

Our University

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



April 2011

UC ramps up advocacy efforts

While preparing for a \$500 million cut in state support and the looming possibility of even deeper cuts, UC has ramped up its advocacy efforts, including a Facebook page where dozens of supporters have posted videos and comments about UC's importance to the state of California.

Faculty, staff, students, alumni, and business leaders have joined the Stand Up for UC advocacy campaign to let legislators know why our university matters to California and deserves its financial support.

"These are tough economic times," said UC Riverside history lecturer Tony Yang in one of the Facebook videos. "But for California to weather the storm, and to succeed in the future, requires that we have a commitment to education."

UC faces extraordinary challenges as the state prepares to cut \$500 million from its 2011-12 budget. An all-cuts California budget could result in even deeper reductions to higher education funding and would have serious negative impacts on UC.

UC advocates are using social media to tell lawmakers what's at stake and why UC is important to them, their families, their students, their communities and the state of California. You can view their videos and comments on the UC for California Facebook page: <http://www.facebook.com/ucforcalifornia>.

If you'd like to join them, here are a few simple things you can do:

- Join the Stand up for UC campaign by "liking" the UC for California Facebook page: <http://www.facebook.com/ucforcalifornia>. More than 1,400 supporters have done it. Watch their videos and see what they're saying about why the university is important to California's future.
- Add your voice to the conversation by posting a comment or uploading your own video on the UC for California Facebook page.
- Sign up to become a UC advocate (<http://www.ucforcalifornia.org/uc4ca/mlm/signup>) or connect to your campus advocacy network: <http://www.ucforcalifornia.org/uc4ca/home/campuses>.
- Send a letter to your legislators encouraging them to find a budget solution that doesn't just cut but rather preserves California's higher education investment. More information

is available here:

<http://www.ucforcalifornia.org/uc4ca/issues/alert/?alertid=40294501&type=ML>

- Follow UC for California on Twitter (<http://twitter.com/ucforca>) for advocacy and UC news updates.

Systemwide news

2011-12 freshman admissions report released

By Victoria Irwin

In a year marked by record applications, unfunded enrollment on most campuses and continuing budget uncertainty, the University of California once again will meet its commitment to offer admission to every eligible resident freshman applicant and maintain access to higher education for traditionally underrepresented students, even while admitting more nonresidents.

The university received more than 106,000 applications from freshman hopefuls, the largest number ever. So far, 72,432 applicants have been offered admission, an increase of 4,100 over last year. With the exception of Riverside, which had unexpectedly high enrollments last year, and San Diego, whose admit numbers are very close to last year's, all of the campuses saw increases.

California residents number 59,288 — about 500 more than last year, or 81 percent of all admitted students. This number is expected to rise as campuses continue to admit California students through waitlists, which all campuses except UCLA and UC Merced have implemented. In addition, more than 12,000 UC-eligible students from California who did not receive an admission offer from a campus to which they applied all will be offered the opportunity to attend UC Merced.

Campuses set their enrollment targets for California students based on state funding. Over the past 20 years, enrollment has grown while the state has sharply curtailed support for the university. UC now enrolls more than 11,000 students for whom it receives no enrollment funding.

Faced with a further budget cut of at least \$500 million next year, "our campuses have had to make very difficult decisions to turn away highly qualified students who they know would thrive and contribute greatly to the life of their campuses. We know some of these decisions are deeply disappointing to students and their families," said Pamela Burnett, interim director of admissions.

The greatest growth in admitted students was among nonresidents, who account for slightly more than 18 percent of all admitted freshmen, up from 14 percent last year.

"The reality is UC does not have a capacity problem. It has a funding problem," Burnett said. "If the state provided adequate funding for enrollment growth, there is no doubt that even our most selective campuses would accept more California residents."

Nonresidents pay approximately \$23,000 a year more than residents to attend the University of California. Some of this revenue goes toward hiring and retaining faculty and opening more sections of heavily enrolled courses, benefitting all UC students.

Historically, nonresidents have enrolled at a lower rate than California students, and the final makeup of the entering class will not be known until after May 1, the deadline for students to accept admission offers. The university expects overall nonresident undergraduate enrollment to remain under 10 percent as recommended by the Commission on the Future and endorsed by the UC Board of Regents. This is a lower proportion than at other public universities, such as the University of Virginia and the University of Michigan, where nonresidents make up more than 30 percent of the undergraduate enrollment.

