

University Committee on Faculty Welfare

Minutes of Meeting

February 11, 2022

I. Chair's Announcements

Jill Hollenbach, UCFW Chair

1. Academic Council of January 26, 2022

- The state budget looks stable. The multi-year compact giving UC a 5% base budget increase is conditional on enrollment growth targets, among others. How to meet those targets is under discussion. President Drake has indicated his commitment to faculty salary increases this year.
- The Council has not yet reached consensus regarding fully online undergraduate degrees.
- How to handle online academic integrity violations by "tutor" services remains unclear.
- A proposal for an ad hoc COLA for long-time retirees in UCRP is being developed.
- Debate over teaching modalities continues. Disabled students in particular are calling for permanent hybrid delivery.
- The Council will ask UCOP to conduct a child care "census". Many daycares are closing, and refunds are uncommon and never full. "Imputed income" tax laws apply to child care subsidies.

II. Report: UCFW Task Force on Investment and Retirement (TFIR)

David Brownstone, TFIR Chair

1. TFIR of January 24, 2022

- Members are encouraged to talk with colleagues about the federal student loan forgiveness programs whose COVID-era exceptions will soon expire.
- Development of the proposal for an ad hoc COLA for long-time retirees continues. Tax implications must be fully understood.
- The Retirement Administration Service Center (RASC) continues to add staff. 1) A new group dedicated to survivor benefits will be created. 2) Retirement counselors will operate in a hybrid model for now. Campus specialists are needed, though.
- The Second Choice model is nearing completion.

III. Report: UCFW Health Care Task Force (HCTF)

Michael Ong, HCTF Chair

1. HCTF of January 21, 2022

- Recalled retirees and health benefits computations: IRS regulations require that if someone is recalled within 6 months of initial retirement, they must be billed for benefits at the FTE equivalent. Punitive fees could be incurred if violations are found. Changing between active and retiree plans would be expensive and difficult. Options are being considered.
- Navitus: Navitus is the new pharmacy benefit manager (PBM) for the self-funded insurance plans. Significant disruption has been reported. 1) Retiree files did not transfer. Cases are being handled on a one-off basis for now. 2) Prior authorizations did not transfer. Securing new authorizations is an arduous process. 3) Formulary differences were not supposed to be significant, but anecdotal reports suggest market prescription discount services are cheaper than the Navitus subsidized prices. The Health Care Facilitators have not been able to assist.
- Infertility benefits: At least one union received infertility coverage. Several competitors provide this type of benefit. Despite per member per month cost concerns, infertility benefits should be viewed through an equity lens. Some suggested that benefit programs improvements should be prioritized given limited funding.
 - ❖ Analyst Feer will draft a memo requesting more data and explanations from the administration.

IV. UCFW Business

1. ARO Beyond COVID

Members are asked whether the APM should be amended to include ARO-type principles. Members noted that ARO principles have not been fully embraced across the system. Others noted that policy is better than best practices. The impacts and events highlighted under the ARO rubric are not limited to the pandemic; it just put them in high relief, especially at the extremes. Some speculated that reluctance to embrace ARO principles could be a consequence of privilege. Nonetheless, all faculty should be able to be their full-selves, regardless of external conditions. Convincing skeptics that ARO principles will not lead to leniency or lax standards is important. Accommodations for major surgery may have once been contentious, too. Codifying UC's Family Friendly practices can only help with recruitment and retention.

2. Proactive Planning for the Next Crisis

Planning must include students and staff, too, especially those whose in-person presence is critical to operations. The university needs a post-pandemic social contract to re-establish an academic community in which to learn and create; the current "ghost towns" hamper those goals. More data on staff commute patterns would be helpful, as would greater reward opportunities for staff. Agreed-upon expectations are needed for consultation and outcomes; communications must go in both directions. A new "Committee on the Future" might generate good ideas. Returning to the *status quo ante* seems unlikely, so creative solutions are needed. Trust is low at present, and is slow to rebuild.

3. Campus Safety Personnel Orientation Task Force Update

Terry Dalton, UCFW Vice Chair

The task force is finalizing its proposed framework. Securing buy-in from the chiefs could be a challenge. Training modules with a capstone of community service-type project are likely to be included.

4. Other Campus Updates

UCB: 1) Some faculty are getting stubborn regarding teaching modality preferences. Not enough consultation initially has led to a lack of trust. Inconsistent science and the unknown impacts of long COVID make discussions ever more challenging. 2) Classroom ventilation continues to be an issue.

UCD: 1) Poor communications during the worst of the pandemic led to considerable confusion. Technology improvements are also needed in the classroom. 2) Waffling around emergency measure continuation further erodes confidence. 3) A robust discussion on department political statements was held. 4) The local committee will meet with the provost to discuss salary equity concerns, as well as to request better guidance for off-scale and above-scale salary implementation. 6) Parking has returned as a faculty welfare issue.

UCI: 1) Local discussions have focused on teach modalities. 2) The proposed anti-bullying policy was well-received. 3) Parental leave lengths vary by partner. Should child bearing be considered differently than child rearing?

UCLA: 1) A local ARO working group is meeting headwinds. 2) COVID enforcement seems to be flagging of late. Inconsistencies between state and county guidelines worsens the situation. Accommodations for faculty who are or who have immuno-compromised family members were recently granted blanket approval. 3) The emeriti council was sunsetted, but the faculty welfare committee charge was not amended to compensate. 4) A child care and K-12 school access assessment has been initiated.

UCM: 1) The campus continues to mask due to high rates of infection in the broader community. 2) Specific ARO guidelines for the local CAP are sought. 3) No flexibility has been given regarding teaching modalities. Additional allowances are being sought.

