

Our University

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



June 2010

PEOPLE WHO MAKE A DIFFERENCE

THE OTHER GRADUATING CLASS

Every June, hundreds of UC faculty and staff begin life as UC retirees. Meet some of the dedicated people who have committed 20 to 50+ years to furthering UC's mission.

The Other Graduating Class

By Anne Wolf

May and June are graduation season on UC campuses. Every June 30th, there is another graduation of sorts, as hundreds of faculty and staff retire from UC, many with 20, 30, 40 or even 50+ years of service. Following are just a few of the many men and women who have dedicated much of their adult lives to the University of California and its teaching, research and public service mission.



Stuart Brody
Professor of Biology
UC San Diego

Age: 73

Years of Service: 43

First job at UC: Assistant professor, step 2; I had a nice lab and friends on the biology faculty.

Last job at UC: Professor of biology

Retirement plans: I plan to come to campus every day on my bike. I have some collaborations, a book to edit, and I will serve as co-director of the Center for Chronobiology. I want to stay intellectually active

UC accomplishments you're proud of: I've given over 1,000 lectures — closer to 1,200. I've had over 10,000 students. In fact, I've had students whose fathers and mothers have been in my classes. I've started a couple of biology majors; originated and taught some new classes; I raised funds for an endowed chair for one of my friends; I helped institute an academic teaching award and chaired the award committee.

Who or what will you miss most about UC? I'm going to miss having young people in the lab, mentoring them. I have had 150 undergraduates in my lab.

Advice: Hang in there. It's still a wonderful life — to be your own boss, to do research that interests you, rare opportunities to be an intellectual and discover new and useful things, to have wonderful colleagues who cherish the mind, to be able to do this and get paid for it.



J. Ping Chan
Director, Upward Bound Program
UC Davis

Age: 62

Years at UC: 41

First job at UC: Clerk in dean of men's office at UC Davis, which I began while still a student.

Last job at UC: Director of the Upward Bound

Program, a college prep program for first generation, low-income high school students to enhance the skills for success in college

Retirement plans: Travel and to finally settle in my house after moving in five years ago

UC accomplishments you're proud of: In a small way, I feel I changed the lives of the high school students that we serve, enhancing their skills and motivation to continue their post-secondary education at the college of their choice.

Who or what will you miss most about UC? Definitely the people I've worked with and met here on campus and all the students!

Advice: Take a deep breath, smile, and finish strong.



Samuel Chen
Agricultural Technician
UC Berkeley

Age: 59

Years at UC: Almost 28 years

First job at UC: Worked for food service in the warehouse

Last job at UC: Principle agricultural technician,

planting and harvesting research crops

Retirement plans: Hang out here and there; visit Hawaii to see friends; possibly go back to school to study mechanical engineering, which I had started in China; sleep in after getting up at 5:30 every morning for 28 years.

UC accomplishments you're proud of: Every year we have successful crops; I never had a time when I didn't finish the job. I feel that I made a contribution to the research of the University. I'm also proud of my loyalty to the University.

Who or what will you miss most about UC? I will definitely miss the farm — the outdoor activity and to see the crops grow — and the researchers. They are all nice people.

Advice: Hang in there; hopefully they will be just like I am, leaving the job and having some kind of retirement.



Karen Fry
Chemistry Department Manager
UC Santa Cruz

Age: 61

Years at UC: 29

First job at UC: Receptionist in the sponsored projects office

Last job at UC: Department manager for the department of Chemistry, responsible for managing staff and budgets, hiring lecturers — anything to make the department run.

Retirement plans: I'm moving to Paradise, CA. I plan to volunteer, travel, and play with clay (ceramics).

UC accomplishments you're proud of: I was the first person in sponsored projects to be located outside the central office and near my faculty so that I could get a better understanding of their needs. Now this is the standard way sponsored projects staff works with faculty.