Burnett noted that despite the highly competitive nature of this year's admissions process, the university expanded access for many students who traditionally are underserved in higher education. The proportion of admitted freshmen who will be the first in their families to earn a college degree now exceeds 41 percent, and the proportion who will graduate from high schools with low Academic Performance Index scores also increased. Nearly 37 percent of admitted freshmen are from low-income families.

In addition, admitted California residents from underrepresented racial and ethnic groups grew from about 28 percent in 2010 to nearly 31 percent in 2011, fueled by proportional increases for Latinos on every campus and for African Americans at Irvine, Merced, San Diego, Santa Barbara and Santa Cruz.

Victoria Irwin is the student affairs communications coordinator with the UC Office of the President Integrated Communications.

Yudof talks about effects of budget cuts on students

UC President Mark Yudof joined two hundred advocates, including CSU Chancellor Charles Reed and California Community College Chancellor Jack Scott, for Higher Education Advocacy Day. You can listen to Yudof's remarks here:
http://videos.sacbee.com/vmix_hosted_apps/p/media?id=78402031

UCLA climate scientist to discuss global warming's affect on Northern Rim

By Ariel Rubissow Okamoto

As a UCLA geography professor and climate change scientist, Laurence C. Smith splits time in two very different places: metropolitan, trendy Southern California and the wild and primitive Northern Rim.

And while the northern reaches of the world — places that include Denmark, Iceland, Sweden, Norway, Finland and parts of Russia, Canada and the United States — may not be the most popular place to go today, a warmer climate could make them more inviting to those in search of new energy and business frontiers in the future, he says.

Smith will discuss his research in places far and wild, as well as his recent book, "The World in 2050: Four Forces Shaping Civilization's Northern Future," at noon April 29 at the UC Office of the President in Oakland. The talk may be viewed live or after the event on Ustream.tv.

Smith's book, published last fall and on numerous must-read lists of 2010 books, explores the effects of four forces of global change — population, trade, resources and climate — on the northern nations. It suggests the prospect of a new powerhouse on the polar frontier.

Smith first traveled north for doctoral research in 1994, taking a hovercraft up the "violent, wild, non-navigable, braided Iskut River" on the border of Alaska and British Columbia. He wanted to test how satellites could be used to measure the melt of glaciers and the extent of flooding in such remote places.

Since then, Smith has been at the forefront of global climate change science. In his book, he describes a world in 2050 transformed not only by warming skies but also by shrinking supplies of food, water and fuel. He depicts a new north where the inaccessible and inhospitable reaches of places like Manitoba and Siberia become more welcoming.

Smith foresees mining and drilling boomtowns on the tundra. He tells stories of the steady migration of wildlife northwards, of polar bears mating with grizzlies, and spring arriving four days earlier each decade. He foresees new human migrations across the globe, as southern latitudes heat up and dry out.

Smith grew up in a cold place, Chicago, and studied in an even colder place, Cornell University, in upstate New York. He has worked in Siberian bogs, drilling out ancient peat; he wanted to see how much carbon was stored there that might be returned to the atmosphere once the region thaws. He has documented the loss of lakes over thawing Siberian permafrost, and heads to Greenland this summer. Here, in a dangerous place where rivers flow off the ice sheet, over the land and into the ocean, he will measure how much water actually escapes, rather than remaining on top of the sheet. His sponsor, NASA, wants to know the degree to which the ice melt will actually swell the world's oceans.

Northern landscapes appeal to Smith. "They're raw, often empty. There's a primitiveness that takes over up there," he said. "Here in L.A. I work at my computer, I dress nicely, I hang out in nice restaurants and cocktail lounges. Then when I go up there I put on my old Icelandic sweater and boots.

"In the north, the basic logistics of food, shelter and transport can be very challenging and all-consuming, and take even more time than the actual scientific measurements," he continued. "Polar scientists tend to be very smart, data driven, and good with computers, but they can also fix snowmobiles, haul diesel, and do basic construction work."

When Smith headed north to do his book research, he intended to focus on climate science. He began asking seal hunters, reindeer herders, miners, farmers, fishermen, oil drillers and

local mayors about changes they had noticed in their environment. After a handful of interviews, he decided his focus was too narrow.

"They talked about Filipino immigrants taking low-pay jobs, and pipelines in their backyards," he said. "I was surprised to find that issues like global supply chains and energy prices are so in-your-face present up there, even more present than they are here down in L.A. It's stark and shocking to see these forces in operation in such a remote part of the world."

