

**UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
2022-23 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under [Senate Bylaw 175](#), the University Committee on Faculty Welfare (UCFW) considers and reports on matters concerning the economic welfare of the faculty, including salaries, benefits, insurance, retirement, housing, and conditions of employment. UCFW met nine times during the 2022-23 academic year, and the major actions and discussions of ongoing issues are highlighted in this report.

UCFW has two semi-permanent task forces with separate memberships and with particular expertise in: (1) the University of California Retirement System (UCRS) including its policies and its investments (the Task Force on Investment and Retirement, TFIR); and (2) the University's health plans for employees and retirees (the Health Care Task Force, HCTF). These task forces monitor developments and carry out detailed analyses of questions and issues in their respective areas and report back to UCFW for further action. UCFW is indebted to the extraordinary commitment and skills of our task force leadership, David Brownstone (TFIR) and Michael Ong (HCTF). These two task forces spend a great deal of time in consultation with systemwide Human Resources (HR). Many of these consultants, along with Academic Personnel and Programs and others from the Office of the President, also regularly attend UCFW meetings and lend their expertise to our discussions. We are indebted to these consultants, and they are individually acknowledged at the end of this Report.

UNIONIZED LABOR CONSIDERATIONS

Academic graduate students went on strike in the fall of 2022 to secure greater pay and benefits. They were able to achieve a new contract, but implementing the contract has been difficult. UCFW heard concerns about grant funding and distinguishing academic training from compensable labor. Because some of the negotiated increases are significant, many worry that fewer students will be admitted, contradicting enrollment goals set by the state, or that fewer graduate student researchers and instructors can be afforded, leading to an increase in faculty workload. Accounting procedures are still being developed. The total impact to faculty welfare remains unclear, and UCFW will continue to monitor the situation.

COVID-19 IMPACTS TO ADVANCEMENT, WORK-LIFE BALANCE, AND INSTRUCTIONAL DELIVERY

UCFW members agreed that a continuing issue for this year was how to mitigate the negative impacts of the pandemic on faculty career trajectories and overall morale, especially given the unequal impacts of job disruption on a) individuals and members of specific types of scholars, namely those whose research or scholarly activities experienced

severe and lengthy disruptions due to campus and performance venue closures, and b) individuals or members of specific demographic groups for whom the pandemic markedly increased their dependent care duties, especially single parents, women, and persons of color whose communities were hard hit by the pandemic. UCFW devoted time at each meeting to hear from the campuses about their efforts, short-comings, and surprises in dealing with COVID-19 impacts to advancement, work-life balance, and instructional delivery. UCFW looks forward to Academic Planning Council-led efforts to codify “achievement relative to opportunity” principles in the Academic Personnel Manual.

FACULTY WELFARE

Housing: A lack of affordable housing proximate to UC campuses is pricing many employees out of working for the university, and it is straining the finances of many faculty, especially in expensive housing markets. Planned projects at some campuses will open slowly and not fully address the needs. Affordable student housing is a similar issue.

Retirement Transition: Inadequacies stemming from both software changes and staffing shortages have led to chronic unresolved concerns with the Retirement Administration Service Center (RASC). A new Vice President has begun to address these issues by hiring a permanent director for RASC and securing an augmented budget. Administration of Survivor benefits fell under close scrutiny. UCFW will continue to monitor the improvements closely.

CASH COMPENSATION

A multi-year salary plan designed to close the gap with the Comparison 8, met the goals of the first year (2018), but in 2019, the plan was scaled back following underinvestment by the state and other budgetary concerns. In light of COVID impacts in 2020, salaries were frozen (except for merits). Budget improvements for the state allowed a 4% increase to faculty on October 1, 2023, and staff on July 1, 2023.

The budget compact with the governor has promised a 5% base budget increase to UC for the next four years. It is hoped that subsequent years will see greater increases both to close the market gap and to compensate for high inflation.

