

University Committee on Faculty Welfare

Minutes of Meeting

January 14, 2022

I. Chair's Announcements

Jill Hollenbach, UCFW Chair

1. Academic Council of December 15, 2021

- Graduate student researchers will unionize under the UAW.
- A joint Senate-administration working group is being formed to assess the approval process for new masters programs.
- The Senate will be asked to consider adding entrepreneurship to the APM as a category to be rewarded in reviews.
- Nominations for the next Council vice chair are open.
- The Council is sending to the Academic Assembly a proposed Memorial to the Regents requesting significant cuts in campus fossil fuel consumption.
- How the Senate can take direction action on Climate issues is under discussion.
- Federal Presidential Proclamation 10043 has placed certain Chinese universities on a watch list, risking student visas. Campus colleagues are under considerable pressure.
- Teaching assistants are requesting remote teaching accommodations. The Coordinating Committee on Graduate Affairs (CCGA) has issued guidance requiring a pedagogical basis or medical need for such accommodations.

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

David Brownstone, TFIR Chair

1. UCRP Ad Hoc COLA

Retiree cohorts from the late 1980s will see their purchasing power fall below 80% unless an ad hoc COLA is approved by the Regents. Inflation reduces the unfunded liability and makes achieving the return threshold easier.

2. Student Loan Repayment

Federal accommodations enacted during the worst of the COVID crisis will expire at the end of the summer. The University should consider helping eligible faculty and staff take advantage of the opportunity.

3. Second Choice Modeling

A beta-test webpage is being developed and should be ready soon.

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

Michael Ong, HCTF Chair

1. HCTF of December 12, 2021

- Pro-booster verbiage has been sent to Council Chair Horwitz for transmittal to President Drake.
- Faculty under investigation may now face summary suspension, which would be on the permanent record, even if cleared.
- Chair Horwitz has convened a working group to assess clinical faculty diversity and morale. Senate membership series in the health sciences are not very diverse, but changing series can be onerous. Members noted that adjunct faculty are the most disenfranchised. “Shadow” committees or ex officio membership on Senate committees have yielded success at some locations. If union membership overlaps with Senate membership, the nature of the Senate and its relationship with the administration could change significantly. Income considerations may prevent some from changing to a Senate series. Different review processes may also prevent series changes. Morale at UC Health is an issue beyond the clinicians, so Senate membership seems unlikely to solve endemic issues. Self-funded faculty and those on “soft-money” face additional challenges in Senate series. It was noted that deans and provosts make initial series appointments, without CAP review.
- How UC should govern affiliations with providers that have policy-based restrictions on the provision of care is still under discussion. The Office of Ethics, Compliance and Audit Services (ECAS) is still developing a whistle blower hotline. The Senate should help educate trainees and providers about their rights, both at UC locations and at affiliated locations.
- Several discussions around benefits occurred. 1) The RFP process for UC Care insurers continues. 2) The Task Force will invite Kaiser behavioral health specialists for a consultation. 3) The Task Force continues to press for the addition of fertility benefits to the benefits suite, but Human Resources is moving slowly, perhaps due to a perceived utilization population. A better benefits survey could provide useful data on this question. Diversity considerations should also be weighed in this decision.

IV. Consultation with Academic Senate Leadership

Robert Horwitz, Academic Council Chair

Susan Cochran, Academic Council Vice Chair

- Different groups have called for Senate membership. 1) The Unit 18 lecturers dropped the demand in this contract, but it is expected to return in the renewal. 2) Clinician morale and diversity issues, some think, are made worse by a lack of Senate membership. The Council has formed a working group to assess whether and how clinicians may be placed into the wrong series. Caps on Clinical X series vary by campus, as do the role of CAP reviews, rates of advancement, and income growth.
- Provost Brown has announced his retirement, as have Susan Carlson and Senate Executive Director Hilary Baxter.

