

Our University

A NEWSLETTER FROM THE UNIVERSITY OF CALIFORNIA PRESIDENT FOR THE UC COMMUNITY



January 2010

President calls on faculty and staff to advocate for UC

With another bleak budget year facing California, UC President Mark Yudof is calling on faculty and staff to urge Sacramento lawmakers to renew their commitment to a strong public university system.

Already, there are positive signs that lawmakers are hearing the message from UC advocates about the pivotal role the University can play in moving California out of a recession.

In early January, Gov. Arnold Schwarzenegger proposed a constitutional amendment that would guarantee 10 percent of the state general fund for UC and CSU. Two days later, Schwarzenegger proposed a budget that restores \$371 million in funding to UC.

"While we deeply appreciate the governor's proposal to restore \$370 million in UC's funding, it's vital that lawmakers approve the full \$913 million in additional funding sought for next year," Yudof said in a video message to the UC community. Without full funding, the University this year will face larger class sizes, deeper cuts in campus services, and constraints on hiring needed faculty, he said.

Yudof called on faculty and staff to join the UC advocacy effort. "Tell your legislators that it's time California resets its priorities and restores UC's funding," he said.

The restored funding and proposed constitutional amendment "are clear evidence that the governor understands the vital role public higher education plays in California," Yudof said. Higher education creates opportunities for all Californians and paves the way for economic recovery.

UC faces at least a \$1 billion budget shortfall brought about by two consecutive years of state funding cuts that have meant fee increases, layoffs and employee furloughs, academic and student service cutbacks and a severe slowdown in faculty recruitment.

Some funds restored

The state, meanwhile, is struggling with an estimated \$20 billion budget deficit. Schwarzenegger's proposed 2010-11 budget was full of bad news for state workers, health and social services and prisons. But the governor stuck to his promise to hold the line on higher education cuts, proposing restoration of \$305 million that was cut from UC's 2009-10 budget, plus additional funds for the Cal Grant program.

The \$305 million will help restore instructional offerings and students services, like class sections and library hours that were eliminated or curtailed when UC lost those funds.

Enrollment growth

UC is also seeking \$155.8 million for unfunded enrollment growth. The governor's budget includes \$51.3 million to fund enrollments—enough to serve 5,121 full-time equivalent students—but the money is contingent on California's request to the federal government for \$8 billion. If the state does not receive the federal money, UC will lose out on the \$51.3 million.

Retiree benefits

The governor is also proposing \$14.1 million for UC retiree health benefits. But his budget does not contain the \$95.7 million UC sought for employer contributions to the UC Retirement Plan.

The next step in the state budget process requires the Legislature to review the governor's proposal and approve it or offer revisions. In May the governor typically introduces a revised budget that could eliminate or augment funds proposed in January.

Yudof said UC will now turn to legislators to ask them to adopt the governor's proposal and to look for opportunities to fulfill UC's request to restore the full \$913 million to its budget.

"This money is vital if UC is to avoid declining educational quality, access and research," Yudof said.

Donna Hemmila, managing editor of Integrated Communications, contributed to this story.

Solution: Assisting former foster children

By Harry Mok

Ashley Williams moved 26 times and attended 23 different schools by the time she finished eighth grade.

It was not the ideal adolescence growing up in foster care, but Williams bucked the odds for someone like her to make it to college and also prosper as a UCLA sophomore with a 3.3 grade point average.

Williams recounted her life story before the UC Board of Regents at its November meeting during a presentation about the growing number of support programs the university provides for former foster youth.

"I am a product of rape. My father is unknown to me. I was in the foster care system because my mother was a drug addict and she physically and verbally abused my twin brother and me," Williams told the Regents. "I have worked hard to not allow my negative beginnings destroy my life."

More than 3,000 youth in California age out of the foster care system every year without having a permanent family to support them. Nationally, studies have shown that just 7 to 13 percent of foster youth pursue higher education. Of those who do go to college, only 2 percent obtain a bachelor's degree, compared with 24 percent for the general population, according to a Casey Family Programs report.

