

University Committee on Faculty Welfare

Minutes of Meeting

March 10, 2023

I. Consultation with Academic Senate Leadership

Susan Cochran, Academic Council Chair

James Steintrager, Academic Council Vice Chair

- The Academic Assembly adopted changes to Senate Regulation 630 (Residency), and guidance for implementation is being developed.
- The Academic Council will send proposed amendments to Senate Regulation 636 (Entry Level Writing Requirement) for systemwide review.
- The state budget proposal includes a 5% base budget increase for UC, per the compact with the governor. The LAO, however, recommends directed spending. The state deficit is expected to grow this year.
- A recent visit to Sacramento revealed increasing pressure to develop a transfer guarantee and for UC to accept the Associate Degrees for Transfer developed for CSU admission.
- Post-pandemic and post-strike assessment task forces are being formed. Workload concerns should also be addressed. Members noted that lost research funding has not been recovered, and so executive lobbying is needed. Greater input from faculty is needed in all future labor relations issues.

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

Michael Ong, HCTF Chair

The HCTF meeting of February 17, 2023, was focused on clinician morale issues as the group heard from advocates from UC Health who seek Senate membership for certain clinician series. Advocates suggest Senate diversity would be improved by the expansion of membership. The advocates seek a voice in decision-making at the medical centers, but Senate faculty in medical centers indicate that Senate membership will not, in fact, lead to a greater voice in decision-making at the medical centers. It is suspected that many clinicians are in the wrong series, and limits on the number of Clinical X positions worsen the situation. Many members raised concerns about the potential overlap of represented positions with Senate positions, suggesting that representation would preclude shared governance since the latter would then be considered direct dealing. Others noted that a sudden expansion of Senate membership would overwhelm local committees on academic personnel. Advocates note an increasing swell of support for change built on the notion that clinicians feel like second-class citizens. Parallel

federation structures seem to have solved the recognition issues at some locations and might be considered more widely.

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

David Brownstone, TFIR Chair

1. TFIR of February 17, 2023

- New federal legislation should allow UC to start offering Roth IRA accounts, which are helpful for younger and lower-paid employees due to tax structures.
- Improvements to the Retirement Administration Service Center (RASC) are moving slowly. Survivorship benefits processing delays are a significant concern. Recruitment seems to be a challenge.
- TFIR proposes petitioning the Office of the Chief Investment Officer (OCIO) to expand retirement savings plan (RSP) self-directing investor options to include UC's private investments, such as real estate. UC Legal would also vet any expansions, and disclosures and transparency could increase OCIO workload.
 - UCFW endorsed the proposal 10-1-0.

IV. UCFW Business

1. Chair's Updates

Terry Dalton, UCFW Chair

Senate leadership will press for greater Senate participation in the post-pandemic and post-strike evaluation task forces, as well as any others that may arise. The paradigms surrounding research and graduate education may change.

2. Campus Updates

UCD: Many are concerned about the cybersecurity policy which places the onus on employees to secure systems or else the enterprise will not support rescue efforts.

UCM: Financial accounting software woes continues and are contributing to high staff turnover and leading to problems with grant financing. Administration assurances have not been borne out. A formal complaint may be issued.

3. Systemwide Review Items

a. Proposed Revisions to Presidential Policy BFB-BUS-43, Purchases of Goods and Services; Supply Chain Management

UCB Representative Wallace and UCSB Representative Suri, Lead Reviewers

- Recommendation: Not to opine.

b. Proposed Presidential Policy – Anti-Discrimination

UCLA Representative Bonacich and UCSC Representative Sher, Lead Reviewers

The proposal seeks to define discrimination and to outline procedures to eliminate, minimize, or sanction discriminatory behavior. It states that it will not contradict other policies, and there are still separate policies for students and staff, which leads many to question why propose this policy in the first place. It arrogates a larger role to the administration, specifically to a local implementation officer, and diminishes the role of

faculty in making determinations. Freedom of speech is not sufficiently protected; only faculty should make such determinations. The use of “may” throughout the policy is concerning; definitive language would be preferable. The proposal reads as though action could be taken before an investigation is conducted, which is unsupportable. The proposal does not allow for the consideration of patterns of behavior, but focuses on egregious single events. Members who had been subjected to allegations of discrimination noted that personal, financial, and reputational costs, even for those who are exonerated. Both respondents and claimants need better protections than the policy offers, but the policy does not improve on parallel policies, such as the APM.

➤ Analyst Feer will draft a memo summarizing the committee’s position.

4. Strike Mitigation Options

Vice Chair Heraty and UCD Representative Foley, Lead Discussants

Absent resources, mitigation options are limited. A coordinated approach would more likely be successful, so cooperation with other Senate committees should be pursued. Members are concerned about the lack of Senate consultation. In previous labor events, such as with the lecturers, the Senate was closely involved. The administration was dismissive to faculty this time. Even some chancellors report being surprised by the outcome. That graduate students are now employees changes the nature of the student/faculty relationship fundamentally.

➤ Human Resources and their labor negotiation team will be invited to future UCFW meeting to describe the process and likely changes.

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

Douglas Haynes, Vice Provost

1. Management Review Items

a. APM 500, 501 (Recruitment)

The proposed changes are technical and removes a deadline to notify other AAU campuses of recruitments, and rescinds APM 501, which lists some AAU institutions, entirely.

b. APM 210 (Review and Appraisal Committees)

The proposed additions would codify evaluation of mentoring for academic reviews. Members appreciated the recognition of mentoring, but questioned specific language regarding independent student products and student progress metrics.

2. General Updates

- The abusive conduct policy went live in January. Academic personnel officers got tool-kits, and online training modules are available.
- The provost is convening workgroups on the future of graduate education and on incorporating achievement relative to opportunity principles into the APM.

VI. **New Business and Further Discussion**

None.

Adjournment 3:30 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Terry Dalton, UCFW Chair

Attendance:

Terry Dalton, UCFW Chair

John Heraty, UCFW Vice Chair

Nancy Wallace, UCB

Janet Foley, UCD

Lisa Naugle, UCI

Phillip Bonacich, UCLA

David Jennings, UCM

Robert Clare, UCR

Juan Pablo Pardo-Guerra, UCSD

Liz Rogers, UCSF

John Lee, UCSB

Sasha Sher, UCSC

Michael Ong, HCTF Chair

David Brownstone, TFIR Chair

Henning Bohn, UCRS Advisory Board Representative

Jo Anne Boorkman, CUCEA Chair