For California, water shortages and the accompanying loss of agriculture in the Central Valley are the most pressing results of climate change that Smith sees ahead. Cities will get more water than farms, he thinks, unlike today. The nation may find itself with crumbs in its former breadbasket.

Smith's April 29 talk is part of a lecture series sponsored by UCOP's Office of Research and Graduate Studies. Upcoming research lunch talks include:

- Friday, May 13, Professor Wayne Cornelius of UC San Diego, "Anatomy of a Policy Failure: Border Enforcement and Immigration along the U.S.-Mexican Border"
- Friday, June 10, Professor V. "Ram" Ramanathan of UC San Diego, From CFCs to Cook Stoves: How We Can Work to Stop Global Warming

Lectures are broadcast live via Ustream TV at www.ustream.tv/ucevents. You may also join the lectures mailing list for announcements and reminders of coming events by contacting orgs@ucop.edu.

Ariel Rubissow Okamoto is a freelance writer for the UC Office of the President.

UC awarded grant money for online instruction pilot project

By Susan Sward

The University of California has been awarded a \$748,000 grant by the Next Generation Learning Challenges (NGLC) program for a unique online instruction pilot project aimed at making a major contribution in this field.

The Bill & Melinda Gates Foundation and the William and Flora Hewlett Foundation provided the funding through the NGLC program, which is led by EDUCAUSE, a non-profit group seeking to promote the thoughtful use of technology in higher education.

Project leaders said the NGLC award is a real honor in light of the intensity of the competition for the funding: UC's project was one of 29 chosen from more than 600 grant requests.

"In the face of declining state support, UC must find a way to expand access while enhancing quality," said Christopher Edley Jr., dean and law professor at UC Berkeley Boalt Hall School of Law and co-leader of the project. "Can technology, and specifically online technology, be part of the solution at a world-class university?"

"No institution is in a better position to answer the question through research and innovation,"

Edley said.

The NGLC award was announced on April 7, coinciding with UC's decision to make a loan to the project to cover its initial costs. In addition, UC will continue to seek external funding, and any amount obtained will be applied to reduce the amount of loan funds supporting the project.

The announcement of the new funding is the latest milestone for the project, which has been in the planning stages from more than a year and a half. The award comes two months after a peer review committee selected 29 UC faculty to develop the UC Online Instruction Project's (OIPP) first courses. More than 70 professors had applied to participate in the project.

"Our project is unique because of its scope — involving many disciplines and a diverse student body on nine undergraduate campuses," said Daniel Greenstein, vice provost for Academic Planning, Programs and Coordination and co-leader of the project with Edley. Greenstein added that the project is also unique because it is research based and faculty led.

"We seek to determine if online instruction can be integrated effectively into the undergraduate experience available at a leading university. Great universities exist to develop and evaluate ideas, and that's what we are doing here," said Greenstein.

The faculty's courses will come from all nine undergraduate campuses and will involve some cross-campus collaborations. The courses will include introductory statistics developed by a three-campus team; a writing course proposed by a three-campus team; a course on ethics and governance developed by a UCLA professor; and a course on water policy proposed by a UC Santa Cruz professor. The NGLC grant will provide funding for 10 online courses whose material will be made freely available to the public. Courses selected to receive the NGLC funding will depend on the course design and on when faculty are available to develop their courses.

The first project courses will be offered to enrolled UC students during the 2011-12 academic year.

Although UC has offered thousands of fully online courses, most of these courses have been through UC Extension for transfer credits. In this project, undergraduate students will receive full UC credit for online courses.

Here are some of the ways the project will be different than the efforts of other universities and colleges:

- **Research data.** Because students on all nine undergraduate campuses will be working in the same online learning environment designed by the project staff, this will be the largest study of its kind of how college students learn online. Because the courses also involve many disciplines, researchers will have a basis for comparison among the humanities, social sciences and sciences.
- **Assessment and evaluation.** During the course, assessment tools embedded in the coursework will collect data on student progress, providing professors with immediate feedback and enabling them to make immediate adjustments in response to students' learning needs.

- **Interactivity.** Faculty will work with campus instructional designers to build courses aimed at being as interactive as possible — leapfrogging the current online instruction model, which typically centers on videotaped lectures. Students taking project courses will find a variety of approaches, including chat rooms, discussion boards, interactive online course materials, virtual faculty office hours and course sections conducted by TAs online.