About 150 former foster youth enter UC each fall as new students and in recent years university support for them has increased, according to Judy Sakaki, UC's vice president for student affairs. In 2006, only two UC campuses had formal programs for foster youth. Now eight of the nine undergraduate campuses (Merced has a small foster population and does individual outreach) have programs to help ensure the success of former foster youth. That includes providing year-round housing, financial support, academic advising and career counseling, personal counseling, community engagement and assistance with planning transitions to both college and employment.

"We have a chance to be a source of stability, encouragement and guidance for this population," Sakaki said at the Regents meeting. "Giving them a gift of an education is a challenge which we must all embrace."

The university has joined the [California College Pathways Project](#), a partnership with the John Burton Foundation and the California State University system designed to increase the number of foster youth who succeed in higher education.

During the 2008-2009 academic year, approximately 300 students participated in UC programs that support former foster youth.

"This is an invisible population that needs our attention. Legislation and other efforts help the university to provide the guidance and support these students desperately need to develop into successful adults," said [Assembly Speaker Karen Bass](#), who as a member of the Board of Regents requested the November presentation on how UC supports former foster youth.

UC supported the passage of two recently enacted [state laws](#) designed to help former foster youths succeed in college.

Former foster youth now have an exemption from the one-year period required for establishing California residency to be eligible for in-state college fees. Generally, students who turn 18 are considered in-state as an extension of their parents' residency. This poses a problem for many foster youth whose birth parents live out of state or their whereabouts are unknown. Prior to the law's passage, many foster youth who turned 18 had to wait a year before they were considered residents.

Another new law gives current and former foster youth top priority for obtaining year-round student housing on college campuses. Most college students who are former foster youths don't have a home to return to during holidays and breaks, so housing is one of the key ways universities can offer support.

Even as important as a roof over their heads, many former foster youth lack adults in their lives who can nurture them and provide guidance.

"There are not a lot of genuine people in your life. No one seems to be interested in your success," said Colette Hottinger, a UC Santa Cruz senior psychology major who was placed in the foster system as a baby and grew up in two different homes. "There's a difference between having family that cares and supports you and people who are court-ordered to be in your life."

She credits Mzao Waters, a counselor at Ohlone College in Fremont, for instilling her with the confidence needed to fulfill her goals. At the time, Hottinger said her GPA was 0.5, and she needed a new direction.

"He showed me that I wasn't giving myself enough credit and education was important for me to make the change that I wanted to make," Hottinger said.

At UC Santa Cruz, Hottinger is a member of the [Smith Renaissance Society](#), which was founded as a scholarship in 1999 and has grown into a program that provides guidance counseling and mentors for former foster youth.

Mentoring can "sometimes be as simple as going to a movie once a month or a phone call," said Corinne Miller, director of UC Santa Cruz's [Services for Transfer and Re-entry Students](#), the campus umbrella organization for Smith Renaissance. "In other instances the student becomes part of a family and goes on holidays and vacations with the mentor."

Smith Renaissance was the first formal program in the UC system for former foster youth and has 66 students participating currently.

"We can't take credit, but Santa Cruz in many ways provided a model" for other campuses, Miller said.

Hottinger's experience with Smith Renaissance mentors and others who "went above and beyond" inspired her to co-found a support organization for foster children. The Foster Youth Initiative pairs mentors who were in the foster system or have knowledge of it with foster kids in Santa Cruz middle schools.

"I couldn't have done it without being part of Smith," said Hottinger, who plans to pursue graduate studies and a career in social work with foster children.

Williams also is channeling her experiences and giving back to the community by helping to form a UCLA branch of the [Guardian Scholars](#) program, which provides guidance and mentors to former foster youth. Williams said the chapter is helping students navigate living as a college student, kind of "playing the role of a parent."

Williams said that through all her hardships, she focused on school and was fortunate to have the support of mentors to help her along the way. A sociology major, Williams plans to pursue graduate degrees in social work and education. "I want to find different ways to link education with foster youth," she said.

It was through another UCLA program, [VIP Scholars](#), that Williams met her mentor, Joni Tunstall, who "was the first person I ever met that actually cared about me," when she was 15. The pair grew close enough that, for a time when Williams was in high school, she lived with Tunstall, who is the director of VIP Scholars.

