

**Minutes of Meeting**

**December 13, 2013**

**I. Announcements**

*Dan Hare, UCFW Chair*

**Update:** Chair Hare updated the committee on several items of interest:

- The Academic Council is focusing on its response to the “Moreno” Report, which alleges systemic failures in the promotion and advancement of minority faculty at at least one campus. The response is due next week.
- The data provided last month by Academic Personnel on hiring and separations is being re-packaged to include normalizing figures.
- An official message on the option to make changes to open enrollment elections is forthcoming.

**II. Consent Calendar**

1. DRAFT Minutes of November 8, 2013

**Action:** The consent calendar was approved as noticed.

**III. Task Force on Investment and Retirement (TFIR) Update**

*Jim Chalfant, TFIR Chair*

**Update:** Chair Chalfant updated the committee on several items of interest:

- The student group pushing for divestment from fossil fuel companies continues their campaign. They hope to present to the Regents investment committee, but TFIR is not convinced their plan will have the desired results or keep UC investments from losing value.
- The California Nurse’s Association (CNA) has signed a new contract with UC, with different provisions for retirement and pension.
- The pension initiative from San Jose Mayor Reed continues to have life. Whether or how UC should respond remains under discussion.
- TFIR asks UCFW’s guidance on how best to frame and argue for full funding for UCRP. TFIR has requested new slides from HR and the actuary in the hopes of better illustrating the costs of deferring higher employer contributions.

**IV. Health Care Task Force (HCTF) Update**

*Bill Parker, HCTF Chair*

**\*\*Note:** Item occurred in executive session; other than action items, no notes were taken.\*\*

**Action:** Members are to circulate the announcement that changes to open enrollment elections can be made: <http://atyourservice.ucop.edu/news/general/1312-change-after-oe.html>

**V. Consultation with the Office of the President – Budget**

*Patrick Lenz, Vice President*

**Update:** VP Lenz reported that, per the LAO, California’s fiscal condition is improving; a \$5.6B reserve is expected at the end of 14-15, with as much as \$8B in future years. Higher education is

expected to fare well, with current estimates suggesting a 9% increase, rather than a 5% increase. A 5% increase would not allow reinvestment in quality measures. The President will meet with the governor's staff and the finance office next week to discuss UC budget priorities. At present, UCRP is listed to receive \$240M, which is not yet the full amount UC asked for, but its inclusion is a victory.

**Discussion:** Members asked how the UCRP obligation was calculated, and VP Lenz indicated that it is calculated based on the re-start rates, and the expectation is similar to that of the CSU payment. The governor's budget is expected by January 10.

## **VI. Consultation with the Office of the President – Academic Personnel**

*Susan Carlson, Vice Provost*

### **1. Hiring and Separation Data**

*\*\*Note- Item deferred while data is reconfigured.\*\**

### **2. Librarian and Lecturer Contracts**

**Update:** VP Carlson reported that librarians and lecturers have agreed to new contracts with UC. The librarian contract leaves greater flexibility for recruitment and retention and affects about 200 individuals. The first phase will include a scale adjustment, and the second is to convert from steps to a point system with smaller increments. There will be 2 points to a step, and a 5 point maximum. The corresponding naming convention is yet to be determined. There will be no above scales, and the barrier Step V has been removed by eliminating the “distinguished” title.

The lecturer contract runs through July 2015 and includes few changes. There is a 3.5% range adjustment in year one, and year 2 has allowances for larger merits for continuing appointees.

**Discussion:** Members noted that some lecturers have been left out due to infrequent, but regular, teaching schedules. It was suggested that consultation on the provisions for other academics extend below vice chancellors and personnel directors, in a manner similar to that in use for post-doctoral scholar contracts and graduate student assistant contracts.

### **3. Total Remuneration Study**

**Update:** Vendors to conduct the study will be interviewed next week.

## **VII. Consultation with the Office of the President – Academic Affairs**

*Aimée Dorr, Provost*

**Discussion:** Members discussed with the Provost their concerns regarding the UC Care development, consultation and roll-out processes, the Composite Benefit Rate development and consultation processes, and the status of Shared Governance, overall. Provost Dorr counseled patience and noted that not all administrators embrace Shared Governance equally. She encouraged members to use their local avenues, as well as the systemwide Senate leadership, to advance issues. She added that specific recommendations for improvement are more likely to receive action and attention than broadly issued concerns.