Who or what will you miss most about UC? My relationships; when asked for a list of invitees for my retirement party, the list was 150 people I really, really wanted there.

Advice: Though times are rough now, this is still a fantastic place to work. Stay the course. You won't be sorry you did.



Maggie Herrera
Executive Assistant to Dean
Graduate School of Education
Riverside

Age: N/A

Years at UC: 22 years

First job at UC: Senior clerk in the School of Education

Last job at UC: Executive Assistant to the Dean of the Graduate School of Education

Retirement plans: Tackling unfinished home projects and working in my garden; volunteering with my husband this fall in Chicago and Seattle at the Harvest Crusades, our church's outreach program; assisting at Teen Challenge in Riverside and with Soroptimist International, a worldwide organization for women. I also look forward to joining a book club and having more time to relax and enjoy my family and friends.

UC accomplishments you're proud of: I am proud that I have been able to reach my career goals by advancing from a clerk position to one which has required a high work ethic, increased responsibility and attention to all of the details required to be the Dean's assistant. At the same time, I have had the privilege of working with four different deans, a constantly evolving faculty, great co-workers, the UCR community, and interacting with fantastic graduate students over the years.

Who or what will you miss most about UC? I love my job and will remember with fondness all of my friends still at UCR. I'm sure I will be checking back to see what is happening with everyone.

Advice: Every day is a gift. Enjoy it. If you work hard and set realistic goals, you should be able to accomplish not only a fulfilling career, but realize your personal ambitions as well.



Lily Pang
Office of the President

Age: 58

Years at UC: 33

First job at UC: Senior Typist Clerk A, earning \$714 per month

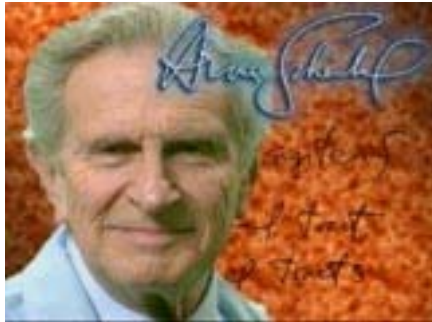
Last job: Director of Vendor Management, UC Human Resources Department

Retirement plans: Spend more time on my hobbies (quilting, knitting, beading, horses) and traveling with my husband. My first big trip will be to Japan in November.

UC accomplishments you're proud of: Being promoted through the ranks: Sr. Typist Clerk A, Assistant Analyst, Analyst, Senior Analyst, Principal Analyst, MSP 1, MSP 2, MSP 3, MSP 4.

Who or what will you miss most about UC? The dedicated and hardworking people at UCOP

Advice for coworkers: Learn stress management techniques and find a hobby.



Arnold Scheibel, MD
Distinguished Professor of Neurobiology
UCLA

Age: 87

Years at UC: 55

First job at UC: Assistant professor in departments of what were then called anatomy and psychiatry

Last job at UC: Distinguished professor of neurobiology and psychiatry and biobehavioral sciences

Retirement plans: I hope to continue to teach on a year-by-year basis; I will also continue to paint and read, particularly biographies and history.

UC accomplishments you're proud of: In the first half of my academic life, I worked on the substrate of consciousness (what are the connections in the brain that seem to make us conscious, reactive organisms). We are still in the dark, but we know a lot more than we used to. In the second half of my research life, I worked on two problems: schizophrenia and Alzheimer's disease, specifically focused on structure of brain and circuitry. Personally, I'm very proud of and grateful to the two women who married me, my first wife who died after 26 years of marriage, and my second wife, Marian Diamond, a professor at UC Berkeley.

Who or what will you miss most about UC? I closed my lab seven or eight years ago to focus on teaching. I still miss the research life, but working with young people (undergraduates and graduates) and the excitement of seeing them become competent is very gratifying, and I would miss that if I could not continue.

Advice: The academic life is a very privileged life and we're fortunate to have it. Essentially, they pay you to do what you love. You have the opportunity to make a real contribution to young people. Who can ask for more?



