CUCSA meeting in San Diego; a written version of her report is attached.

The meeting was adjourned at 1:08 pm.

Respectfully submitted,

Kate Benn

Notes for BSA CUCSA update

Thursday, June 9, 2011

I.

San Diego Mtg, June 1-3, final meeting of the 2010-11 year

Welcome from VC Steven Relyea who oversees campus programs and strengthens relationships (alumni, friends, parents) while responsible for UCSD business operations.

Chancellor reception with Marye Ann Fox, nationally known chemist and academic leader, awarded Nat Medal of Science Oct 2010 by President Obama.

New Dir of Strategic Energy Initiatives, Byron Washom-UCSD is in the forefront on renewable energy and sustainable energy. Washom is responsible for campus energy mgmt policy with the goal to achieve quantum improvements in energy management and greenhouse gas reductions.

AVC T Leet on Talent Management and Succession (TMSP) planning - see fully developed model outline at Blink UCSD <http://blink.ucsd.edu/HR/supervising/succession/knowledge.html>

model incorporates 8 dimensions or competencies as described for individual contributor/supervisor-manager/executive levels

proposal for talent pools for those who are job ready—develop a qualified pool, have qualified employees contacted when their competencies/dimensions match a new posting.

CUCSA TMSP workgroup co-chairs interviewed Tom Leet who made suggestions we incorporated during info gathering for our report such as interviewing each campus Chief Human Resource Officer (CHRO). He is reading our draft final. This workgroup will continue to find opportunities to engage with HR at OP and with our campus CHROs.

II.

Workgroup time at final meeting used to prepare for 30 min presentations

Suggestions proposed on topics

- Administrative Efficiencies-encourage staff participation in OE, suggests OP take active liaison with campuses taking the lead on change implementation, suggests Admin Efficiencies initiatives focus on efficiency not just calculation on savings.
- Demographics-suggestions for data refinement include capturing career progression, i.e. the number of people who transfer and number who are promoted each year.
- TMSP-continue to work with OP Human Resources and with campus CHROs.

III.

Steve Garber elected by CUCSA peers to chair-elect for 2011-12

Gerard Au, Director, Information Technology/CIO - School of Nursing elected to CUCSA Secretary

Submitted by Donna Seaward, Berkeley Jr Delegate, CUCSA