In late February, the participating faculty met in Berkeley for a two-day workshop where project staff talked about learning outcomes and the common learning environment that will be used by the project's online courses.

The excitement felt by many at the conference was obvious. Daniel Garcia, a UC Berkeley computer scientist, said it is wonderful that he will be able to know immediately whether his students are grasping the material he teaches.

"Right now, in 90 percent of courses, you have no idea of whether the students are getting the material until the mid-term, and that's too late — it's eight weeks in," Garcia said in an interview.

"If the faculty are able to get feedback about how their students are doing on a certain learning goal and can adjust their courses dynamically — wow, that's revolutionary!" Garcia added.

Sarah Eichhorn, assistant vice chair of undergraduate studies in the UC Irvine math department, who will be developing an introductory online math course, said in an interview that she thinks many of her faculty colleagues "are interested to see the results" of the pilot project. "They see the convenience and good use of resources for this particular course, so they are willing to give it a try."

Eichhorn said the goal will be to make her course material "dynamic and interesting." The audience for this course "is largely students who may not like math so just giving them a dry presentation wouldn't be effective."

She also praised the project's research approach: "We are all researchers and we like the fact that this project isn't just about developing a course. The project has a research component as well."

Those speaking at the conference included John Yun, an associate professor of education who is director of the UC Educational Evaluation Center at UC Santa Barbara. Yun will lead the assessment-evaluation piece of the project alongside Keith Williams, a senior lecturer in UC Davis's Department of Neurobiology, Physiology and Behavior who played a central role in launching the project, and Mara Hancock, UC Berkeley's director of educational technologies, who has led the technological efforts of the project.

In group discussions, several professors — including UCLA assistant chemistry professor Yung-Ya Lin, who won an outstanding teaching award in 2009 — stressed that they want to keep the vibrant quality of their courses when they build their online coursework.

Some professors who have experience teaching online courses said that they have

considerably more contact with their students in the online venue than they do in large lecture courses.

Greenstein, co-leader of the project, told the assembled faculty that he considered them the "volunteer army" of ambassadors who will work diligently to develop excellent online courses.

He said he owed them a real debt of gratitude for their willingness to participate in a project that seeks to help UC map its way in the realm of online education.

In the past, several major universities have initiated online programs, and the results have not been uniformly positive. Projects often ran into problems when they failed to gain faculty support or developed large infrastructure and programs without sufficient student demand for the courses. Greenstein said prior to starting the project, he and other UC staff did extensive research into what worked about undergraduate online courses and what didn't, and he added that the project has been designed to avoid previous pitfalls.

At UC, online education has been endorsed by the university's Commission on the Future, which called on UC to "continue timely exploration of fully online instruction for undergraduates."

The California Legislative Analyst's Office also has urged exploration of the online instruction option, concluding that such instruction would make coursework more accessible to students who "otherwise might not be able to enroll due to restrictive personal or professional obligations." The office also stated that such instruction would enable students to take courses offered at other UC campuses, would permit campuses to increase enrollment without requiring more infrastructure and would make possible statewide academic collaborations.

"Taken together," the LAO stated, "we believe that these recommendations would help the state make use of distance education in a more effective and coordinated way, thereby enhancing residents' access to a high-quality and cost-efficient higher education."

As soon as the first project courses are developed and ready to be offered to UC undergraduates, project staff will post announcements in campus newspapers and elsewhere alerting students wishing to enroll in the online courses.

Susan Sward is a freelance writer in the UC Office of the President.

UC travel programs aim to cut costs and boost convenience, safety

By Patti Meagher

You've probably read some of the dramatic headlines:

- 31 UC researchers and study-abroad students flown out of Egypt amidst January's civil unrest
- UC researcher evacuated from New Caledonia's mountain forests after crushing his leg in a fall
- Three UC graduate students rescued from Haiti following last year's devastating earthquake

It's a dangerous world out there. But these members of the University of California family, and many others, were safely returned home, thanks to UC TRIPS.

The UC TRIPS insurance program was initiated in 2007 to watch over the hundreds of faculty, staff and students traveling in the world's hot spots at any given time to carry out the university's global mission. Housed in UC's Financial Management Department of the CFO Division, the program is administered by UCOP's Office of Risk Services in conjunction with all 10 UC campuses, five medical centers and the Lawrence Berkeley National Laboratory.

