

University Committee on Faculty Welfare

Minutes of Meeting

May 13, 2022

**I. Chair's Announcements**

*Terry Dalton, UCFW Vice Chair*

1. Academic Council of April 27, 2022

Note: Item deferred.

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

*Michael Ong, HCTF Chair*

1. HCTF of April 15, 2022

- HCTF was told that the self-funded health plans will migrate from UC Health to systemwide Human Resources. The Executive Steering Committee will also see restructuring.
- The Navitus issues are slowly being addressed. Navitus executives will meet with HCTF next week.
- RFPs for UC Care and UC Care pharmacy benefit management continue. Procurement concerns have been raised in several venues. Retirees seek greater participation going forward. Members noted that RFP panel service is time intensive and that the presence of external consultants can cause odd group dynamics. Faculty expertise should be leveraged more.
- Whether a whistle blower hotline for trainees and physicians assigned to certain affiliated healthcare organizations is sufficient is unclear. Leak of the anti-Roe SCOTUS draft has heightened concerns in this area.
- A team representing Kaiser behavioral health provided a presentation on their operations and how they have changed recently. Access to Kaiser data remains a challenge. Members asked why Kaiser enrollees also had behavioral health coverage through the overlay, but the history of that practice is unknown at present.
- HR is investigating options to add fertility benefits to the standard benefits suite.
- The Joint Benefits Committee, comprised of representatives from the Emeriti and Retiree associations, has issued a report detailing issues retirees face in the health care arena. Among other topics, a review of the VIA contract for out-of-state retirees is requested.

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

David Brownstone, TFIR Chair

1. TFIR of April 25, 2022

- A proposal for an ad hoc COLA for certain UCRP cohorts whose purchasing power is at risk of falling below 75% is being prepared. Some have suggested raising all cohorts to 85% purchasing power to avoid annual action. The practice is a tradition, not a policy.
- The Retirement Savings Plan is moving to “fossil fuel” free status, like the endowment and pension funds previously. Communications will follow formal approval by the Regents, which is expected next week.
- The Second Choice pension modeling tool is live and may be shared with colleagues. HR has not begun advertising the tool yet.

**IV. Systemwide Review Items**

➤ Assign Lead Reviewers

- Report of the Negotiated Salary Trial Program Phase 2 Task Force
  - ❖ UCR Representative Heraty and UCSC Representative Orlandi will serve as lead reviewers.
- Proposed Revisions to APMK 715 and 760 (Leaves of Absence/Family and Medical Leave, and Family Accommodations for Childbearing and Childrearing)
  - ❖ UCB Representative Nelson will serve as lead reviewer.
- Abusive Conduct, Second Systemwide Review
  - ❖ UCSD Representative Cooper and UCB Representative Nelson will serve as lead reviewers.

➤ Determine Committee Position

- Presidential Policy on Affiliations with Certain Healthcare Organizations  
Note: Item deferred.

**V. Consultation with the Office of the President – UC Path**

Rachael Nava, Executive Vice President and Chief Operating Officer

Calvin Turner, Jr., UC Path Executive Director

Director Turner provided an overview of Path operations, recent software changes, pending software upgrades, and revised quality assurance metrics. The hiring process is under review, as hiring delay complaints are being taken seriously. Different hiring models will be discussed with the Path advisory board and the Path steering committee. An academic hiring specialist is being brought on to provide targeted training, and Path now has regular meetings with Academic Personnel and Programs (APP). More location interaction is planned, too.

Director Turner acknowledged Path is understaffed, noting both that internal fund transfers were delayed and that it is not a pro-hiring market. There are currently 50 vacancies, and the hire-to-

separation ratio, when factoring in internal transitions, is not favorable. A marketing company has been engaged, and improvements to contract and temporary worker agreements are being made.

Members noted that the web interface is not user-friendly. Director Turner indicated that external experts had already been engaged to improve the home page.

Members also noted that the grants management software was not user-friendly. EVP Nava said that software was not in the Path bailiwick, but instead the result of local decisions. It is difficult to articulate between Oracle and PeopleSoft, but some Oracle upgrades are expected soon. Members noted that integration and central planning would improve local outcomes.

Members noted the ongoing software issues impacting retirees, Redwood, Navitus, and a poor retirement income estimator, among them. EVP Nava indicated that Path and RASC software articulation issues are being addressed.

Members asked what plans were being made to improve cybersecurity. EVP Nava said that software upgrades, faster patching, and better data loss-prevention tools were all under in the works. Members noted the many faculty experts that could be leveraged in these and other efforts, and encouraged the administration to view the faculty as colleagues and partners, rather than customers.