HEALTH AND WELFARE BENEFITS

UCFW and HCTF continued to monitor the operations of UC Care. Issues surrounding pharmacy formulary changes and billing transparency were the most common concerns. HCTF also engaged with UC Care to analyze the benefits survey conducted in the fall of 2022. Although assessment continues, findings of dissatisfaction in the mental health area were on-trend, unfortunately. TFIR hopes that in future surveys, Human Resources will

include financial awareness and preparedness questions, including the impact of student loans.

Comprehensive Access returned as a topic before the Senate this year, stimulating much discussion at HCTF and UCFW. The Regents adopted language aimed at balancing access to UC quality care and non-discrimination principles, and a new Presidential policy is being developed. A joint Senate-administration oversight committee, the Joint Clinical Advisory Committee, continued to meet this year. HCTF will monitor developments closely, especially in a post-*Dobbs* era.

UCFW and HCTF recommended the expansion of fertility benefits in the standard suite of coverage available to all UC employees. An RFP failed, and other options are being investigated.

RETIREMENT ISSUES

TFIR continued its close work with the administration to make more user-friendly the Fidelity brokerage window investment options, an effort led by the Office of the Chief Investment Officer, in conjunction with Human Resources. TFIR also supported an OCIO initiative to remove fossil fuel holdings from the Retirement Savings Program.

TFIR worked to improve communications and planning tools related to the “Second Choice” window of the 2016 UCRP Tier, wherein certain eligible employees may change their initial pension election from defined contribution plan to defined benefit plan. This year is the first year the new election provision is available as this is the first fifth year of the Tier. For both initial elections and the “Second Choice” window, a financial modeling tool was created by TFIR for use by prospective and new hires, as well as those facing their second choice. TFIR also recommended that the default option in the 2016 tier be changed to Pension Choice, the defined contribution plan, as it best matches the behavior patterns of those who have defaulted in the past.

OTHER POLICY ISSUES AND SYSTEMWIDE REVIEWS:

Academic Personnel Manual Revisions: UCFW opined on the following:

- 025 and 671 (Conflict of Commitment and Outside Activities of Faculty Members)
- 210 (Mentoring)

CORRESPONDENCE:

Beyond submitting opinions and recommendations on the topics above, UCFW opined on the following matters of systemwide import:

- Proposed Policy on Abusive Conduct in the Workplace
- Student Loan Debt
- Proposed Anti-Discrimination Policy
- Sustainable Practices
- Total Remuneration
- Vaccination Policy

ACKNOWLEDGEMENTS:

UCFW is indebted to its consultants and guests, without whom the committee's work could not be done:

Academic Affairs: Provosts Michael Brown and Katherine Newman;
 Academic Personnel and Programs: Vice Provost Doug Haynes;
 UC Health: Executive Vice President Carrie Byington; Executive Director of UC Self-Funded Health Plans Laura Tauber;
 Human Resources: COO Rachael Nava, Vice President Cheryl Lloyd; Executive Director of Total Compensation Jay Henderson; Senior Director of Health and Welfare Benefits Susan Pon-Gee;
 Office of the Chief Financial Officer: CFO Nathan Brostrom;
 Office of the Chief Investment Officer: CIO Jagdeep Bachher, Associate CIO Arthur Guimaraes, and Director of Defined Contributions Products Marco Merz.

We are particularly grateful for the involvement, support and guidance from the Senate leadership, Chair Susan Cochran and Vice Chair James Steintrager, as well as the advice and perspective provided by Senate Executive Director Monica Lin. Finally, the committee is highly indebted to Kenneth Feer who has provided able staff support.

Respectfully yours, UCFW 2022-23

Terry Dalton, Chair
 John Heraty, Vice Chair
 Nancy Wallace, UCB
 Janet Foley, UCD
 Phillip Bonacich, UCLA
 David Jennings, UCM
 Robert Clare, UCR
 Juan Pablo Pardo-Guerra, UCSD
 Elizabeth Rogers, UCSF
 John Lee and Subhash Suri, UCSB
 Alexander Sher, UCSC
 David Brownstone, TFIR Chair
 Michael Ong, HCTF Chair
 Jo Anne Boorkman, CUCEA Chair (ex officio)
 Henning Bohn and Terry Hendershott, UCRS Advisory Board Faculty
 Representatives (ex officio)