

University Committee on Faculty Welfare

Minutes of Meeting

April 14, 2023

I. Consultation with Academic Senate Leadership

Susan Cochran, Academic Council Chair

James Steintrager, Academic Council Vice Chair

- Due to national events, UC's contracts with certain health care providers that follow policy-based restrictions on the provision of care are under renewed scrutiny.
- The Academic Council will recommend to the Assembly a new Council vice chair and two recipients of mid-career Senate service awards.
- A UCB proposal to establish a College of Data Science and Society was approved conditionally and forwarded to the provost.
- A proposed transfer guarantee has been floated in Sacramento, but legislative priorities are sometimes murky and often change.
- The provost has established a work group to draft language to incorporate achievement relative to opportunity principles into the APM. The UCAP chair and the Vice Provost for Academic Personnel and Programs (APP) will co-chair.
- The provost has established a work group to focus on the future of graduate education. The Senate has several representatives, and membership notices will be sent presently.

II. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. CUCEA/CUCRA Joint Benefits Committee Update

The emeriti and retiree associations have issued their spring report, and they highlight delays in the Retirement Administration Service Center (RASC), especially in processing survivorship requests. The 6-9 month delay in processing must be addressed immediately. A new, dedicated call line for survivorship has been launched, but it's too soon to know its efficacy. Internal communications need improvement, but more retirement counselors over all are needed. Many find online interfaces difficult, perhaps due to cognitive issues, language issues, or access issues. Shared Governance is needed for emeriti, too.

- Members will vote by email whether to endorse and advance the report to the Academic Council.

III. Report: UCFW Health Care Task Force

Michael Ong, HCTF Chair

1. HCTF of March 17, 2023

- Clinician morale issues were discussed again.
- HCTF continues to press Human Resources for more data about provider participation in Delta Dental. The market is limited, so a new RFP may not yield a better option.

IV. Clinician Morale Considerations

Steve Hetts, UCFW Divisional Vice Chair

Clinicians seek a voice in governance, and note that expanding the Senate ranks to include clinicians would improve the Senate's diversity statistics. Members asked how many clinicians are full-time, how many are represented, and what efforts UC Health has already undertaken to improve clinician morale. Advocates noted that UC Health was collecting data, and indicated that many efforts were underway, but no specifics were given. They added that a sense of belonging and inclusivity would help improve well-being and retention. Members asked if clinicians were in the right series, noting that this question has not been addressed despite being asked repeatedly over the last decade and more. The "shadow" committee model has been successful at several locations, and that model should be more fully explored before Senate membership is changed. Academic Council Chair Cochran noted the potential overlap of represented positions with Senate positions, and that union representation would preclude shared governance since the latter would then be considered direct dealing. Advocates suggest that adjunct flexibility is helpful for work-life balance, but even then, all clinicians engage in all three missions of the University. Members noted that Privilege and Tenure data does not support the idea that Senate membership leads to better morale. Local variation in implementation and practices may also be a challenge. Advocates note that institutional legacies should be reexamined, including Senate practices, while adding that representation and inclusion are institutional values.

V. Consultation with the Office of the President – Human Resources

Cheryl Lloyd, Vice President

1. Retirement Planning

RASC improvements are underway. Recruitment has proven difficult in this environment, as evidenced by the 40+ vacancies. A recruitment firm has been engaged to help speed the process. Technical improvements should help speed answering requests. A new survivorship unit is in place and ramping up.

2. Benefits Planning

A new Associate Vice President for Total Rewards is in place, and recruitments for team leads are underway. An engagement and benefits survey is being planned. Members requested greater shared governance in the planning phases of any surveys and/or RFPs. More than one Senate representative should be included at all stages; the university would do well to leverage faculty expertise.

As of July 1, UC Care will move under systemwide Human Resources.

3. Total Remuneration Study

President Drake has agreed that this study shall take place.

4. Labor Considerations

The negotiation team consulted closely with APP and the executive vice chancellors on the campuses. Members noted that faculty, who know the most about the issues and relationships, were not consulted. Poor communications on all fronts made a bad situation worse.

Post-action analyses are underway, and the precise role of the faculty is just one thing that needs to be clarified. Bargaining does not follow a regular schedule; last-minute and late-night deals are common. Looming contract negotiations for librarians and AFSCME underscore the need for improvements to UC's processes.

Members noted that faculty are bearing the brunt of the negative outcomes of the fall strike and the impacts to contracts and grants. Clear guidance is still needed, including even basic definitions.

Shared Governance requires more than just one faculty person or an academic administrator.

VI. UCFW Business

1. Chair's Updates

Terry Dalton, UCFW Chair

The Academic Council did not support extending retirement savings plan self-directed investment options to include UC's private investments, such as real estate.

The committee debriefed on clinician and labor concerns, but no conclusions were reached.

2. Campus Updates

UCSF: How to quantify the administrative burden is unclear. The burden seems disproportionately high on female faculty and those from underrepresented groups.

UCD: Liability for cybersecurity issues is unclear to many.

UCR: The campus will adopt new financial accounting software this summer. Grant processing will be down for a month. Reports of trouble from other campuses have many very concerned about roll-out and operations.

VII. New Business and Further Discussion

None.

Adjournment 3:45 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Terry Dalton, UCFW Chair

Attendance:

Terry Dalton, UCFW Chair

John Heraty, UCFW Vice Chair

Tom Leonard, UCB Alternate

Janet Foley, UCD

Jack Lerner, UCI Alternate

Phillip Bonacich, UCLA

David Jennings, UCM

Robert Clare, UCR

Jenny Liu, UCSF Alternate

Claudio Fogu, UCSB Alternate

Sasha Sher, UCSC

Michael Ong, HCTF Chair

David Brownstone, TFIR Chair

Jo Anne Boorkman, CUCEA Chair

Henning Bohn, UCRS Advisory Board Faculty Representative