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

*Bill Jacob, Chair, Academic Council*

**Update:** Chair Jacob updated the committee on several items of interest:

- Enrollment management looms as the next significant issue for the Senate to grapple.

- How best to frame the concerns about the Composite Benefit Rate process without alienating administration partners continues to be a topic of discussion. Conflicting information about the flexibility of payroll systems and about local freedom to pursue individual avenues add confusion to the situation.

*\*\*Note: The remainder of the item occurred in executive session; other than action items, no notes were taken.\*\**

## **IX. Consultation with the Office of the President – Human Resources**

*Dwaine Duckett, Vice President*

### **1. UCRP Projections**

*With Gary Schlimgen, Executive Director, Pension and Retirement Services*

*With John Monroe, Segal*

*With Paul Angelo, Segal*

*With Ken Reicher, Manager, HR Actuarial Services Group*

**Update:** Director Schlimgen reported that models of various maximum employer contributions to UCRP, including hypothetical borrowing to meet ARC and modified ARC to meet the Regents funding policy have been developed at the request of TFIR.

**Discussion:** TFIR Chair Chalfant asked when the new projections could be shared, and Director Schlimgen will confer with Segal and report back. Members asked how to present the arguments to campus leaders, but no new talking points have yet been developed. Members asked who has the authority to borrow to fund UCRP, and Director Schlimgen indicated the President has the authority. He added that previous loans are being paid back at a rate of 0.6% per campus per year on top of the standard employer contributions. Members again noted that the available liquidity could help UCRP solvency.

### **2. At Your Service Website**

*Anne Wolfe, Systemwide Coordinator, Internal Communications*

**Issue:** In February, the At Your Service website will launch a new interface, designed to improve visual appeal and functionality. There will more links, community news will be added, and the search function has been improved.

**Discussion:** Members noted that the Senate link should be in a more obvious location.

### **3. Open Enrollment 2014 Debrief**

*Item deferred.*

### **4. Benefits Satisfaction Survey**

*With Mark Esteban, Director, Benefits Programs*

**Issue:** VP Duckett handed out a sample survey template. It is different from the performance surveys insurers use and will ask how well these programs serve members and how they can be improved. An external vendor will be selected to administer the survey.

**Discussion:** HCTF Chair Parker suggested the survey emphasize health benefits, not wellness. He also suggested that the new UC Care structure be targeted for feedback, and that retiree issues be added or even receive a targeted survey developed to assess their satisfaction separately from actives. Members encouraged VP Duckett to include Senate experts on the survey design team.

### **5. Optum Mental Health Services**

**Issue:** Members noted that an analysis of this provider is overdue, and that many relevant laws have changes since the program was awarded to Optum. How it will fare going forward should be assessed.

## **X. Further Discussion**

**\*\*Note:** *Item occurred in executive session; other than action items, no notes were taken.* \*\*

## **XI. Systemwide Review Items**

### **1. Proposed Amendments to Senate By-Law 55 (Departmental Voting Rights)**

**Discussion:** Members debated how well the proposal would address the identified harms. Members also debated whether a different approach might yield the same results with less disruption.

**Action:** Members will consult with their campus committees and report back in January.

### **2. Proposed Revisions to UC Sexual Harassment Policy, reprinted in APM 035**

**Discussion:** Members noted that the revisions conflate gender hostility, sexual violence, and violence, which could discourage reporting or mask actual harms and perpetrators.

**Action:** Members should consult with the campus committees and report back in January.

### **3. UC Policy on Self-Supporting Graduate and Professional Degree Programs**

**Action:** The committee elected not to opine on this item.

### **4. Proposed Revisions to APM 670, 671, and 025 (HSCP Conflict of Commitment)**

*Item deferred.*

## **XII. Divisional Reports**

*Item not addressed.*

## **XIII. New Business**

### **1. Retiree Health Expenses**

**Issue:** Members noted that framing benefits in terms of bottom-line costs could erode care quality. Many are worried about the trends being “tested” on retirees, such as moving them to exchanges and lowering the employer contributions. Uncertainty about the long-term impact of ACA adds to the concerns.

Meeting adjourned at 3:30 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Dan Hare, UCFW Chair