

University Committee on Faculty Welfare

Minutes of Meeting

July 14, 2023

I. Consultation with Academic Senate Leadership

Susan Cochran, Academic Council Chair

James Steintrager, Academic Council Vice Chair

- Safety: Senate input to the upcoming training protocols for campus safety personnel is being considered. Director Stiger will contact Senate leads.
- Transfer: Proposed state legislation would require UC to accept the California Community College's (CCCs) Associate Degree for Transfer (ADTs) for admission to UC, even though the ADTs do not align with UC's preferred academic preparation standards. It would also give geographic preference to CCCs close to UCs, which would have cascade impacts on enrollment. Other political issues are also in play in Sacramento. The Senate has proposed alternative language which is being considered.
- Faculty Salary: This year's increase should go to total salary, not just to the scales. Several campuses leveraged each other to ensure more uniform implementation.
- Budget: UC's state funding looks good for the moment, but enrollment caveats may have downstream consequences. A separate issue is how to handle "set asides", funds that go to discreet campus entities but are currently directly funded by UCOP.
- Graduate Education: Fall-out from the strike continues to be felt, and how to implement the contract is still unclear in several areas. UCOP is forming a working group to investigate and issue guidelines. Unfair Labor Practice (ULP) filings are increasing, and many seem to conflate academic work and compensable labor. The Senate hopes for greater involvement in subsequent discussions with new UCOP personnel.
- Online degrees: There is considerable internal and external pressure on the Senate to approve fully online degrees. But many have quality concerns, and the Senate's residency requirement would also need to be reconciled. Diversity impacts and the digital divide remain concerns for many. The cost of instruction and impact to faculty workload remain unclear, but most think both would be equal to in-person instruction.

II. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. TFIR of June 12 and June 26, 2023

- Jill Hollenbach UCSF will be TFIR chair next year. TFIR thanks long-standing member Henning Bohn UCSB for his service.
- TFIR received a preview of the UCRS Experience Study, and little has changed. Many expect calls for contribution increases to maintain the funding ratio, but finding institutional funds could be difficult. Federal accounting regulations make the retiree health liability seem larger than it is on a pay-as-you-go basis.
- The Retirement Administration Service Center (RASC) continues to add staff and update software, but progress remains slow in the eyes of many. Retirement counselors are being hired and will work in a hybrid modality.
- Federal actions on student loan debt relief continue to evolve. Impacts to junior faculty should not be underestimated. Systemwide Human Resources should continue to issue timely and accurate information. Tax implications remain unclear.

III. Report: UCFW Health Care Task Force

Michael Ong, HCTF Chair

- Fertility Benefits: The RFP failed, so the benefit next year will be the same as this year. There is a mandatory down-time before a new RFP can be issued. UCOP reported higher than expected utilization of the benefit, but data are limited. Structuring parallel benefits in PPO and HMO plans is tricky.
- Premiums: Increases to premiums next year could be in the double-digits due to time-lag inflation in the medical realm. The Executive Steering Committee will meet to discuss options to mitigate impacts to the enterprise and to employees. Members noted a downward trend in the quality of the provision of benefits: mental health access is declining, prescription coverage has been problematic for years, and billing and reimbursement delays are widespread. It is hoped that migration of UC Care to systemwide Human Resources will alleviate some difficulties and discrepancies in the administration of benefits. The “market” for mental health care provision seems distorted to many. Some locations are building local networks since urgent care and ER providers are often overwhelmed and always expensive.
- Retiree Health: Many have called for a reevaluation of VIA benefits and the funding level for out-of-state retirees. Overseas coverage should also be examined. User satisfaction surveys do not ask the questions needed to assess benefit design.
- UCSF Acquisitions: UCSF will acquire two local hospitals currently subject to policy-based restrictions on the provision of certain care. New ownership will mean new rules for those locations, but other affiliates will still be subject to the restrictions. A revised presidential policy is being developed.
- Clinicians and Senate Membership: Advocates for clinician membership in the Senate are conducting a road show, but the Senate position has not changed.

IV. Systemwide Review Items

- Revisions to APM 710 (Leaves of Absence/Sick Leave/Medical Leave)
 - The committee elected not to opine on this item.

- Revisions to APM 210 (Review and Appraisal Committees: Mentoring)
UCI Representative Naugle and UCSF Representative Rogers, Lead Reviewers
Mentoring should be recognized and rewarded, but the proposal has many flaws. The efficacy of mentoring is hard to assess, especially as there can be significant time lags/germination periods. Distinguishing between teaching and mentoring can be difficult in many environments, especially clinical ones. Mentoring can take many forms, so a standardized process may not be possible to establish. The proposal lists 14 categories to address the variability of mentoring, but many feel a cafeteria list will become a mandatory list for good mentoring. Many worry that the proposal will be interpreted as mentoring is mandatory, not an additional consideration. Additional resources may be needed to improve mentoring opportunities and outcomes.
 - Analyst Feer will draft a memo for electronic approval.

V. UCFW Business

1. 2023-24 Priorities

- Frequent committee member turnover impedes Senate efficacy.
- Many review items do not include sufficient justification for the proposed changes.
- Oracle financial systems are a hardship for many. Best practices and better reviews are needed.
- A sense of community is lacking at many campuses. Morale is low, and separations are up. Housing, health care, and compensation are also factors, not just isolation.
- The administrative burden on faculty continues to grow. Some fear standards are slipping.
- The future of graduate education must be considered carefully.

VI. New Business and Further Discussion

None.

Adjournment: 2:50 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Terry Dalton, UCFW Chair

Attendance:

Terry Dalton, Chair

John Heraty, Vice Chair

Nancy Wallace, UCB

Janet Foley, UCD

Lisa Naugle, UCI

Phillip Bonacich, UCLA

David Jennings, UCM

Yawen Jiao, UCR Alternate

Elizabeth Rogers, UCSF

John Lee, UCSB

Alexander Sher, UCSC

Michael Ong, HCTF Chair

David Brownstone, TFIR Chair

Henning Bohn, UCRS Advisory Board Representative

Terry Hendershott, UCRS Advisory Board Representative

Jo Anne Boorkman, CUCEA Chair