

UNIVERSITY COMMITTEE ON FACULTY WELFARE

**Minutes of Teleconference
July 8, 2016****I. Announcements**

Calvin Moore, UCFW Chair

Lori Lubin, UCFW Vice Chair

Robert May, Health Care Task Force Chair

Update: Chair Moore reported that the state has funded 2017 undergraduate enrollment at \$7400/student, which is still less than the \$10000/student cost of instruction UC uses in its budget planning assumptions, but is still more than the \$5000/student UC received last year. In response to Sacramento, the Regents are developing a policy on non-resident enrollment. The Academic Council endorsed UCFW's letters on disability changes and pension communications.

Vice Chair Lubin attended a round-table at UC Irvine sponsored by Academic Personnel that focused on the pilot faculty exit survey conducted this spring. Although the data are still preliminary and reflect only this spring, most indications are that a quarter of departing faculty left for a modest salary increase of less than \$6000. To many, internal salary discrepancies are more worrisome than compensation gaps with external competitors. Most departures seem to have been for personal reasons. Greater transparency is needed regarding counter offers, although it seems that women are less likely to seek/receive them. Academic Personnel would like to continue working with Harvard's Collaboration on Academic Careers in Higher Education (COACHE) to administer the survey in the future, but additional funds need to be identified.

HCTF Chair May reviewed the discrepancies in the domestic partnership benefits area, noting that the technical requirements are comparatively onerous to those asked of married or otherwise registered partners. HR is preparing communications for review, but UCFW should consider asking that the paperwork requirements be aligned and that employees who may not know they are in this loophole must be educated and not punished.

HCTF Chair May also reported that the mental health task force convened by Dr. Stobo has been working with Optum, the UC Care mental health care provider, to develop new techniques for care delivery and new standards for service in this area, including appointment scheduling assistance and perhaps a dedicated pool of agents to handle UC inquiries. Members are encouraged to submit ideas and areas for improvement.

II. Consultation with UCOP – Human Resources

Dwaine Duckett, Vice President

Mike Baptista, Executive Director, Benefits Programs and Strategy

Gary Schlimgen, Executive Director, Retirement Programs and Services

Kris Lange, Director, Benefits Program Vendor Relations Management

Richard Coates, Manager, Benefits Programs and Strategy

1. Domestic Partner Benefits

Issue: UCFW is concerned that the sign-up process for unmarried same-sex domestic partners, especially for survivor benefits, is comparatively more difficult than for other

recognized couples. In addition to process changes, UCFW seeks pro-active communications to impacted employees.

Discussion: VP Duckett agreed that streamlining forms and simplifying directions are worthy goals, but reminded members that legal requirements and internal directives must still be observed. Members noted that some requirements seem to have been imposed by UCOP, not by the Regents or external governing agencies; as such, removing or altering them should be straightforward. Further, many employees may not know they are eligible to sign-up for these benefits, so they need to be informed pro-actively. The supporting information available online and through HR offices should be revised prior to these notices being sent. VP Duckett added that the systemwide office holds the expertise in this area, and questions should be directed to UCOP, not to local HR officers. Indeed, any contested HR decision should be directed to UCOP as no local HR offices can issue final decisions.

VP Duckett noted that the current policy dates from 2002, and significant social changes have occurred that necessitate the revisiting of these and related policies in a comprehensive manner. How best to revise the enrollment process, determining which document will be sufficient, and when and to whom these documents should be submitted will all be topics of on-going discussion during the revision process.

Action: Analyst Feer will draft a memo outlining the committee's suggestions for improvements in this area.

2. 2016 Tier Communications and Elections

Issue: Vice President Duckett observed that the 2016 Tier is now active for new hires. Completing the design and launch of a new tier in the timeframe provided by President Napolitano was challenging, and some concerns were not addressed adequately and will be revisited. The time line for improvements is rolling.

Discussion: Members reiterated their concerns regarding the start of the 90 day election window for faculty, arguing that starting the clock on the first day of instruction following hiring should start the clock, not the date of appointment or whenever payroll enters the data. ED Schlimgen noted that the 90 day window was approved by the Regents, and legal requirements preclude creating "safe havens" during the window when a new hire has not made an election but could be accruing UCRP interest and credit. Recruiters must be clear regarding the pension election provisions. Allowing 90 days to make an election is generous in the market. Members noted that recruiters need to be given complete information, such as when payroll submission deadlines are and how service credit accumulates, not just overviews of the differences of the 2016 choices. Members asked if a deferred account, similar to that used for summer salary pension accumulations, could be used during the election window. ED Schlimgen indicated that OGC had investigated that option, but declared it invalid; different vesting credit options may be possible, though. On-boarding materials are being updated as well.

3. Elective Disability Changes

Issue: UCFW seeks clarification on the new use of "own" and "any" occupation during instances of long-term disability.

Discussion: ED Baptista explained that as of January 1, 2017, for employees who use the elective disability program, the “own occupation” standard will be used for the first 30 months, which is longer than the current program’s 12 months. The definition of “own occupation” is unchanged. After 30 months, the “any occupation” standard will be used. “Any occupation” must be commensurate in terms of “training, education, experience, age, station in life, physical and mental capacity.”

4. Adoption Support Proposal

Issue: VP Duckett reported that the Berkeley-sponsored proposal which UCFW saw has been forwarded from HR to the president’s office. It is being considered simultaneously with other related proposals, and a response is expected by the end of summer. Complicating factors include identifying and deploying funds, what items/processes should be eligible for coverage, and when in the process the funds can be awarded/expended. OGC is soliciting opinions from outside counsel regarding tax implications and compliance requirements.

III. Consultation with Academic Senate Leadership

Dan Hare, Academic Council Chair

Update: Chair Hare updated the committee on several items of interest: 1) The Regents have been asked to develop a policy on non-resident enrollment. UCPB and BOARS may be able to contribute, but preferences among the Regents are unclear still. 2) A tuition increase for 2017-18 is expected, and widespread stakeholder consultation will occur in advance of any decision. 3) The proposed governance changes to the Board of Regents seem acceptable from the Senate perspective. Senate regulations, the APM, and related documents will need to be revised to ensure consonance. 4) The enrollment funding gap was closed this year by cannibalizing non-resident tuition. How to close the enrollment funding gap next year remains to be determined, and local budgeting practices are coming under closer scrutiny. 5) The Joint Committee on Faculty Discipline has been asked to strengthen its recommendations in order to make the process more efficient, but many are concerned that the quality of investigations could be compromised. The faculty discipline process has different evidentiary standards than the Title IX process, and victim remediation requires different actions than systemic change. How much transparency is appropriate given the delicate nature of these investigations continues to be an issue of contention.

IV. Further Discussion

None.

Call ended 12:30 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Calvin Moore, UCFW Chair

Attendance:

Calvin Moore, UCFW Chair

Lori Lubin, UCFW Vice Chair

Mark Gergen, Berkeley

Jean-Daniel Saphores, Irvine

Victor Lippitt, Riverside

Roberta Rehm, San Francisco

Stan Awramik, Santa Barbara

Jim Zachos, Santa Cruz

Robert May, HCTF Chair

Henning Bohn, UCRS Advisory Board Faculty Representative

David Brownstone, UCRS Advisory Board Faculty Representative

Dick Attiyeh, CUCEA Chair