Another systemwide effort is under way that, although it garners fewer headlines, works together with UC TRIPS and promises to save the university millions in annual travel costs.

The UC Travel Program, also known as Connexus (not to be confused with UC's benefit administrator Conexis), has been in the works for nearly four years. It represents the university's first-ever effort to provide an easy-to-use, comprehensive online travel service across the UC and California State University systems for air travel, car rental and hotel bookings.

The program is fully implemented at all UC campuses and is getting rave reviews. From UC travelers who book on their own, to administrators booking for multiple travelers and the controllers managing the program, users appreciate the one-stop shopping, built-in profiles and other automated features, as well as the back-up support provided by UCOP.

With wider usage, program could save UC millions

"Like any major change, it took a while for people to start using it," says Dawn McDevitt, assistant director of travel at UC San Diego. "But Connexus has multiple options, built-in insurance coverage and policy compliance. And unused ticket tracking, e-receipts and advance airfare payments make expense reporting easy."

The goal? To save a bundle, of course. The program is one component of UCOP's Working Smarter Initiative to reduce administrative costs UC-wide by \$500 million over the next five years.

But in order to save money, you need data. Data collection was one of the program's initial goals, one that has already helped provide better volume discounts for travel. Good data has also allowed UC TRIPS, another Working Smarter effort, to lower insurance rates about 35 to 40 percent and provide better safety and security coverage.

The key to both programs is the online booking and registration system.

"If you book through Connexus, you are automatically and electronically enrolled in the insurance coverage," says Matthew Golden, UCOP's director of travel management and the mastermind behind Connexus. The insurance includes accident coverage in case of medical emergency, natural disaster or other event requiring transport or evacuation.

"You also get the best rates for air travel, hotel and car rental internationally and help cut the university's costs," Golden adds. The online registration system captures detailed user data; the more users, the bigger the university's discount.

The program's first report, issued last month, details user data from January to August 2010. With a systemwide utilization rate of 21.7 percent, Connexus saved the university \$4.4 million. If utilization had been at 80 percent systemwide, the program's goal, projected savings would have been \$12.4 million.

That's why UC President Mark Yudof has asked all chancellors to mandate use of the program on their campuses.

During the period covered in the report, for example, utilization rates at the low end of the spectrum included Berkeley (2.1%) and Irvine (3%); whereas usage is close to or at goal at UCOP (78.8%) and Merced (84.4%). But the large volume of travel at Berkeley and UCLA (24.4%) makes it imperative to increase usage at those large campuses.

A cultural shift in travel habits

Why is it so hard to get people to change their travel booking habits?

For some, learning to use the new system is an impediment. But most travelers have strong personal preferences for carriers and are set in their own booking habits, Golden says.

"More than anything else, it is difficult to get UC to change," he adds. But with increasing pressure to cut expenses, Connexus may become a more attractive option.

UCSF Assistant Controller Rob Cotterman says it's taken about two years and multiple outreach efforts to convert his campus to using Connexus. He offered training, a travel fair, and even closed charge-back accounts with a couple of local travel agents.

"This has required a complete cultural shift and a different skill set for our users," Cotterman says. "You have to train them and listen to their concerns." But the effort has paid off. UCSF's usage, at 18.6 percent in 2010, reached a high of 60 percent in February for a 2011 year-to-date total of 34 percent.

In fact, faculty and staff can use the online booking service for non-UC travel (excluding the insurance coverage) by charging to their personal credit cards. Program administrators are working to expand options for students, since only student-employees and those traveling on UC-sponsored trips can use it now.

Carriers who have signed on include American, Continental, Delta, JetBlue, Singapore, Southwest and Virgin Atlantic, and program administrators are continually working to add new carriers and negotiate better rates.

"If you use this program you will save about 15 to 20 percent," Golden says. "If you don't use it, you will miss out. It's as simple as that."

So, whether you're going to San Francisco or booking your research group's archeological dig halfway across the world, check out Connexus first, at <http://www.ucop.edu//connexus/campuslinks.html>.

Patti Meagher is UCOP Communications Coordinator in UC Internal Communications.