"She has come a very, very long way," Tunstall said of Williams. "It's been very gratifying to see her not just make it to UCLA, but excel here."

Harry Mok is principal editor in the UC Office of the President's Integrated Communications group. For more information, visit the UC Newsroom or follow us on Twitter.

People Who Make a Difference

The staff of UCLA's employee publication, "*UCLA Today*," has honored faculty and staff for their philanthropic spirit for the past 13 years. The most recent Bruin Angels, nominated by their peers, have benefited homeless women and girls, a local emergency preparedness plan and countless charities throughout Los Angeles.

Read about:

Patricija Petrac: She parties for a good cause

<http://www.today.ucla.edu/portal/ut/she-parties-all-the-time-for-a-150094.aspx>

Cindy Cordova: A friend and tutor to a homeless girl

<http://www.today.ucla.edu/portal/ut/cindy-cordova-150088.aspx>

Pat Duncan: Nurse practitioner hits the right frequency

<http://www.today.ucla.edu/portal/ut/nurse-practitioner-hits-the-right-150093.aspx>

Julie Sina: Helping women find their place in the world

<http://www.today.ucla.edu/portal/ut/helping-women-find-their-place-150092.aspx>

Systemwide News

UC responds to Haiti Quake Crisis

By Donna Hemmila

The UC community is answering the call to aid Haitian disaster relief with student-led fundraising events and volunteer efforts to send medical and other assistance to the earthquake-devastated country.

UC Berkeley

When the 7.0 magnitude quake hit January 12, two UC Berkeley students were working on a project called Fuel from the Fields in a seaport town 140 miles southwest of Port-au-Prince. Jessica Vechakul, a doctoral student in mechanical engineering, and Ryan Stanley, an MBA student in the Haas School of Business, were able to fly to the Dominican Republic and then to the United States with help from the UC Berkeley Risk Management Department. The students had been stranded after the quake but are expected to begin classes this week.

A third Berkeley student, Glodine Jourdan, a native of Haiti, was working with a USAID Farmer to Farmer program and has also safely returned to the United States after her family chartered a plane.

Berkeley freshman Michael Bloch has created a Facebook page to help organize relief efforts.

Students returned to UC Berkeley this week when the winter break ended. Harry Le Grande, vice chancellor of student affairs, said when the semester starts up again, the campus community would be looking for ways to help the quake victims.

Read UC Berkeley story:

http://www.berkeley.edu/news/media/releases/2010/01/14_students_in_haiti.shtml

On other UC campuses, students have launched fundraising efforts and medical center staff members are looking into ways to send personnel to Haiti. Relief and medical assistance efforts to get into the country are being hampered by the destruction of the Port-au-Prince seaport, damaged roads and severely constrained airport logistics.

UCLA

The UCLA Medical Center is reaching out to government and nonprofit relief agencies to provide six nurses and six primary care physicians to serve rotations of up to 30 days, according to Roxanne Yamaguchi Moster, director of UCLA Health Sciences Media Relations.

Kimberly Adams, a registered nurse and graduate student in UCLA's Family Nurse Practitioner Program in the School of Nursing, is raising money to send medical supplies to a Port-au-Prince orphanage where she has volunteered several times over the last year. She is trying to return to Haiti where another UCLA nurse is volunteering in the orphanage.

Read more about UCLA fundraising efforts: <http://www.today.ucla.edu/portal/ut/campus-community-rushes-to-fund-151478.aspx>

UCSF

Christopher Jones, director of Homeland Security and Emergency Management with the UC San Francisco Police Department, held a town hall meeting January 14 and has another one planned for January 19 for students, faculty and staff wanting to volunteer.

"We're in the early stages so we don't know who is trying to get over there," he said Friday. "I'm getting e-mails from people who want to go there."

In the aftermath of a big disaster, Jones said, people's instincts are to rush to volunteer; but if they are not part of a government agency or relief organization, it will be difficult to get to the disaster zone. UCSF has activated its Disaster Assistance Team for External Emergencies. The team will address how to coordinate and balance UCSF operational needs with the desire of individuals who may want to volunteer in Haiti.

