

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

**Minutes of Meeting  
November 13, 2015****I. Announcements**

*Calvin Moore, UCFW Chair*

**Update:** Chair Moore reported on the Academic Council meeting of October 28, 2015: The Council endorsed UCFW's recommendations on UC Health governance and oversight; the revised Regent's item is expected to address these and other concerns. The revised item will include Senate advisory representation in the form of a subject matter expert, who will also be an *ex officio* member of UCFW's Health Care Task Force. The revised item will keep Regents as the only voting members. Questions remain, however, over the revenue limits and delegations of authority in the revised item.

Borrowing to supplement UCRP will also be considered by the Regents at their November meeting.

In the spring, the Senate will be asked to review policies on faculty discipline and intolerance.

**II. Consent Calendar**

1. DRAFT Minutes of October 9, 2015

**Action:** The minutes were approved as amended.

**III. Health Care Task Force Update**

*Robert May, HCTF Chair*

1. Retirement Options Task Force

**Issue:** The Task Force will submit its recommendations to President Napolitano in mid-December, and she will issue her recommendations in mid-January. The Senate and other stakeholders will be able to comment on the President's recommendations until February 15. UCFW may need to meet via teleconference, off-cycle to address this issue fully.

**Discussion:** Members asked what changes were being considered for retiree health in the 2016 tier, but Task Force Chair COO Nava has indicated that retiree health is out of the task force's scope.

2. Open Enrollment for 2016

**Issue:** Open Enrollment for 2016 is currently in progress. Generally, employees will see modest premium increases. Travel immunizations will be covered going forward. Also new is that unused FSA funds up to \$500 can be rolled over into next year. UC Care's top tier now includes Cottage Hospital in Santa Barbara, and John Muir in Contra Costa County; additional specialty providers were added in the Orange County area, too; Riverside Community Hospital remains a Tier 2 facility. Employees who make changes to their benefits elections will receive a short survey that HCTF helped design; it should help illustrate why employees make changes.

3. Medicare Rate Changes

**Issue:** Concerns about excessive premium increases have been off-set by federal government action. HCTF will continue to monitor the situation.

4. UC Health Governance

**Issue:** See Item I above.

5. Mental Health Coverage and Outcomes

**Issue:** Last year, UCFW and HCTF, with the support of the Academic Council, requested the formation of a joint Senate-administration task force to investigate mental health delivery and

outcomes. A response has not yet been received, but Council Chair Hare will inquire of COO Nava for a status update.

6. Pharmacy

**Issue:** HCTF discussed how insurers determine which medications to cover and at what rate. In some instances, expensive treatments are delayed until symptoms reach advanced stages. Many think this practice is morally dubious and financially illogical. How to affect change in this area continues to be a topic of discussion.

**IV. Consultation with UCOP – Academic Personnel and Programs**

*Susan Carlson, Vice Provost*

*Janet Lockwood, Director, Academic Policy and Compensation*

1. Faculty Exit Surveys

*With Kiernan Mathews, Director, Collaborative on Academic Careers in Higher Education*

**Issue:** Vice Provost Carlson reminded members that the Provost's office is funding half the cost of the pilot, and COACHE is funding the other half. The project has been in development since spring of this year. The draft survey is being reviewed for cognitive weight and will include the option for open-ended comments. The final survey is expected to last no longer than 15 minutes. Many design questions remain to be answered, such as how best to treat faculty who retire from UC but go on to teach elsewhere.

**Discussion:** Members asked if one question would address spouse/partner appointments, and Director Mathews indicated probably, noting that survey length is a constraint. Members also asked if leaves of absence, perception of poaching, departmental politics, etc., would be included, but such decisions have not yet been made. Members noted that the tone and tenor of the questions could lead respondents, and that is why the cognitive review of the draft survey is being conducted. Making the survey distinct from job satisfaction surveys and climate surveys is a goal of the pilot.

**Action:** UCFW will receive a draft of the results for review in the spring.

2. Salary Action Outcomes

**Issue:** Vice Provost Carlson reported that final outcomes are not yet known since some locations have not yet decided how to allocate their 1.5% discretionary salary funds. HSCP allocations have proven difficult to implement. An overview draft is being reviewed. Final actions are expected by the end of the year, and should be retroactive.

