

\ **THE REGENTS OF THE UNIVERSITY OF CALIFORNIA**
MEETING AS A COMMITTEE OF THE WHOLE

July 19, 2006

The Regents of the University of California met on the above date at UCSF–Mission Bay Community Center, San Francisco.

Present: Regents Blum, Coombs, Dynes, Gould, Hopkinson, Island, Johnson, Kozberg, Ledesma, Lozano, Marcus, Moores, Parsky, Pattiz, Ruiz, Schilling, Schreiner, and Wachter

In attendance: Regents-designate Brewer and Bugay, Faculty Representatives Brown and Oakley, Acting Secretary Shaw, Acting General Counsel Blair, Chief Investment Officer Berggren, Provost Hume, Senior Vice President Darling, Vice Presidents Foley, Gomes, and Hershman, Chancellors Birgeneau, Córdova, Drake, Fox, Tomlinson-Keasey, Vanderhoef, and Yang, Acting Chancellor Blumenthal, University Auditor Reed, and Recording Secretary Bryan

The meeting was convened at 8:30 a.m. by Chairman Parsky in memory of the late Denise Denton, Chancellor of the Santa Cruz campus, whom he described as a talented scholar who had shown tremendous promise as a campus leader. She was dedicated to putting the principles upholding opportunity and justice into action and was a tireless mentor for women in the sciences. He extended to her family the condolences of the University community. President Dynes added that Denise had made a lasting impression in her brief tenure as Chancellor. She believed in the power of learning and was a catalyst for change. She bore with patience the injustices to which she was subjected. He believed that the principles by which she lived should not be forgotten.

1. **PUBLIC COMMENT**

Chairman Parsky explained that the Board had been convened as a Committee of the Whole in order to permit members of the public an opportunity to comment on matters on the day's agenda and other University-related matters. The following persons addressed the Board concerning the subjects noted:

Item 2-RP, Special Committee on Regents' Procedures: Review of the First Year of the Staff Advisor Pilot Program

- A. Ms. Lucy Maestas thanked the Regents for establishing a pilot program for the position of UC Staff Advisor, which has improved communication at all levels by allowing the voice of students, faculty, and staff to be heard. She advocated making the position permanent.
- B. Ms. Joyce Hammel, a UC San Francisco employee, thanked the Regents for establishing the position of Staff Advisor to the Board and expressed the hope that the position would be made permanent.

- C. Ms. Terry Downs, Chair of the Berkeley campus Staff Assembly, supported the establishment of a permanent Staff Advisor position. She noted that many staff were involved in the development of the program and many more hope to contribute in the future.
- D. Ms. Liz Toomey, a UC Irvine Assistant Vice Chancellor, thanked the Regents for establishing the pilot program for the position of Staff Advisor to The Regents and spoke in support of making the position permanent. She noted that it provides the opportunity for the University's 160,000 employees to be heard.

University-Related Matters

- E. Professor Emeritus Charles Schwartz commented that accountability and transparency have become popular words to use in connection with questions about executive compensation, yet much of the University's business continues to be conducted in secret. He gave examples of discussions that he believed should be accessible to public observation.
- F. Mr. Murray Morgan believed that the biggest of all crimes is committed when those bestowed with the power to redress wrongs refuse to listen to the victim.
- G. Ms. Katherine Brown, a UC Berkeley alumna, spoke in support of the adoption of a policy neither to solicit nor accept new funding from the tobacco industry. She believed that the University's relationship with the industry diminished its mission.
- H. Ms. Molly Ward, a UC Berkeley student and Vice President of the Butt Out student group, believed that accepting money from tobacco-related companies was a disservice to the University. She reported that in 2004, Phillip Morris gave The Regents \$4.7 million, which brings the company prestige but discredits the University. She advocated establishing a policy prohibiting all tobacco industry donations.
- I. Ms. Marsha Brown-Machen, a Cal alumna, expressed distress that the University allows Phillip Morris to claim partnership with the UC system. She supported the adoption of a policy to prohibit further ties with the tobacco industry. She believed that the University's need for funds does not justify accepting money from an industry with a history of suppressing research findings.
- J. Ms. Tara Dorabji, a UC Santa Cruz alumna representing Tri-Valley Cares, believed that by creating an LLC with Bechtel Corporation to bid for the Livermore laboratory contract, the University was committing itself to a future of weapons of mass destruction and that the design and development of nuclear weapons is in violation of international laws, principles of academic freedom, and the University's mission.

- K. Ms. La Kesha Harrison, representing AFSCME 3299, referred to the Venuti report, which questions the necessity of resuming employee contributions to the UC Retirement Plan. She believed it was unfair to ask the unions to negotiate over contributions without adequate information and that employee contributions to the pension should not be discussed until there are open contracts in which to discuss them.

2. **REMARKS OF THE PRESIDENT**

President Dynes recognized Acting Chancellor Abrams and Acting Chancellor Blumenthal for accepting the leadership roles at the Los Angeles and Santa Cruz campuses, respectively, until the positions are filled permanently. He acknowledged incoming Staff Advisor Brewer and outgoing Staff Advisor Bell, and thanked Staff Advisor Miller for agreeing to extend his term for an additional year. He reported that the Staff Advisor pilot program would be reviewed in January 2007.

President Dynes recalled that the issue of compensation had dominated the Board's May meeting and reported that at this meeting the corrective actions that have been taken would be discussed. Also on the agenda is an update on the University's final 2006-07 State budget, which surpasses the minimum funding in the Compact with the Governor. He noted that Legislators of both parties in Sacramento have given the University a vote of confidence for its plans for reform. Other issues of strategic importance to the University that will be discussed include improving support for graduate education, ensuring the future of the California Institutes for Science and Innovation, and expanding the digitization of library holdings.

President Dynes invited Ms. Rosemary Anderson, Chair of the Council of University of California Staff Assemblies, to address the Board. Ms. Anderson highlighted some of the group's accomplishments of the past year. Its Diversity Committee collected information to identify ways to increase and diversify its membership. A summary of its recommendations is available on the group's website. The Workforce Evolution Group had initiated a study of employee needs, interests, and programs, focusing on the next generation of employees, that resulted in a report providing a summary of issues identified, an overview of new employee programs, and a list of program examples. This year the work group explored talent identification and development as a component of succession planning and submitted a report containing descriptions of knowledge transfer models, examples of programs, sample measures, and thoughts on customization. The workbook will serve as a resource for the development of knowledge transfer programs. The Policies and Procedures Committee focused on updating the data in the educational fee waiver proposal in anticipation of a future fee waiver proposal. The incumbents in the position of Staff Advisor to The Regents provided consistent communication to campuses about issues critical to staff, and she believed that continuation of the program would send a positive message that the staff perspective is valued. She thanked the Regents, Chancellors, and staff for their support during the year.

The meeting adjourned at 9:40 a.m.

Attest:

Acting Secretary