## **VI. Consultation with Academic Senate Leadership**

*Robert Horwitz, Academic Council Chair*

*Susan Cochran, Academic Council Vice Chair*

- The Academic Assembly advanced the phased-reduction climate Memorial to the Regents. The Memorial is now out for a full Senate faculty vote.
- The Intersegmental Committee of Academic Senates advanced the AB 928-compliant general education transfer curriculum, which will now for review at each segment.
- Due to the Navitus debacle, all benefits administration will be moved under one roof, systemwide Human Resources.
- Review of new Masters programs will remain at the systemwide level, but opponents are expected raise the issue again in the future.
- The Senate has selected Monica Lin as its new Executive Director. Lin is currently in the Office of Graduate, Undergraduate, and Equity Affairs. Searches for a new provost and a new vice provost for academic personnel both continue.
- The findings of the final Mitigating the Impact of COVID on Faculty will be presented to the Regents next week. Once the provost's review is finished, wide circulation of the report will occur.
- The new research data storage policy has flaws which are being discussed with the Office of Research & Innovation.
- A joint Senate-administration working group on the future of undergraduate education is being formed by the Academic Planning Council.
- A revised draft abusive conduct policy should be reviewed carefully.

- New guidelines campus safety vehicles, uniforms, and equipment are open for comment. Hiring a new director of systemwide safety is still in process.
- The new UC Online Advisory Group, formerly the Innovative Learning Technology Initiative, seeks an executive director.
- Clarifying UC Health policies and procedures in light of the draft anti-Roe SCOTUS leak is now a high priority.

## **VII. UCFW Business**

### **1. ARO Beyond COVID Next Steps**

An Australian university has taken steps to codify ARO principles, which may serve as a useful model for UCFW. One aspect of the model is to enlist outside reviewers. But clear guidelines would be needed to ensure consistent practices, as much as possible. Standardized solicitations, selection of reviewers, submission of baseline expectations and more would all have to thoroughly considered.

How much context to provide is also still unclear. The extent of dependent care duties may vary over time. Stopping the clock had inherent equity issues before COVID. Differential impacts to lab-based research and certain creative output fields should also be considered.

### **2. Proactive Planning for the Next Crisis**

Under the present COVID crisis, communications remain poor. No guidance has been issued for students who cannot attend finals in person. Self-reported rates and the official rates vary significantly. Some suggested course release for hybrid conversion and instruction.

Improved facilities are needed across the board. Deferred maintenance alone could cause its own crisis. Most facilities' budgets were cut during COVID.

### **3. Other Campus Updates**

UCD: 1) Housing issues are rife. 2) COVID-related absences are notable. The administration has not been supportive of ventilation improvement efforts.

UCLA: 1) COVID mandates seem arbitrary. Expert advice is being ignored, and insufficient data are being gathered. 2) Calculation of the tenure clock has recently come under scrutiny.

UCM: Custodial service has been almost entirely curtailed. Faculty are responsible for their own "zero waste" attainment.

UCSD: 1) COVID issues are stable for now. 2) Housing costs are negatively impacting faculty recruitments.

UCSB: Housing costs are negatively impacting faculty recruitments, especially for younger faculty and those from underrepresented backgrounds. Child care costs exacerbate the situation. Even rental and leasing costs are beyond the means of most. TFIR Chair Brownstone noted that MOP is now more competitive than the outside market and that the Regents will be asked to approve a zero-interest program soon.

UCSC: The processing of visas and green cards for international faculty has been problematic recently. H1B status in particular has been slow. Whether it is campus bureaucracy or Department of Labor issues is unknown.

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

*Susan Carlson, Vice Provost*

*Patricia Osorio-O’Dea, Director, Academic Program Coordination*

### 1. ARO Beyond COVID

The process of amending the APM was reviewed.

### 2. COACHE Survey Update

The exit survey of faculty has provided useful data for Academic Personnel in use in discussions with the president and legislature, among others. The data are better for systemwide than by campus. The reasons for departures are not surprising, but the details are informative. Top reasons cited were quality of colleagues and salary. The reason could be a positive or a negative, though: a good signing bonus versus an unmet outside offer, for example.

Members noted that leadership opportunities are needed to show the institutional investment in faculty. Members also noted that men receive matches to outside offers at twice the rate as women. VP Carlson acknowledge the telling trend, but her office does not have the staff to further assess the data at present. Disciplinary differences may play a role, too.

Members suggested sharing more widely the cost of search versus the cost of a retention.

### 3. NSTP Framing

VP Carlson looks forward to receiving Senate feedback on this program.

### 4. Mitigating the Impact of COVID on Faculty

The final report is still with the provost for internal review prior to wide circulation.

### 5. Salary Administration

President Drake sent a memo last week. 4% will go the scales, plus an additional 1.5% for an equity program for Senate members. Off-scales of up to 4% can be awarded at local discretion.

## **IX. New Business**

None.

Adjournment: 3 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Terry Dalton, UCFW Vice Chair

Attendance:

Terry Dalton, UCFW Vice Chair

Laura Nelson, UCB

Janet Foley, UCD Alternate

Carson Schutze, UCLA

Jayson Beaster-Jones, UCM

John Heraty, UCR

Kim Cooper, UCSD

Jenny Liu, UCSF

Lisa Parks, UCSB

Nico Orlandi, UCSC

David Brownstone, TFIR Chair

Michael Ong, HCTF Chair

Henning Bohn, UCRS Advisory Board Faculty Representative

Harry Powell, CUCEA Chair