Read UCSF story: <http://today.ucsf.edu/stories/ucsf-activates-disaster-assistance-team-holds-town-hall-following-earthquak/>

UC San Diego

On January 14, UC San Diego students stationed on the walkway by the campus library raised more than \$3,000 for the American Red Cross's relief efforts. They also held a vigil for the estimated 200,000 who have died in the earthquake. By Friday, donations had topped \$6,000.

There has been one confirmed death of a UC alumnus, a 2008 graduate of UC San Diego. Ryan Kloos, 24, was in Haiti visiting his sister, Erin, who had been volunteering in an orphanage. Kloos was killed by falling rubble. His sister was rescued and is reportedly in a Florida hospital.

Read UC San Diego story: http://ucsdnews.ucsd.edu/thisweek/2010/01/19_haiti.asp

UC Santa Barbara

UC Santa Barbara's Center for Black Studies Research held a public forum on January 21 to discuss the tragedy, suggest ways that individuals can come to the country's aid, and what the disaster might mean for the Haitian people.

Read UC Santa Barbara story: <http://www.ia.ucsb.edu/pa/display.aspx?pkey=2158>

For employees responding to Haiti disaster

UC faculty and staff may be eligible to take administrative leave to help with relief efforts in Haiti or to care for family and friends directly affected by the disaster. Contact your local human resources or academic personnel office for more information. Union-represented employees should refer to their collective bargaining agreement for guidance.

If you travel to Haiti as part of a University-sponsored response team or on behalf of official relief and support organizations such as the American Red Cross, medical aid organizations or food banks, you can be covered by UC's business travel insurance. If you use Connexus to book your travel, you will automatically be registered in the UC travel insurance program. If you make travel arrangements another way, you must register your travel through UCOP Risk Services' online travel insurance system to be covered.

See also: President Yudof's statement on the Haiti disaster:
http://www.facebook.com/note.php?note_id=251219688378

Donna Hemmila is managing editor with the UC Office of the President Integrated Communications. For more information, visit the UC Newsroom or follow us on Twitter.

UC to cut fewer freshmen from fall 2010 enrollment

UC is preparing to roll back its enrollment reduction target for fall 2010 in recognition of promised increases in state funding. Read more about the budget report to the Regents. Read more at: <http://www.universityofcalifornia.edu/news/article/22703>

UCTV celebrates 10th Anniversary

This month marks ten years since UCTV, the University of California's non-commercial satellite channel, went live to a national audience on DISH Network. UCTV has grown exponentially and is now available to more than 22 million homes nationwide on satellite and cable, and worldwide via live stream, video archives and podcasting. Read more about UCTV at <http://www.uctv.tv/>



Employee survey next step for post-employment benefits task force

Following up on its successful fall forums, the Post-Employment Benefits Task Force is developing a survey and planning a second round of local forums to gather additional feedback from faculty, staff and retirees as it considers potential funding and design change recommendations for UC's retirement benefits.

President Yudof established the Task Force early last year and directed it to study and make recommendations on preserving UC's competitive benefits while ensuring that pension and retiree medical benefits for current and future retirees become financially sustainable.

A short, five-question survey on employee preferences will be available on the task force website (http://www.universityofcalifornia.edu/news/ucrpfuture/emp_task.html) from February 5 to March 1. In addition, a randomly selected sample of faculty and policy-covered staff will be invited to complete a more in-depth survey intended to provide the task force with information about workforce behavior and preferences and to identify education and communication needs regarding retirement benefits.

As part of its consultation and communication with the University community, the Task Force held more than 30 local forums last fall to present information on UC's growing liabilities related to pensions and retiree healthcare benefits and to provide a venue for faculty, staff and retirees to raise concerns and ask questions. The forums also helped the Task Force learn more about how different constituencies could be affected by possible changes to the current policies and programs.

UCRP contributions to restart

More than 6,000 UC employees and retirees attended and countless others listened in via webcasts and streaming video. Many participants asked whether strong investment returns for the UC Retirement Plan might resolve the current funding gap. The answer was a definite "no."

"We can't invest our way out of this," said Gary Schlimgen director of pension and retirement programs.