Margaret Tapper
Computer Science Manager
UC Irvine

Age: 59

Years at UC: 41+ (40 as an employee)

First job at UC: Working in the library, filing cards in a card catalog and labeling books

Last job at UC: Computer System Manager of the Integrated Library System (antpac.lib.uci.edu)

Retirement plans: Finish a certificate in catechetical ministry and volunteer as a docent at a local history museum and

the horizons are limitless.

UC accomplishments you're proud of: First, the work I did to implement and manage the Integrated Library System, and second, working on a project to bring email to all library staff. It seems old-fashioned now, but it was a big thing back then.

Who or what will you miss most about UC? My colleagues and the vibrant college campus atmosphere

Advice: Start planning early for what to do after retirement. Take a look at your interests and get involved in them now. The people I know who are happiest in retirement are those who explored their interests and use them to benefit the community.



Regina Villanueva
Clinical Lab Technician
UC San Francisco

Age: 61

Years at UC: 35, working 4:00 p.m. to 12:30 a.m.

First job: Clinical lab tech in microbiology at SF General

Last Job: Clinical lab scientist

Retirement plans: Spend more time with my 5-year-old grandson; travel with family locally and abroad, including to see the Passion Play in Germany; and gardening.

UC accomplishments you're proud of: My excellent microscopic skills and expertise, which enable me to share exciting and unusual findings with my co-workers. The unusual findings usually lead to timely diagnosis and treatment for the patient. For example, in a patient with an abscessed finger, I found mycobacteria that the doctor was able to treat. If I hadn't found that, the doctor was planning to amputate the finger.

Who or what will you miss most about UC? My coworkers; they are like my second family now. The CAP proficiency testing sample three times a year; it's like a puzzle or game.

Advice: Work as a team; do the best you can, and enjoy your work, the same as I did.

Anne Wolf is systemwide coordinator for internal communications, UC Communications.

Meet the new provost

University of California Provost Lawrence Pitts discusses the job of provost and the future of UC's academic mission. Watch the video at <http://www.youtube.com/watch?v=pWamXGa2Teg>

Solutions: Bringing green technologies to market

Partnerships between UC researchers and private companies are creating jobs while advancing green technologies, such as emission reduction, alternative fuels and energy efficiency. And in some cases, the public-private partnerships are changing the way an entire industry operates. Read about UC's green partnerships. <http://www.universityofcalifornia.edu/news/article/23447>

Systemwide News

Spring Post-Employment Benefits presentation now online

If you missed the spring Post_Employment Benefits Task Force presentation, you can now view it online at:

http://universityofcalifornia.edu/news/ucrpfuture/peb_may2010/peb_may2010.htm

Task force members Randy Scott, UC's executive director for talent management and staff development, and Gary Schlimgen, director of pension and retirement programs, outline the range of options the group is considering for pension and retiree health benefits in a narrated slideshow. The presentation lasts about an hour.

UC President Mark Yudof appointed the task force in March 2009, and charged it with reviewing current retirement benefits and developing options for balancing the long-term costs of pension and retiree health benefits with the need to provide sustainable post-employment benefits to faculty and staff.

Members of the task force visited every UC campus and medical center this spring, as well as Lawrence Berkeley Lab, Hastings College of Law and the Office of the President, to present the options they are considering and to answer questions from faculty, staff and retirees.

The task force finished its presentations in early May, and has now begun refining the recommendations it will make to President Yudof later this summer.

For more information on the Post-Employment Benefits Task Force, including a narrated slideshow of their recent presentation, visit the Future of UC Retirement Benefits website: http://www.universityofcalifornia.edu/news/ucrfuture/emp_task.html

Penny Herbert appointed staff-advisor designate

Penelope (Penny) Herbert, manager in the Department of Clinical Operations at UC Davis Health System, has been selected as the 2010-12 staff advisor-designate to the University of California Regents, UC President Mark G. Yudof announced on May 19.