More systemwide news

Twelve UC faculty named Guggenheim fellows

<http://www.universityofcalifornia.edu/news/article/25299>

UC seeks applications for IT award <http://www.universityofcalifornia.edu/news/article/25269>

New website maps state's severe traffic collisions

<http://newscenter.berkeley.edu/2011/04/06/tims-california-traffic-collisions/>

Better global health through sharing

http://news.ucdavis.edu/search/news_detail.lasso?id=9830

People Who Make a Difference

Helping tribal libraries around the country

By Anne Wolf

Ten years ago, the library on the Cahuilla Indian reservation outside Palm Springs was a dusty old building with few books and no climate control. Today it is the reservation's social center for learning, with a fully functioning library and a full-time librarian.

"Our library is a place for our people to gather to share stories, read, use the computer, play chess, just hang out," said Luisa Armijo, the library's director.

Armijo credits UC's Berkeley's John Berry with transforming the Torres Martinez library. Berry is Native American Studies and Comparative Ethnic Studies librarian at Cal's Ethnic Studies Library.

Berry began advising Armijo about 10 years ago, shortly after he arrived at Berkeley from Oklahoma State University, where he had been assistant director of graduate studies and a

library faculty member.

The Torres Martinez library is one of more than 10 tribal libraries in California and around the nation that Berry has helped develop. This work is in addition to his full-time librarian duties, which include building and cataloging the Native American collection at Berkeley, answering reference questions and helping Ethnic Studies faculty and CAL students with their research.

Tribal libraries serve many purposes, depending on the tribe's circumstances and needs, Berry said. Some libraries serve as an archive; others are museums; still others are educational, often serving as an adjunct school library. Many combine some or all of these functions. Few have professionally trained librarians or sufficient resources to serve their communities.

Quite often, Berry said, the tribal library is located in an area where a public library is not accessible. Or local libraries don't pay attention to the tribes' needs, so the tribes need to develop collections and resources relevant to their people.

"Native Americans have always had libraries," Armijo said. "But they were living libraries—our oral tradition of stories, our petroglyphs. Now they have evolved, but John has helped our library maintain our culture."

Berry has advised tribal libraries on everything from how to set up a library catalog to the types of materials to include in the collection and how to get funding for the library.

"John helped us build our collection, showed us where to buy books at a discount and where to find people willing to donate books to our library," Armijo said.

"Today we have an extensive Native American collection that other libraries don't have.

"We are recognized as an educational library with a commitment to literacy and higher education," she said. "As a result, surrounding school districts work with us, and that has led to additional grants for the library.

"But it's not just John's ideas about organizing a library collection that have helped us develop the library," Armijo said. "It is his knowledge of what it means to be on a reservation and his ability to work with tribal groups that has helped us make the connection between the library and education."

For example, when Berry and Armijo wanted to develop an online catalog, he spoke to the tribal council to explain the project, which included training high school students and young adults in cataloging.

"I have Indian heritage, as many of us in Oklahoma do," Berry said. "It came naturally to seek out other native people. I believe in giving back to the community. I've advised and consulted, but they take their energy and ingenuity to build services for their people."

Anne Wolf is systemwide coordinator in UC Internal Communications.

UC's Japan Disaster Response

Faculty, staff and students across the UC system came to the aid of Japan in the wake of the March 11 earthquake and tsunami. Read about their efforts on UC's Japan Disaster Response Facebook page: <http://www.facebook.com/pages/UC-Japan-Disaster-Response/141668499234032>

HR Briefs

Tip of the Month: Now is the time to take a health assessment

Have you taken your annual health assessment?

If you and your spouse or domestic partner are enrolled in any UC-sponsored medical plan except Kaiser, you are eligible for free, confidential health assessments and follow-up wellness coaching under UC's StayWell program.

And, once again, UC is offering a \$100 gift card incentive to faculty and staff who participate in the program. Spouses and domestic partners receive a \$50 gift card.

This year, you must complete a health assessment and a StayWell follow-up program by December 15, 2011, to receive the incentive award. StayWell recommends that you complete the health assessment by May 15, 2011, in order to ensure that you have enough time to complete the recommended follow-up program. Follow-up programs can take several months to complete.

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 and sends you instructions and information on the recommended follow-up activity.

If you don't have access to the online health assessment, you can call the StayWell HelpLine at 1-800-721-2693 and ask for a printed Health Assessment. After you complete and return it to StayWell, your personal results will be mailed to you.

To qualify for the \$100 gift card, you must have been enrolled in a UC medical plan on January 1, 2011, and you must complete the health assessment and a follow-up program by December 15, 2011. Even if you or your spouse/partner completed a health assessment and received a gift card in previous years, you may participate again this year.