By restarting contributions, UC can capture employer contributions from all sources of payroll funding. Approximately two-thirds of UC employees' pay comes from contracts and grants, medical centers and other non-state sources, which would provide the employer contribution to UCRP for those employees, UC cannot ask those funding sources to contribute if UC and/or the state are not contributing

UC is requiring all granting agencies and other fund sources to begin paying four percent of payroll into UCRP beginning in April. Employees will contribute the amount they currently contribute to the Defined Contribution Plan (DC Plan), and the mandatory DC Plan contributions will stop. There will be no change in net take-home pay for employees through June, 2011.

Retiree health benefits

Many forum participants mistakenly believe that retiree health insurance is a guaranteed

benefit, just like the pension. In fact, Schlimgen explained, the retiree health program has no assets – UC meets its obligations each year with money from operating revenue.

The retiree health insurance program is an important component in attracting and retaining faculty and staff, Schlimgen said, but the current program is unsustainable. UC's pay-as-you-go costs for the retiree health program are projected to increase from \$255 million per year in 2010 to \$447 million per year by 2014 if no changes are made.

In addition the University's obligations associated with the overall retiree health liability, if left unchecked, could eventually affect UC's good credit rating and impact its operating budgets and ability to borrow, Schlimgen said. As a result, UC must look at alternative program designs, and retirees are likely to pay higher premiums.

Spring Forums and Task Force Process

The Task Force continues to meet and consider a wide-range of funding, policy and plan design change recommendations. The group plans a second round of local forums later in the spring to present results of the employee survey and discuss potential changes to post-employment benefits under consideration. The Task Force expects to present its recommendations to President Yudof by early summer.

Schlimgen emphasized that UC will meet all collective bargaining obligations for those employees who are exclusively represented.

More Systemwide News

Applicants sought for staff advisor to UC Regents

<http://www.universityofcalifornia.edu/news/article/22652>

White House honors UC Davis prof for mentoring work

http://www.news.ucdavis.edu/search/news_detail.lasso?id=9323

Fall 2010 undergrad applications set record

<http://www.universityofcalifornia.edu/news/article/22674>

62 UC-affiliated researchers elected AAAS fellows

<http://www.universityofcalifornia.edu/news/article/22581>

Ask It!



Chances are there's something you've always wondered about, meant to look up or wished someone would explain. Now is your chance to satisfy that curiosity. Submit your question to Carolyn.McMillan@ucop.edu and we'll find the UC brainiac who can answer it. Science, health, culture, language - whatever your question, don't be shy. Just Ask it!

Q: Lactating female marmots recently out of hibernation apparently chew on car parts - brake lines, hoses etc. - for the salt, according to rangers in Sequoia National Park. Why? When do they come out of hibernation?

A: It's not just lactating marmots that seek salt. All animals need minerals.

We've seen animals of all ages and sex eating dirt (from which they presumably obtain minerals) and both males and female adults have been seen visiting a natural salt lick.

Yellow-bellied marmots are active about 5 months a year and hibernate the rest of the year. Emergence date varies by elevation (they emerge earlier at lower elevation areas and later at higher elevation areas) and is being influenced by climate change.

At our long-term (48-year) study of marmots in Colorado's Rocky Mountain Biological Laboratory (www.rmbi.org), we have seen that marmots emerge almost a month earlier (mid-April) now than they did the mid 1970s (mid-May). Earlier emergence is associated with warmer spring temperatures.

Daniel T. Blumstein is a Professor of Ecology and Evolutionary Biology at UCLA and now leads the Rocky Mountain Biological Laboratory Marmot Project. Read more about Dan and his marmot studies by visiting his website: www.eeb.ucla.edu/Faculty/Blumstein

HRbriefs

Tip of the Month

Check your pay stub!

Be sure that your January pay stub or direct deposit statement reflects the benefit choices you made during Open Enrollment. Notify your benefits or payroll office promptly of any errors.

UC proposes use of sick leave for baby bonding

Parents would be able to take paid leave for baby bonding under a newly proposed policy.

Responding to employee interest, UC Human Resources has proposed allowing employees, including birth parents, adoptive parents and foster parents, to use up to 30 days of accrued sick leave for baby bonding.

The proposal is part of an updated Absence from Work policy that consolidates several existing leave policies into a single comprehensive absence policy.