- Graduate student researchers will be represented by the UAW, after reaching agreement with UCOP on the distinction between an employee and a student. Members suggested that overlapping jobs and confusing time lines will be problematic going forward, especially for training grants and the like. Faculty experts should join future bargaining sessions since they understand best how things work “on the ground”.
- The state budget looks promising for UC. A 5-year compact with 5% annual base budget increases was made in exchange for policy goals, especially enrollment increases. It is hoped that more one-time funds can be secured in future revisions.
- Calls for more credit hours online are fueling calls for fully online undergraduate degree programs. The Council will take up the topic this spring.
- The Council will send to the Academic Assembly a proposed Memorial to the Regents calling for campus fossil fuel consumption to drop to 5% of current levels by 2030. If the Assembly approves the item, it will go to the campuses for a full Senate vote.
- The University Committee on Research Policy (UCORP) and the University Committee on Academic Personnel (UCAP) recommend no changes to the APM to specifically include entrepreneurship. Currently language is flexible, and appropriate credit is already given for such efforts.
- The first report on Mitigating the Impact of COVID on Faculty has not reached all faculty yet due to distribution bottlenecks at the local level. Members are encouraged to press for distribution.
- Calls for permanent hybrid teaching and the recording of all classes continue. The University Committee on Academic Freedom (UCAF) says such efforts would violate academic freedom and chill classroom discussion. Aside from medical or familial obligations, a pedagogical justification is needed. Members noted that COVID has complicated dependent care duties. Others noted that changing safety standards make consistent delivery difficult. Planning and pre-planning are needed, not just a reactive posture. Planning must take place in a transparent manner. Other universities are facing similar issues, so external lessons could be learned.
- There is still no clear legal strategy to confront online tutoring services that violate academic integrity standards. Some Chegg investors are suing them, though, because their business model is basically to assist cheating.
- The Regents will consider an ad hoc COLA for long-term retirees whose purchasing power is declining below the policy threshold.
- Nominations for the next Council vice chair are open.

V. UCFW Business

1. Salary Administration

How the discretionary 1.5% of faculty salary increases should be allocated is under discussion. Some suggested targeting the lower third of the scales, while others suggested focusing on diversity and inclusion aspects. Inversion and compression

concerns must be addressed. Any UCOP recommendations are only recommendations as the final decision rests with local executives.

2. Omicron Pivot

Note: See Item IV above.

3. ARO Beyond COVID

Members noted that the culture of “tough it out” is no longer viable. Faculty should be assessed on whether they made the best of what they had, not on arbitrary productivity standards. Framing the effort so that opponents do not view ARO as a reduction in quality standards is important. Identifying legitimate threats to opportunity could help. Local discussion should continue.

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

Susan Carlson, Vice Provost

1. Salary Administration

VP Carlson reminded members that the merit allocation is 1%, the scales will receive a range adjustment of 3%, and off-scales are local decision. Guidance on the administration of the 1.5% equity adjustment is welcome.

Members asked for previous outcomes, and VP Carlson indicated she would share past reports. Targeting concerns like housing or dependent care would send a strong message. Equity funds should not be used for retention, and preferably not for recruitment, either. VP Carlson noted she was also consulting campus vice provosts and academic personnel assistant vice provosts. Local salary equity studies are better due to limited data at the systemwide level. “Golden Handcuffs” also show in equity studies. Members noted that a systemwide study would be more useful because data would be more comparable and additional metrics could be included. Studies by discipline might show interesting outcomes. HSCP recommendations are difficult, especially for those on “soft money”. Improving the use of current salary data should also be a priority. UCFW will send a memo to Council with its recommendations for the equity adjustment.

2. Management Review Item: Leave of Absence Policies (APM 700 and 715)

Due to changes in state law, the APM will be updated to include parents-in-law as a covered category.

3. APM 500 (Recruitment)

When recruiting UC assistant professors from the President’s Post-Doctoral Fellowship Program, some asked if competing campuses should be required to offer the same salary. The decision to retain local flexibility. Disclosure concerns were also raised.

4. Codifying ARO Principles

If UCFW is seeking a culture change, the APM would have to be amended.

VII. Systemwide Review Items

➤ Determine Committee Position

- Recommendations for Department Political Statements

Lisa Parks, UCSB, Lead Reviewer

Note: Item deferred.

➤ Approve Committee Response

- Proposed Revisions to APM 759 (Leaves of Absence/Other Leaves without Pay)
- Proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace
- Proposed Revisions to APM 025 and APM 671 (Conflict of Commitment and Outside Activities of Faculty Members)
 - ❖ The draft responses were approved as noticed.

VIII. New Business

1. Financial Management Systems

Morale is terrible at UCSD as staff are leaving in droves because the software is unworkable. Merced is having difficulty ordering basic lab supplies. High turnover leads to further time lags. A UCORP survey was sent to Chair Horwitz to share with senior leaders.

The overall software procurement process is indicted, as this is the latest in a string of high profile fails. It is unclear if greater faculty participation would improve the process, or if the process should be restructured entirely.

Adjournment 3:50 pm

Minutes prepared by Kenneth Feer, Principal 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

Nico Orlandi, UCSC

Michael Ong, HCTF Chair

David Brownstone, TFIR Chair

Henning Bohn, UCRS Advisory Board Faculty Representative

Terry Hendershott, UCRS Advisory Board Faculty Representative

Harry Powell, CUCEA Chair