

University Committee on Faculty Welfare

Minutes of Meeting

May 12, 2023

I. Consultation with Academic Senate Leadership

Susan Cochran, Academic Council Chair

James Steintrager, Academic Council Vice Chair

- The Regents seem to be tending toward more directive leadership. The forthcoming UC 2050 plan will likely encourage UC to go to where UC happens.
- The Academic Assembly ratified the incoming Academic Council Vice Chair, Steve Cheung, UCSF, as well as recipients for the mid-career service awards.
- The Academic Council conveyed its disapproval of proposed policies on anti-discrimination and procurement. Likely misuse of the former and a lack of response to previous comments in the latter have led to reportedly widespread push back on both.
- The Academic Planning Council is empaneling a working group to investigate how UC doctoral programs can best continue given unionization. The working group will be co-chaired by the UCSB divisional chair and the UCI vice provost for graduate education.
- Concerns about incomplete course work during last fall's strike remain. Members noted a decline in graduate student enrollment, too. The administration hopes the dip is a one-time blip, but something fundamental has changed at the University. Repairing the reputational damage to UC will be challenging. The complexity of the graduate education funding model is not helpful.
- Members asked about the congresses Provost Newman has been planning. Details remain to be finalized.

II. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. TFIR of April 24, 2023

- A preview presentation of the UCRS Experience Study has been delayed. The Study is a full audit of the pension system, including underlying funding assumptions like inflation, rate of return, mortality, and the like. The findings may lead some Regents to again call for greater employee contributions. TFIR is also still awaiting data on turnover, retention, and retirement.
- Consideration of a change to the default pension plan for new hires seems to be stalled by the administration. Greater Senate pressure is requested.

- Progress on student loan debt relief has been stalled by legal filings and court proceedings. New rules have been proposed, and they seem more favorable.

III. Report: UCFW Health Care Task Force

Michael Ong, HCTF Chair

1. HCTF of April 21, 2023

- The CUCEA/CUCRA Joint Benefits Committee report was reviewed. Particular note was given to out-of-state retirees' Medicare coverage and how the Senate can best participate in the Via benefits review.
- Fall-out from SCOTUS' *Dobbs* decision continues to be considered. UC Legal is providing advice, but many questions remain.
- The search for the new EVP for UC Health is underway.
- An RFP for an expanded fertility benefit has been issued.
- The artificial "cap" on the annual increase in institutional health and welfare benefits expenditures still needs to be rescinded or raised.

IV. Systemwide Review Items

- Proposed Presidential Policy on Responding to Immigration Enforcement Issues Involving Patients in UC Health Facilities

Elizabeth Rogers, UCSF, and Michael Ong, HCTF Chair, Lead Reviewers

The proposal represents a permanent version of an interim policy, but it could still be improved. Verification of the list of UC-operated facilities is needed. Implementation during "all shifts" could be challenging, and more local flexibility would be useful. Governance at affiliated institutions is unclear. Adjustment of policy parameters for clinics versus hospitals may be needed. Guidelines should include more examples and preferred messaging.

- Analyst Feer will draft a memo for electronic approval.

- Proposed Presidential Policy on Inventions, Patents, and Innovation Transfer

Bob Clare, UCR, and Nancy Wallace, UCB, Lead Reviewers

The proposal represents a long history of work, but it also reflects a narrow perspective. While it would increase campus authority (a positive) and expand the scope of what is covered (lacking explanation in the draft), it would also add taxes to PIs, in contravention of the governing Bay-Dole Act. Disposition of the funds in question is also less clear than previously. The proposal does not include funds for implementation, thus making it another unfunded mandate. The lack of a red-line version, in favor of a summary of major changes, left many questioning the due diligence underlying the proposal. How UC can best leverage its scale deserves further consideration. Ownership of the policy is also unclear. Overlaps with IP management are also unclear.

- Analyst Feer will draft a memo noting the committee's unanimous opposition to the proposal for electronic approval.

V. UCFW Business

1. Chairs Updates

Terry Dalton, UCFW Chair

- UCSD Representative Pardo-Guerra will serve as next year's UCFW vice chair.
- Specific objections to the anti-discrimination policy (see above, Item I, sub-three) included the designation of one officer to make adjudications. Academic Freedom concerns do not seem to have been weighed. The draft reads as "guilty until proven innocent", and even if exonerated, reputational and financial damage can be extreme and sometimes irreparable. Faculty are often scapegoated by angry students, and intra-faculty animosity seems to be on the rise. Calling for mandatory trainings reflects a lack of trust in faculty. Many worry that the draft policy could easily be "weaponized."

2. Campus Updates

UCD: Violence on campus and resulting curfews have exacerbated differences between student preferences for 100% remote course delivery and faculty preferences for in-person, experiential learning. Relations may take time to repair.

UCR: 1) Strike impacts are still be assessed. 2) On-going negative impacts from the Oracle financial accounting software debacle continue to be felt.

3. Clinician Morale Next Steps

Members are asked to consider how the advocates' presentation can be improved and/or what other options are available to achieve their goals. Many noted that the specter of unionization among the clinical faculty is a real concern. Even though at present, no health sciences clinical faculty are in any union, future unionization is possible. The number of split appointments and adjunct faculty further complicates the question of Senate membership. Some noted that many impacted individuals continue to be in the wrong employment series, and that evaluation procedures seem to vary considerably by location. It was noted that some impacted individuals may prefer to be in the "wrong" series as it provides them greater flexibility for work-life balance considerations, which are increasingly cited as reasons for burn-out and poor morale. Series placement is constrained by compliance with the 6% cap at certain locations.

Senate membership would be one way to shake to the system, but absent comprehensive reconsideration of the clinical series and the health sciences compensation plan, it is unclear how Senate membership would meaningfully address any of the identified burn-out or morale issues – which are equally experienced by Senate faculty in the health sciences. The value of being acknowledged and included may be lost on some who have not been disenfranchised, though. Following COVID, especially, the distinction between being seen as a care-giver versus as an FTE is in heightened relief for potentially impacted individuals.

UCFW will continue to consider this matter at future meetings.

VI. New Business and Further Discussion

None.

Adjournment: 3:05 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

Elizabeth Rogers, UCSF

John Lee, UCSB

Gus Vasquez, UCSC Alternate

Michael Ong, HCTF Chair

David Brownstone, TFIR Chair

Henning Bohn, UCRS Advisory Board Representative

Joel Dimsdale, CUCEA Vice Chair