

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

March 11, 2016

I. Chair's Announcements

Calvin Moore, UCFW Chair

Update: Chair Moore reported on the Academic Council meeting of February 24, 2016. UCFW, UCACC and UCAF will be tasked to advise the administration on working with the new cybersecurity vendor.

II. Consent Calendar

1. DRAFT Minutes of December 11, 2015
2. DRAFT Minutes of January 8, 2016
3. DRAFT Memo to Human Resources re Health Care Facilitators
4. DRAFT Memo to Academic Personnel re Active Duty/Modified Service

Action: The consent calendar was approved as noticed.

III. Update: Health Care Task Force

Robert May, HCTF Chair

Update: Chair May reported that the rebid for a third-party administrator for the University's self-funded health plans continues. More information will be available in April.

HCTF will shift its focus to mental health care delivery and outcomes. HCTF will meet with representatives from Optum, the mental health provider for UC through 2017, at its upcoming meeting. HCTF will analyze again the benefits and disadvantages of a mental health carve-out, the current model, versus an integrated strategy.

The administration of retiree health benefits in the 2016 pension tier remains undefined.

IV. Consultation with UCOP – Human Resources

*Dwaine Duckett, Vice President*1. Retirement Options Task Force

Issue: VP Duckett noted that communications on the decision have been sent. The segmentation of employee groups could prove problematic, and some unions have yet to bargain new contracts reflecting the 2016 Tier terms.

Discussion: Members agreed that employee group segmentation is a worry, but VP Duckett observed that most staff come from employers with structures similar to the 2016 Tier. UC is now closer to the industry standard in this aspect. UC will have to move closer to market in other aspects, too, such as cash compensation which no longer has a benefits off-set. For the more highly compensated, adopting the PEPR cap is a de facto cut to benefits. The exact decrease in total remuneration for any group is not yet known.

Members asked how communications were being handled, and VP Duckett indicated that his staff were working with Fidelity to ensure DC-related communications were clear. Members asked if campuses would hire independent investment counselors, and VP Duckett indicated that the campuses would increase training to local human resources officers.

Members asked about purchasing power guarantees for retirees, but VP Duckett reminded the committee that UC only has access to the amount UC pays any given individual; their other retirement income is unknown.

2. Adoption Benefits

Update: VP Duckett indicated that his office is prepared to review a formal proposal when one is received.

3. Health Care Facilitators

Update: The campus-based health care facilitators have reported being given other assignments and inadequate support. VP Duckett noted that the current agreement on maintaining current services may be expanded to include administrative support. Many employees ask the facilitators non-health care questions, so overlapping training could be useful.

Discussion: Members noted that “mission creep” should be avoided since navigating insurance company bureaucracies is a specialty. Members are encouraged to invite their local facilitators to meet with local CFWs. Only a few campuses dedicate funds to this program; the remainder of HCF support comes from UCOP.

V. Update: Task Force on Investment and Retirement

Note: Item not addressed.

VI. Update: Retirement Options Task Force

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

VII. Consultation with UCOP – Academic Personnel

Susan Carlson, Vice Provost

1. Salary Action Outcomes

Update: VP Carlson’s office has compiled data indicating how the discretionary 1.5% of last year’s salary actions were applied on the campuses. The effort was successful in addressing some equity concerns on the general campuses, but less so for HSCP faculty or other academics. The campus interpretation of the guidelines varied widely, and generating reports was difficult. It is not known how the President will allocate future salary increases, but she has publicly mentioned more closely tying “merit” to all salary actions.

Discussion: Members echoed that many HSCP faculty were disgruntled with the interpretation and application of the discretionary funds. Members also noted that the faculty review system, the salary scales, and the steps are based on assessments of merit alone. VP Carlson observed that the merit cycle offers reviews only every three years; skeptics will require more frequent adjudication. Members offered that merits and COLAs were too often conflated. Long-standing internal divisions regarding the

future of above-scale increments compound messaging. VP Carlson encouraged the committee to assert principles quickly.

2. Upcoming Reviews

Update: VP Carlson reported that proposed changes to the APM's 700 series (Benefits and Privileges) to reflect changes in FMLA laws would be forthcoming, as would proposed technical changes to APMs 015, 016, and 150 (Discipline).

3. Early Childhood Education and Care

Update: Comparator offerings and best practices are still being identified.

Action: Analyst Feer will share UCFW's past investigations.

VIII. Consultation with Academic Senate Leadership

Jim Chalfant, Academic Council Vice Chair

Update: Vice Chair Chalfant reported on discussions focusing on cybersecurity. FAQs were posted last week, but a full communications strategy is still being developed. The University will now monitor for odd trends, malware, and known bad actors. The new vendor has additional features that appealed to the medical centers but which will remain optional for the general campuses. Administration and Senate leadership will meet on this again next week.

IX. Systemwide Review Items

1. Guiding Principles: Search Waivers for Academic Appointees at UC

Stan Awramik, UCSB Representative and Lead Reviewer

Issue: Professor Awramik noted that this process occurs prior to APM governance, and that these are only guidelines.

Discussion: Members noted that the previous version included diversity as a target of excellence for search waiver invocation.

Action: Analyst Feer will draft a response for electronic approval.

2. Report of the Joint Committee of the Administration and the Academic Senate (on Faculty Discipline)

Mark Gergen, UCB Representative and Lead Reviewer

Issue: Professor Gergen noted that the report overall is a clear improvement over previous efforts. Many important issues have been clarified, but out-year implementation should be monitored closely, too. Improved record-keeping requirements strengthen the report. The inclusion of confidential resources for implicated faculty is also useful.

Discussion: Members suggested that the recommendations would be improved if they included a decision tree or process map, a clearinghouse of relevant resources, and a more regular reporting calendar.

Action: Analyst Feer will draft a response for electronic approval.

3. Proposed Revisions to APM 360 and 210-4 (Librarians)

Note: Item deferred.

Action: UCB Representative Gergen will serve as lead reviewer.

4. Management Review: Proposed Revisions to APM 600 series (HSCP)

Roberta Rehm, UCSF Representative and Lead Reviewer

Issue: The goal of the revisions is to achieve greater consistency across the medical centers. Many job titles have been merged or omitted to better reflect the associated responsibilities and percentage of time dedicated to teaching, research, and/or service. A new category, clinical associate, is introduced for those who spend 100% of time on patient care and have no teaching or research duties. The Clinical Professors' advancement calendar is clarified (8 years), as is the four-fold basis on which evaluations focus (teaching, research, service, and professional competence). This does not seem to be an attempt to secret clinicians into the Academic Senate. The reassignment of titles by the campuses will be tricky.

X. Campus Updates

Note: Item not addressed.

XI. New Business

Note: Item not addressed.

Adjournment at 2:30

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Calvin Moore, UCFW Chair

Attendance:

Calvin Moore, UCFW Chair

Lori Lubin, UCFW Vice Chair (phone)

Mark Gergen, Berkeley

Charley Hess, Davis

Megan Sweeney, Los Angeles (phone)

Sean Malloy, Merced

Victor Lippit, Riverside

Roberta Rehm, San Francisco

Stan Awramik, Santa Barbara

Jim Zachos, Santa Cruz (phone)

Ex officio members:

Roger Anderson, CUCEA

Henning Bohn, UCRS Advisory Board (phone)

Robert May, UCFW HCTF Chair

Avanidhar Subrahmanyam, UCFW TFIR Chair (phone)