

Minutes of Meeting

April 13, 2012

I. Chair's Announcements

Bill Parker, UCFW Chair

UPDATES: Chair Parker updated the committee on several items of interest: 1) Regarding the revised patent agreement, determination and administration of any consequences from a failure to sign has been delegated to campus administrators; 2) The Academic Council-drafted memorial to the Regents in support of Proposition 30 is being voted on by Senate members; 3) The "Pepper Spray Incident" Task Force Report, aka the Reynoso Report, has been issued publicly and is highly critical of administrators and police officers, identifying both tactical and leadership failures. More reports are forthcoming; 4) The National Association of Scholars has issued a study that suggests UC inappropriately advocates for liberal/progressive social policies, but many question the study's methodology.

DISCUSSION: A member noted that the Family Member Verification form she received did not list senior/retiree opposite-sex domestic partners as an option; questions should be directed through the Health Care Task Force.

II. Consent Calendar

NOTE: Items are posted on the committee SharePoint page; please respond within two weeks.

III. Update from the Health Care Task Force

Robert May, HCTF Chair

UPDATE: Chair May reported that several faculty have concerns over the reimbursement procedures for their flexible spending account due to new federal regulations and still-lagging customer service.

NOTE: The remainder of the update occurred in executive session; other than action items, no notes were taken.

IV. Update from the Task Force on Investment and Retirement

Shane White, TFIR Vice Chair

Update: Vice Chair White reported that 1) the proposal for a defined contribution plan for selected segments of the UC Medical Center populations has raised many concerns (see Item VI below); 2) a proposal for a defined contribution plan to allow the highly compensated to reach maximum federal levels is not under further discussion at this time; 3) disability process mapping for the 2013 UCRP tier continues; 4) the Regents repealed Appendix E.

V. Senate Membership

ISSUE: In response to renewed calls by clinicians, among others, for greater voice in governance issues, the Academic Council has established a new task force to investigate

the list of grievances and explore possible solutions. In 2009-10, a Senate task force issued a report calling on the divisions to ensure that all faculty were placed in appropriate series, asserting that the roles and responsibilities of each group were adequate. The new task force, whose charge is still in draft form, is expected to examine specific items of concern, rather than the philosophy of Senate membership.

DISCUSSION: Members sought clarification regarding the scope of work undertaken by those seeking a greater voice. It was noted that the “adjunct” series is used quite differently in the medical centers than it is on the general campuses, and that those in the series are full-time employees, fully committed to University welfare, even if their work responsibilities do not match the standard trifold Senate profile. Establishing parallel governance structures might suggest “separate but equal,” but wholesale changes are to be avoided. Medical center exceptionalism and the hospital administrative culture were also discussed.

VI. Consultation with the Office of the President

1. DC Plans for UCMC

John Stobo, Senior Vice President, Health Sciences and Services

Gary Schlimgen, Director, Pension and Retirement Programs, Human Resources

ISSUE: SVP Stobo framed the proposal as a tool to aid recruitment and retention at the medical centers, noting that a majority of competitors offer a DC plan. The proposal includes an employer match after one year, and is targeted to non-represented, non-academic new hires only. The target contribution ratio is 8:8 after 15 years, and projections indicate that UCRP liabilities will be unchanged.

DISCUSSION: Members asked how the target population was identified and why the proposal is limited to the medical centers. SVP Stobo indicated that the limited population was selected because of their relatively high turn-over rates and small-N for the pilot. Members also asked how new hires could be insulated from pressure to choose a less-expensive plan. It was noted that plans change over time. Members inquired as to the maximum possible cost the University, if the entire eligible population were to participate. Director Schlimgen replied that it would cost less than the same population in UCRP. Members asked how success for the pilot was being measured. SVP Stobo stated that the target enrollment rate had yet to be determined, and that recruitment successes in the target population could serve as proxies. Members noted that UC’s most at-risk medical center population includes nurses, whose union reportedly opposes the proposal. It was noted that portability of benefits is attractive to many.

VII. Systemwide Review Items

1. Salary Task Force Recommendations

DISCUSSION: Chair Parker reported that the recommendations uphold the “one UC” philosophy, help the scales and maintain peer review; nonetheless, the amount of local flexibility is a compromise. Despite concerns about lack of funding to implement the recommendations, a majority of the committee and their counterpart committees support the recommendations. Strengths of the proposal include nuance and the goal of “lifting all boats”. Concerns include protecting off-scale margins and empowering free riders.

ACTION: Analyst Feer will draft a memo of support for transmittal to the Academic Council.

2. APM 700 (Presumptive Resignation)

ISSUE: Over the past few years, handfuls of individuals abandon their UC jobs, and to expedite administrative separation processes, it is proposed to revise APM 700 (Presumptive Resignation). Medical separation processes are complicated and time-consuming, and not always appropriate.

DISCUSSION: Members noted that individual due process seems protected, but added that in cases of severe mental or emotional trauma, even these processes could be inadequate to help the individual. Members also asked what recourse was available should someone be wrongfully presumptively resigned. Others noted the low frequency of such resignations, wondering if an ad hoc process might be more appropriate to account for individual needs.

ACTION: Manager Lockwood will relay UCFW's concerns, and the next draft revision will be circulated for wider comment.

3. APM 035 (Affirmative Action and Diversity) and APM 190 (Whistleblower Policy)

ISSUE: These are technical changes, fixing footnotes and other references.

ACTION: UCFW supports these changes.

4. APMs 010, 015, and 016 (Academic Freedom and Shared Governance)

ISSUE: UCFW saw these proposed revisions during management consultation, and the Academic Council endorsed UCFW's contention that the proposed language did not help clarify when faculty academic freedom was protected. Other respondents in the management consultation varied widely in their feedback, so the original proposed language is being recirculated.

DISCUSSION: Members asked how policies were different from regulations and rules, and so whether the suggested language added clarity. Others suggested that rather than use different vocabulary, the sentence structure might be usefully revised to illumine better relevant antecedents and subsequent interpretations. Members agreed that UCFW's previous position should be resubmitted.

ACTION: Analyst Feer will summarize the committee's concern in a memo to the Academic Council.

VIII. Divisional Reports

Berkeley: The Berkeley CFW asks for more implementation guidance regarding enforcement of signing the revised patent policy.

Davis: No report.

Irvine: Irvine emeriti faculty have proposed expanded membership in the local medical center Senate. The local CFW was supportive, but tabled action pending outcomes from related system endeavors. Various campuses record "votes" differently.

Los Angeles: No report.

Merced: Retention issues are coming to the fore.

Riverside: Funding and accreditation for the proposed Riverside medical school are both currently unclear.

San Diego: The division is working to improve communications regarding local Senate accomplishments and to demystify its operations and value. The medical center there is also struggling with morale and engagement.

San Francisco: UCSF recently celebrated its Founder's Day with Senate Feinstein and Governor Brown. A task force on local governance is working slowly.

Santa Barbara: Responsibility for long-term maintenance of campus housing is in dispute.

Santa Cruz: Local housing prices are a recruitment obstacle.

IX. New Business

None.

Meeting adjourned at 3:25. Minutes prepared by Kenneth Feer, Senior Policy Analyst
Attest: William Parker, UCFW Chair