

Minutes of Meeting

May 11, 2012

I. Chair's Announcements

Bill Parker, UCFW Chair

UPDATE: Chair Parker updated the committee on several items of interest:

- 1) A composite benefit rate is being discussed as a means of simplifying grant billing and out-year budget projections. While the cost to the system is expected to be neutral, departments or units could see significant changes.
Discussion: Members noted that the Davis campus made the switch last year. There are 9 options for contract and grants benefits, each for a specific target population, rather than myriad individual calculations. Members asked if the Davis program has saved time and labor, but it's too soon to know.
- 2) Faculty Salary Task Force Report: The Academic Council will recommend a 3% across-the-board increase, with extra funds targeted to alleviation of below-median campuses.
- 3) UCPATH is a shared services center for human resources transactions, and will be housed at UCRiverside.
- 4) Senate membership discussions continue. UCR&J has been asked to opine on the limits of local powers to regulate membership. The new task force will consider their findings.

II. Consent Calendar

1. Proposed membership guidelines for HCTF and TFIR

ACTION: The guidelines were approved as noticed.

III. Update: Health Care Task Force

Robert May, HCTF Chair

Note: This item occurred in executive session; other than action items, no notes were taken.

IV. Systemwide Review Items

1. Report and Recommendations of the Faculty Diversity Working Group

DISCUSSION: Members had several concerns regarding the report and the accompanying recommendations. Due to funding disparities and local considerations, a one-size-fits-all model is not appropriate to remedy this issue. Mandating participation could result in tokenism or overwork of engaged URM faculty. Members agreed that this is one instance where leadership can set the tone and trajectory and encourage progress without interfering. Berkeley and Irvine now have relevant vice provosts for such a purpose, but success metrics are hard to find.

ACTION: Analyst Feer will draft a response memo for submission to the Academic Council.

2. Proposed Revisions to APM 016

DISCUSSION: Members continued to parse the differences between policies, rules, regulations, guidelines, and the like, again noting that there are different yet specific meanings and connotations for each in different environments. Nonetheless, because sanctions are now proposed, a definitive position needs taken.

ACTION: UCFW will communicate its desire to see “written” added to modify “policies.”

V. Consultation with the Office of the President – Academic Personnel

Susan Carlson, Vice Provost

1. Salary Information, October 2011

DISCUSSION: Members asked about the study’s methodology, and Vice Provost Carlson noted it was the CPEC methodology, adding that a more robust tool could be developed. Even though CPEC methodology continues to underlie negotiations with the state Department of Finance, it excludes benefits, does not account for geographical disparities, and excludes the health sciences. Members suggested that AAU, AAUP, or IPEDs studies could be mined for best practices. Vice Provost Carlson added that comparator selection should also be an important consideration. Members suggested that more comprehensive internal reporting might also be useful for planning purposes, even if it not all data is shared with other institutions. Regardless, data must be normalized to both the campus and the system, outliers should be smoothed, and separations should have sub-categories. Members also suggested greater use of exit interviews, and completion of the long-awaited health sciences total remunerations study.

VI. Consultation with the Office of the President – Budget

Patrick Lenz, Vice President

UPDATE: Vice President Lenz reported that state revenues are still lagging projections, by as much as \$3B. The new projected budget gap is between \$12-15B, up from \$9B. There is no new information on the governor’s May budget revision, but it is widely accepted that further cuts are on the horizon. Administrative efficiencies have largely been exhausted, so careful planning will need to prior to any programmatic and personnel cuts. UC will turn its efforts to developing predictable, long-term funding plans, since year-to-year vicissitudes impede meaningful strategic planning.

DISCUSSION: Members asked if it was likely that UC would be able to secure and multi-year funding deal with the state, and VP Lenz indicated no. Legislators’ priorities seem unaligned with UC fiscal needs. Members asked if “UC as economic investment” was persuasive to legislators, and VP Lenz said that though the argument is logical, it is difficult to assert that short-term elderly home care, for example, is less needed than long-term UC funding. UC also has the burden of its success: If any entity can weather the storm, it’s UC with its vast creative and intellectual prowess and resources.

VII. Update: Task Force on Investment and Retirement

Shane White, TFIR Vice Chair

Note: This item occurred in executive session; other than action items, no notes were taken.

VIII. Consultation with the Office of the President – Human Resources

Dwaine Duckett, Vice President

1. DC planning, New Tier drafting, and Shared Governance

ISSUE: UCFW is concerned that faculty subject matter experts are not being robustly utilized in strategic and contingency planning efforts. For example, proposals for prospective changes to the retirement system portfolio were not well received due to a perceived lack of intellectual rigor.

DISCUSSION: VP Duckett noted that recent proposals were not proposals, but merely studies. Members responded that the object of study and its utility was unclear, especially as the stated target population would be ineligible for the program. Members also noted that status quo options would address the stated goals of the study but were not included in the study.

2. Disability Review Update

ISSUE: As part of the 2013 UCRP Tier, disability provisions are being revised. Market comparisons are being used to inform the discussion of rates. Another proposed change includes better up-front education: as disability elections currently can only be made during periods of initial enrollment (PIEs), employees often make ill-informed decisions.

DISCUSSION: Members suggested that disability elections be offered during open enrollment, especially if the plan provisions change significantly. Members agreed that education regarding disability is important and suggested that specific information campaigns be developed for different target audiences. Members asked how much UC spends on disability annually, and current figures are between \$25-30M/year. Additional data on utilization rates is forthcoming.

ACTION: Working through TFIR, UCFW will communicate its support for the project to date, and outlining their suggestions for moving forward.

IX. Lab Safety Protocols

Erike Young, Director, EH&S

Jill Parker, Chair, EH&S Directors Leadership Council

ISSUE: Following the tragedy at UCLA in 2010, new safety standards have been in development. UCLA has already implemented some, and more are coming.

Systemwide, there is an interest in replicating the new standards at other locations. At the same time, there is a national push to improve safety.

DISCUSSION: Members encourage the new standard and their implementation guidelines to be as specific as possible regarding responsible actors, required recordkeeping, and reasoning for the standards. Members also encouraged end-user involvement in the development of new standards. The new standards should not be framed as an unfunded mandate.

X. Campus Updates

Note: Item not addressed.

XI. New Business

1. Additional 403(b) Retirement Plan Options:

ISSUE: The Davis division has asked whether elective UC-sponsored retirement plans could be expanded to include a Roth plan. Such a plan would bring tax advantages for many faculty. Further educational materials would need to be developed.

ACTION: TFIR will investigate the matter further.

2. Open Access:

ISSUE: The University Committee on Library and Scholarly Communication (UCOLASC) has developed proposed guidelines to require UC faculty to deposit research products into Open Access archives.

DISCUSSION: Members recognize the value of Open Access, but suggest the proposal could be strengthened by changing the default position to opt-in, rather than opt-out. Members voiced concerns about disciplinary differences, and how the new mode of scholarly communication would be weighed by CAPs.

Adjournment 3:30.

Minutes prepared by Kenneth Feer, Senior Policy Analyst

Attest: William Parker, UCFW Chair