

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

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

*Calvin Moore, UCFW Chair*

*Dan Hare, Academic Council Chair*

**Update:** Chair Moore reported that the final enrollment targets for the additional 5000 California undergraduates are being finalized. The Academic Council approved the proposed Herb Alpert School of Music proposed by UCLA.

Council Chair Hare reported that the Senate participants in the Retirement Options Task Force (ROTF) had created a companion guide to help lay readers interpret the task force's recommendations. An updated total remuneration study that illustrates the impacts of the recommendations on ladder-rank faculty should be ready later this month.

Chair Hare also reported that most of the transfer pathways had been completed, and that a new workgroup on faculty discipline has held its first meeting. The current state budget includes Year 2 of UCRP funding, as agreed to in the Budget Framework adopted last summer.

**II. Consent Calendar**

1. DRAFT Memo re Adoption Benefits

**Action:** This item was withdrawn from the consent calendar.

2. DRAFT Memo re ROTF Framing

**Action:** The memo was approved as noticed.

**III. Consultation with Human Resources**

*Richard Coates, Manager, Vendor Management*

1. Domestic Partnerships

**Issue:** The regulations governing domestic partnership recognition at UC are not widely known and may have been misapplied. Human Resources is investigating the total number of domestic partnerships at UC. Because several declarations are hard-copy only, the exact totals and disposition will take more time to identify. The Office of General Counsel is also helping to evaluate the regulations.

2. Infertility Treatment Options

**Issue:** The inclusion of and level of support for infertility treatments varies by health plan, and some plans do not include it at all. Treatments average about \$30K, and sometimes several treatments are needed. UC Care does not include the benefit, and some in HR think it makes sense to only offer one plan that includes the benefit. Additional demographic and utilization analyses are needed to determine how UC should proceed in this area.

**IV. Consultation with Chief Operating Officer**

*Rachael Nava, COO*

**Issue:** The ROTF recommendation was sent to President Napolitano on December 15, and she continues to review the materials and prepare her response. Senate feedback on the ROTF recommendation will be due February 15, as will feedback from other stakeholder groups; individuals may submit comments via the web, and webinars are scheduled to help employees evaluate the recommendation. The president's recommendations should be considered by the Regents in March.

The Task Force tried to balance several factors: retirement readiness, the university's fiscal stability, competitive remuneration for recruitments and retentions, and political winds from Sacramento. Mitigating the impact of the PEPRA cap for those impacted was the focus of much discussion. Constraints came in the form of IRS parameters, employer contribution limits, and industry/market restrictions.

**Discussion:** Members asked if retiree health was impacted by the recommendation, and COO Nava indicated that it was beyond the scope of the task force. The same health and welfare benefits package will be offered regardless of pension tier. Members asked how the feedback submitted would be assessed, and how greatly the final recommendations might vary from the task force recommendation. COO Nava said that President Napolitano will make the final recommendation on her own, but that she may request additional information or models based on the feedback received. Members asked why this process, especially the public review, is so short, and COO Nava indicated that external timing considerations drove the review calendar.

## **V. Consultation with Academic Personnel**

*Susan Carlson, Vice Provost*

*Janet Lockwood, Director, Academic Policy and Compensation*

### **1. Negotiated Salary Trial Program**

**Issue:** The circulated report includes findings from the second year of the trial program. Faculty responses were consistent, and administrator responses were more positive than in year 1. The number of women and under-represented minority participants went down this year, and will be closely monitored in years 3 and 4. The salary increments increased, perhaps due to the inclusion of engineering at Los Angeles. More enrolled at the maximum percentage than previously. The teaching loads of participants were largely unchanged; they already taught fewer classes in most cases. The impact on recruitment and retentions remains unclear at this time, but anecdotes suggest a large drop in preemptive retention cases and small improvements in recruitments. If the program is to continue beyond the pilot, final parameters need to be completed next year; the joint work group will reconvene to finalize evaluative standards and explore next steps.

### **2. Policy Reviews**

**Issue:** VP Carlson noted several upcoming policy reviews:

- 1) Equalizing parental leave for quarter and semester campuses: Provost Dorr has approved a new review of this issue, but staffing shortages in the Academic Personnel office mean there is not time frame yet.
- 2) Health Sciences Clinical Professors: The suite of APM regulations that govern this group will be revised and will come for management review in the spring.
- 3) International Activities Policy: Provost Dorr and the Academic Planning Council have been revising the 2012 policy; the revisions should come for management review in the spring.
- 4) APM 360 (Librarians): A second systemwide review is forthcoming.
- 5) Lecturers with Security of Employment (LSOEs): A joint Senate-administration work group is finishing draft revisions to these regulations. They should come for management review in the spring, too.
- 6) Compensation Plans for Staff Physicians: UC Health, Academic Personnel, and Human Resources have been working to develop new compensation guidelines for staff physicians. In some instances, it is projected that staff physician salaries will exceed faculty salaries due to market demands. This item will be presented at the February UCFW meeting.

## **VI. New Business and Further Discussion**

1. NSF Dependent Care Coverage:

**Issue:** The NSF offers partial funding for grant-related travel that necessitates dependent care coverage, but it requires a partial/matching institutional spend. It is unclear how this could operate at UC, whether it is an allowable indirect cost, or whether it would be a fringe benefit.

**Action:** Council Vice Chair Chalfant will ask UCORP if they have any knowledge.

Call ended at 2:55 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

Charley Hess, Davis

Sean Malloy, Merced

Victor Lippit, Riverside

Sheila Gahagan, San Diego

Roberta Rehm, San Francisco

Stan Awramik, Santa Barbara

Jim Zachos, Santa Cruz

Ex officio members:

Roger Anderson, CUCEA

Henning Bohn, UCRS Advisory Board

Robert May, UCFW HCTF Chair