Her appointment follows a systemwide, months-long selection process. Herbert joins Juliann Martinez, 2009-2011 staff advisor.

"Penny's commitment to the University's mission and her understanding of the issues we face make her an excellent choice for the staff advisor role," Yudof said. "We had many qualified candidates to consider, and I think Penny will represent all UC employees well."

Herbert replaces Edward Abeyta of UC San Diego, whose two-year appointment ends June 30.

"I feel extremely honored to be trusted with this important responsibility, " Herbert said. "I look forward to building on the work done by previous staff advisors, particularly in finding avenues for unrepresented staff to have a voice."

"Penny is a dynamic, innovative manager deeply committed to the success of the University of California and the people of California whom we serve," says Claire Pomeroy, UC Davis Vice Chancellor for Human Health Sciences and Dean of the School of Medicine. "She is an inspiring organizational and team leader and dynamic staff representative who combines outstanding interpersonal skills with sound evidence-based approaches to decision making."

As staff advisor-designate, Herbert will represent staff and non-Senate academic employees in Board of Regents deliberations and decisions, bringing the voice and

perspective of staff and non-Senate academic employees to board deliberations. She will participate as a non-voting advisor on five Regents' committees: Committee on Educational Policy, Committee on Finance, Committee on Long Range Planning, Committee on Health Services and Committee on Investments.

Herbert joined UC Davis Health System in 2003 and serves as manager of clinical operations where she works to integrate the health system's strategic goals into efficient day-to-day operations at UC Davis Medical Center and its outpatient offices. During her tenure at UC Davis Health System, Herbert took on additional responsibility as interim executive director for the Center for AIDS Research, Education and Services (CARES), the Sacramento area's largest HIV/AIDS treatment clinic, and currently serves as vice president of its board.

Herbert also serves as board treasurer for the Winters Healthcare Foundation, a health center in rural Northern California. Prior to joining UC Davis Health System, Herbert held key supervisory and managerial roles at Boston-area hospitals affiliated with the Harvard Medical System.

For more information about the staff advisor program, visit www.universityofcalifornia.edu/regents/staffadv.html.

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Tell us how we can make Our University serve you better.
<http://www.surveymonkey.com/OurU>

More Systemwide News

UC tops all universities in winning U.S. patents

<http://www.universityofcalifornia.edu/news/article/23476>

UC redirecting administrative savings to core mission

<http://www.universityofcalifornia.edu/news/article/23419>

Regents chair, president form "campus climate" groups

<http://www.universityofcalifornia.edu/news/article/23416>

UC explores potential role in prison health care

<http://www.universityofcalifornia.edu/news/article/23437>

Susan Carlson appointed vice provost of academic personnel

<http://www.universityofcalifornia.edu/news/article/23435>

UC Merced partners with Harvard to foster next generation of Latino leadership

http://www.ucmerced.edu/news_articles/05112010_uc_merced_partners_with.asp

Irvine group develops better online carbon footprint calculator

http://uci.edu/features/2010/05/feature_carbon_100524.php

World's largest oceanography library goes digital

<http://ucsdnews.ucsd.edu/newsrel/general/05-20OceanographyLibrary.asp>

Read more systemwide news at: <http://www.universityofcalifornia.edu/news/>

New parental leave policy effective June 1

UC faculty and staff will be allowed to use up to 30 days of sick leave to care for and bond with a newborn, adopted or foster child under a new leave provision, effective June 1, 2010.

In making the change, the university updated its Absence from Work policy and consolidated several existing leave provisions into a single, comprehensive absence policy. The changes were adopted after a two-month review that included an opportunity for staff input.

"Supporting employees' work-life balance is an ongoing priority for UC, and we're pleased to be able to offer this expanded benefit, especially during this time of furloughs and budget cuts," said Dwaine Duckett, vice president of human resources.