UC Kaiser Permanente members and their family members age 18 and older are not eligible to 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 (UPTE-CWA); Skilled Crafts - UCSC (AFSCME 3299); Registered Nurses (CNA); Research Support Professionals (UPTE-CWA); Service employees (AFSCME 3299); and Systemwide Technical (UCTE-CWA) employees.

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

Second annual UC Walks set for May 18

By Ernie Granillo

On May 18, you may want to wear your walking shoes to work.

For the second year in a row, UC Wellness coordinators at all UC locations have organized "UC Walks" day. UC Walks was established in 2010 as a systemwide health and wellness event to mark National Employee Health & Fitness Day.

UC Walks specifically targets faculty and staff, though some locations are also opening the event to students.

"The idea behind UC Walks is to raise awareness for fitting 30 minutes of walking or general fitness into your day," says Trish Ratto, manager of Health*Matters at UC Berkeley and one of the event's coordinators. "It is also a great way to build community."

Participating in UC Walks can be as simple as committing to walk at least 30 minutes during the day of the event, though many locations are organizing group walks and special events. For example, at UC Riverside, Associate of the Chancellor Karen White will lead a 30-minute walk.

Up north, employees at the Office of the President are meeting at a local park for a health and wellness fair before heading off on a group walk along Oakland's Lake Merritt.

StayWell and Kaiser Permanente, UC's wellness program providers, are providing free t-shirts to participants at each location while supplies last.

Last year more than 3,700 faculty and staff members participated in a UC Walk event at their location.

While this is a systemwide initiative, each location will be hosting different events and celebrating in different ways; so be sure to check your campus or location's wellness website for specific details.

Ernie Granillo is web editor for UC Internal Communications.

Employee comments invited for proposed reduction in time program

Career staff would be allowed to voluntarily reduce their time and pay in exchange for specific advantages under a proposed program to help campuses address the current budget crisis.

UC faces a \$500 million reduction in state funding for fiscal year 2011-12, and UC Human Resources has developed the Employee-Initiated Reduction in Time (ERIT) Program (ERIT) as an optional tool to help campuses, medical centers and other locations deal with budget reductions, should a location or organizational unit choose to implement it.

ERIT is similar to the expired Staff and Academic Reduction in Time Program (START).

It would allow career staff employees – except senior managers – to voluntarily reduce pay and hours worked from 5 to 50 percent of full time so that the university can achieve salary savings.

The university realized \$25.6 million in savings from START in fiscal year 2009-2010, the last full year of the program. START was available to both academic and staff employees, while ERIT would apply to staff employees only.

Employees could choose to participate in the program for one month or more through June 30, 2012, unless the university extends the program.

In return for a voluntary reduction in time, participants would:

- Accrue vacation and sick leave credits at the rate accrued prior to participation in ERIT;
- Continue their UC health and welfare benefits without changes to premiums or benefits while participating in ERIT;
- Have retirement benefits calculated based on their pre-ERIT compensation rate.

UC Retirement Plan (UCRP) contributions would be based on the reduced salary, and UCRP service credit would accrue based on the reduced appointment.

Represented employees' participation in ERIT would be subject to collective bargaining, and their exclusive representatives have been invited to submit comments on behalf of the employees they represent.

Employees are invited to comment on the proposed Employee-Initiated Reduction in Time Program (ERIT) to the local Human Resources Office.

Review the proposed program online:

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/prop-programs.html

See your local HR office for the comment period deadline.

Last call for staff nominees to UC Retirement System Advisory Board

UC staff interested in running for one of two open seats on the University of California Retirement System (UCRS) Advisory Board have until May 6 to apply for nomination.

The advisory board meets three times a year to discuss issues of interest to UCRS members, retirees and beneficiaries, and shares its opinions on these issues with UC President Mark G. Yudof.

The nomination application requires submission of at least 50 signatures of eligible voters for the election; so don't wait until the last minute to gather your nomination materials. Complete information about the nomination process is available on the UCRS Advisory Board election website (http://atyourservice.ucop.edu/ucrs_election/) and at local benefits offices.

To qualify for the ballot, staff must be active members of the University of California Retirement Plan (UCRP). They may not be members of the Academic Senate or Office of the President employees involved in making UCRS policy, providing legal advice about UCRS or working in Internal Audit.

Candidates will be announced in mid-May, and an online election will be held from May 23 to June 17.