UCR: 1) Child care access and affordability continues to be a topic of discussion. 2) How to best accommodate students from lower socio-economic backgrounds when courses alternate between in-person and online the same day is being considered.

UCSD: 1) Accommodation and review processes seem clear and consistent at this point. The consideration of other points-of-view as legitimate is important. 2) The administration has convened a task force to assess educational continuity, but more faculty should be invited.

UCSF: 1) COVID relief mini-grant impact statements are being received. 2) Child care cost and access continues to be an issue. 3) Parking has returned as a faculty welfare issue. 4) Assessment of acceleration and advancement through a diversity lens may soon begin. A similar consideration of outside offers and retention outcomes is encouraged. 5) Internal Senate communications have been a challenge recently. 6) Parental leave calculations are under scrutiny. Disability versus Child Bearing versus Child Rearing leads to a confusing situation.

UCSB: 1) Federal anti-China policies are having a negative impact on the campus. 2) COVID impacts are being assessed.

UCSC: 1) Salary discussions have focused on helping those who are less well compensated. 2) Housing and child care concerns continue to be in the forefront. 3) Issues with slow and poor RASC service continue. 4) The processing of paperwork for international faculty appointments is unusually slow.

V. Consultation with the Office of the President – Academic Personnel and Programs

Susan Carlson, Vice Provost

1. ARO Beyond COVID

“Holistic” review may be a more palatable term for some. Overcoming the reluctance of some to submit impact statements is important. Guidance for evaluating impact statements is also needed. Perhaps a general “compassion” clause could alleviate the need to submit personal information. Some APM sections include language for flexibility, but in reference to academic changes, not personal crises. Partnering with other Senate committees would increase the chances of advancing any proposal.

2. Other Updates

- The salary administration details are still being finalized. The Council of Vice Chancellors will be consulted next. The Senate feedback has been useful.
- A new RFP for the Advancing Faculty Diversity program is forthcoming.
- The final Mitigating the Impact of COVID on Faculty report is due to the provost on April 1. It will undergo further internal review before being shared widely.

VI. Consultation with Academic Senate Leadership

Robert Horwitz, Academic Council Chair

Susan Cochran, Academic Council Vice Chair

- State budget: The budget continues to look good for UC, despite less one-time fund allocations than expected. Some funds are earmarked for climate research and for buy-backs of state residents over the Regents threshold. Further negotiations will include efforts to secure funds for currently unfunded students.
- Enrollment growth: The Regents have convened a working group to explore options to meet enrollment growth goals included in the budget deal.
- Online courses: The Senate is divided on the possibility of fully online undergraduate degree programs. The misperception that online education saves money and effort is prevalent among non-Senate stakeholders. The misperception that online education will improve diversity outcomes is also widely held externally. That enrollment planning may now require review under the California Environmental Quality Act (CEQA) further complicates efforts. The University Committee on Education Policy (UCEP) is working to develop guidelines for quality assurance in the online arena. Some foresee a “rich getting richer” outcome if campuses are allowed to pursue this individually.
- Labor issues: The graduate student researchers reached a union agreement with UCOP. It is hoped that Senate representative can participate in future negotiations to give further context for how labs work, for example. The additional expense and hassle could lead some faculty not to hire graduate students, though.
- Clinician issues: Investigation into the placement of clinicians in the correct series continues.

- Online academic integrity: The Senate continues to press for an institutional response. The Regents are expected to discuss the issue at their March meeting.
- Cybersecurity: The Experian coverage has been extended for another year. Many are calling for the “benefit” to be made permanent.
- ZIP loan program: A proposal is being developed to add this to the Loan Program portfolio. Many hope it will include lower salary tiers, not just new hires.
- Student success: Many student stakeholder groups are calling for permanent hybrid educational delivery or the mandatory recording of classes, but academic freedom and privacy concerns must be considered. The University Committee on Academic Freedom (UCAF) is investigating the issue. The specifics of federal regulations are not well understood. The conflict between privacy and consent on the one hand, and of access on the other, is challenging to resolve. Since the worst of the pandemic has passed, some feel it is time to return to the *status quo ante*. Post-pandemic, though, remote instruction can seem like a “reasonable accommodation”. But hybrid instruction is two classes, so twice the work for faculty, but twice the compensation or support resources are unlikely to follow. That some faculty also prefer continued remote or hybrid instruction complicates the situation.

VII. UCFW Business (continued)

Note: See Item IV above.

VIII. Systemwide Review Items

➤ Assign Lead Reviewer

- Proposed Revisions to the Presidential Policy on Supplement to Military Pay
 - ❖ The committee will not comment on this item.

➤ Determine Committee Position

- Recommendations for Department Political Statements

Lisa Parks, UCSB, Lead Reviewer

The addition of a specific disclaimer might alleviate most concerns about who agrees and who does not. But privacy concerns and academic bullying concerns must be considered. Inclusion of a minority opinion could help ease possible tensions. Some members suggested that such postings should be avoided altogether, as they could invite polarization and infighting. Clarifying how the majority and minority views were reached could be helpful.

IX. New Business

None.

Adjournment 3:15 pm.

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Jill Hollenbach, UCFW Chair

Attendance:

Jill Hollenbach, UCFW Chair

Terry Dalton, UCFW Vice Chair

Laura Nelson, UCB

Karen Bales, UCD

Carson Schutze, UCLA

Jayson Beaster-Jones, UCM

John Heraty, UCR

Kim Cooper, UCSD

Jenny Liu, UCSF

Lisa Parks, UCSB

Chris Connery, UCSC Alternate

David Brownstone, TFIR Chair

Michal Ong, HCTF Chair

Henning Bohn, UCRS Advisory Board Faculty Representative

Henry Powell, CUCEA Chair