"In the midst of furloughs and budget cuts, we are still committed to finding ways to improve our employees' work lives," said Dwaine B. Duckett, vice president of human resources.

The Absence from Work policy also proposes to:

- Increase from 30 days to 12 weeks the amount of accrued sick leave an employee may use during a Family and Medical Leave to care for a child, spouse, domestic partner or parent;
- Increase bereavement leave for the death of a family member from 5 to 10 days.

“UC’s employees, especially the LGBTI community, has been instrumental in advocating for the baby-bonding benefit for some time,” said Duckett. “This is an example of how supporting and managing diversity issues effectively can benefit the entire UC community.”

The proposed policy would apply to staff earning sick leave except those represented by a union; any similar policy for represented employees would be subject to collective bargaining.

Under current policy, staff can use vacation or comp time, with a supervisor’s approval, for baby bonding leave; sick leave is excluded as an option.

The proposed policy will be available on the At Your Service website (http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/index.html). Look for information from your local human resources office about how to submit comments on the policy.

Take a health assessment and reap the rewards

Employees and their spouses or domestic partners who are enrolled in non-Kaiser medical plans are eligible for free, confidential health assessments and follow-up wellness coaching under UC’s StayWell program.

The University is sweetening this already sweet deal by offering a \$100 gift card to employees who complete a health assessment by April 15, 2010. Spouses and domestic partners receive a \$50 gift card. The cards may be used at dozens of retailers, restaurants, and specialty shops, and online stores like Amazon.

The health assessment is a tool for learning how your lifestyle habits can affect your health and well-being.

After you complete a confidential online questionnaire – a process that takes roughly 10 minutes – the StayWell program creates a personalized online health assessment report.

The report can tell you about health risks you didn’t know you had; offer information on relevant topics such as weight management and high blood pressure; and give you tools and guidance for making positive health behavior changes, including follow-up wellness coaching, when appropriate.

Your personal health information and the StayWell assessment remain private. The University offers the health assessment as part of its commitment to the well being of its employees. It never receives any health information about individual StayWell participants. You also control whether to share your health assessment with a medical provider.

To qualify for the \$100 gift card, eligible employees must be enrolled in a UC medical plan on January 1, 2010 and complete the health assessments by April 15, 2010. Even if you or your spouse/partner completed a health assessment and received a gift card in 2009, you may participate again this year.

UC Kaiser Permanente members and their family members aged 18 and older may not participate in the StayWell health assessment, but they can take a free health assessment through Kaiser's HealthWorks program.

Some represented employees may also not be eligible for the StayWell health assessment program because participation was not agreed to during the collective bargaining process. Unions that opted out of the StayWell program include: Academic Student Employees (UAW 2863); Patient Care Technical (AFSCME 3299); Residual Patient Care Professionals (UPTC-CWA); Skilled Crafts – UCSC (AFSCME 3299); Registered Nurses (CNA); Research Support Professionals (UPTC-CWA); Service employees (AFSCME 3299); and Systemwide Technical (UCTC-CWA) employees.

For more information on the health assessment program, please visit the StayWell website at: <https://uclivingwell.online.staywell.com/includes/login/index.aspx>

Take Advantage of Retirement Savings Education Program

The New Year is a good time to take a fresh look at your financial future. UC provides a multifaceted retirement savings education program to help faculty and staff plan for retirement financial security. Why not resolve to learn more about your retirement savings options or plan for retirement by taking advantage of these UC-sponsored programs:

- Retirement Education Workshops - UC sponsors several workshops conducted by Fidelity Retirement Services to help employees learn about investing for retirement and the steps they can take for retirement readiness. For a listing of workshops at your location, visit the At Your Service website: <http://atyourservice.ucop.edu>.
- *FOCUS on Your Future* Newsletter - The quarterly newsletter provides news and information about the UC Retirement Savings Program and financial planning. It is now available electronically at www.ucfocusonyourfuture.com.
- *Retirement Review* - All active UCRP members receive a personal Retirement Review in February. The Review provides an annual overview of an individual's UCRP and Retirement Savings Plan balances and estimated potential income in retirement. Watch your mail for your *Retirement Review*.