The Absence from Work policy changes several other provisions regarding vacation, sick leave and other leaves including:

- Increases from 30 days to 12 weeks the amount of sick leave an employee may use during a Family and Medical Leave to address a serious health condition of the employee, a spouse or domestic partner, a child or a parent;
- Allows reinstatement of accrued sick leave for re-employed staff members if the employee returns to work at UC within 90 days (previously 15 days);
- Increases from 5 to 10 days in the amount of sick leave that may be used in the event of the death of a family or household member;
- Allows use of sick leave in order to donate bone marrow (up to 5 days) or organs for transplant (up to 30 days);
- Allows employees to use vacation leave or unpaid leave to serve as an election officer on Election Day;
- Prohibits staff from using vacation or sick leave intermittently during an unpaid leave of absence in order to benefit from holiday pay and employer contributions to benefits that would otherwise not be provided.

The updated policy applies to Professionals and Support Staff (PSS), Managers and Senior Professionals (PSS) and Senior Management Group members (SMG).

To read the full policy, visit the Personnel Policies for Staff Members on the At Your Service website:

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/smg_hr_policies.html

TIP OF THE MONTH

Generic drugs save you and UC money

For every 30-day supply of a prescription drug, employees save \$15 by using generic drugs rather than brand-name drugs. And, for every 1 percent increase in the use of generics by faculty, staff and dependents enrolled in UC-sponsored plans, the university saves \$2 million.

Traveling to Mexico? UC has you covered

The University of California's teaching, research and public service mission has no global boundaries, and it is important that UC personnel are safe as they travel throughout the world conducting their work.

As you may know, the U.S. State Department has issued travel warnings to U.S. citizens regarding travel in the northern states of Mexico. If you are planning any travel to this region, or if you know of any colleagues already there, please read the following information.

As always, but especially so during times of heightened security, the University is concerned for the safety of traveling UC faculty, staff and students. Based on this, the Office of the President Risk Services has recruited the services of an organization that can provide worldwide assistance to our travelers for emergency situations. iJET provides real time intelligence and travel alerts designed to keep the traveler well informed throughout their trip. Registered UC travelers will receive direct e-mail notices from iJET/Worldcue regarding political unrest, natural disasters, war activities, health warnings, etc. They also provide services for medical emergencies or evacuation, emergency travel arrangements, safe housing, security, and finally rescue and extraction should the situation become critical.

Based on the situation in northern Mexico, the Office of the President has asked that UC faculty, staff and students traveling in Mexico or planning to travel to Mexico register with iJET. This will assure that they can also take advantage of the important information provided by iJET.

The iJET/Worldcue system notifies Risk Services about travelers and their itineraries thus providing critical information in the event of an emergency. It is therefore of utmost importance to complete your travel profile in iJET/Worldcue database upon receipt of your "welcome email" and also to be well acquainted with the UC travel insurance programs.

When booking travel through UC Travel (Connexus) or if you register out of state and international trip information at UC Trips, your travel insurance registration is automatically transmitted to iJET and a "welcome email" is generated through iJET's Worldcue system. This email includes a link to update and complete your online profile which houses important contact information. Completion of your profile in Worldcue is a crucial step in assuring our assistance with your safety throughout your trip.

Unfortunately, only a small percentage of UC travelers complete their online travel profile which contains key emergency contact information. The failure to enter this information may result in communication delays or difficulties in receiving timely help in the event of an emergency.

As a reminder, the University's travel insurance benefits, designed to protect our health, safety, and security, are available at no cost to UC faculty and staff who travel out of state and out of country on official UC business and to students in UC sponsored and supervised off-campus activities and programs abroad. Coverage also extends to spouses, domestic partners and dependents when traveling with University faculty, staff or students as personal travelers.

Please contact Karen Vecchi in the UCOP Risk Management office at (510) 987-9826, Karen.Vecchi@ucop.edu if you have any immediate questions about the travel insurance benefits.