**Discussion:** Members asked how out-year increases will be allocated, but VP Carlson declined to speculate. Members asked how public the final report will be, and VP Carlson indicated that was yet to be determined.

**V. Campus Updates**

Berkeley: The campus is forming a joint Senate-administration work group to identify strategies to address the structural deficit. This effort has enjoyed significant buy-in from faculty.

Davis: (absent)

Irvine: 1) There are many concerns regarding the upcoming changes to UCRP. 2) Child care access and affordability are campus concerns. It is felt that systematic, systemwide strategic leadership is needed, especially as graduate students and post-docs are also impacted. Perhaps child care should be viewed like health care, not housing.

Los Angeles: A donor for the proposed middle and high school has been secured, and specifics are forthcoming. A to-be-determined percentage of seats will be reserved for UCLA faculty and staff, and tuition is being targeted in the mid-\$20K range, with financial aid available. This facility is expected to

be an important factor in many recruitments and retentions. Hopefully the first classes of 6<sup>th</sup> and 9<sup>th</sup> graders can matriculate in fall 2017.

Merced: 1) Child care is a significant issue at Merced, too. 2) Changes to campus hiring procedures are causing concern in many areas. 3) A police review board is gathering momentum.

Riverside: The Riverside CFW has voted to pursue tuition remission at UC for faculty only; one member abstained over the omission of staff. Although previous efforts have failed, new leadership and new external circumstances make the effort seem worthwhile.

San Diego: (absent)

San Francisco: 1) The administration seems focused on acquiring or building new buildings. 2) Rules for dispersing this year's chancellor's discretionary funds are being re-evaluated. Some feel the funds could be better used for fewer larger projects than for many smaller allotments.

Santa Barbara: 1) A local task force has been formed to investigate the recommendations issued last year regarding child care needs in the area. 2) Academic Freedom and intolerance and freedom of speech have received much attention locally. 3) A lack of staff support for retirement transitions in particular, and benefits questions in general, has emerged as another point of concern. Support staff in many academic departments have also been cut recently.

Santa Cruz: Bright Horizons has been selected to administer local child care. Where to house sponsored programs and how to structure fees are still to be determined.

## **VI. Consultation with UCOP – Chief Financial Officer Division, Office of Loan Programs**

*Ruth Assily, Director, Office of Loan Programs*

**Issue**: Regental policy prohibits the use of Mortgage Origination Program (MOP) funds from the purchase of duplexes. In 2000 and 2007, this policy was upheld by the Regents, with the logic that MOP funds could not be used for income-generating properties. No exceptions have been granted, despite requests over the years. Housing markets in some areas, though, leave little option other than duplexes.

**Discussion**: Members asked if the campus could buy and then resell duplex properties, but Director Assily indicated that such a situation has not arisen. She added that since exceptions have to go to the Regents, the timelines of housing transactions could preclude efforts to secure exceptions. Members asked if the MOP funds were usually fully spent each year, and Director Assily indicated no. Members also noted that loans are frequently sold to third parties, so the Regents would have minimal exposure.

Members also sought clarification regarding construction costs, and Director Assily confirmed that construction costs are not MOP eligible due to restrictions in mortgage lending law: purchase money is for purchasing only. Construction loans are much more complex, and renovation loans are being eliminated from the Supplemental Home Loan Program (SHLP). Members noted that the model used by Irvine might be workable on other campuses, and UCFW was encouraged to invite representatives from UCOP's Office of Real Estate Services and Strategies to a future meeting.

## **VII. Consultation with UCOP – Human Resources**

*Richard Coates, Manager, Vendor Relations*

### **1. Domestic Partnerships**

**Issue**: UCFW has discovered unclear language in the UC policy that governs domestic partnerships, particularly regarding registration and coverage for unmarried, opposite-sex domestic partners when neither is Medicare eligible. The written policy suggests such couples are eligible for all applicable benefits, but guidance from local and systemwide human resources agents have been inconsistent and reflect little awareness of this option. UCFW would like HR to clarify the impugned language, retrain HR agents, and consider retroactive benefits for implicated couples/individuals.

**Action:** Mr. Coates will relay the concerns and requests to HR supervisors.

2. Infertility Coverage

**Issue:** Mr. Coates reported that infertility diagnosis and treatments are considered distinct from in-vitro fertilization and related procedures by insurers. As such, the level of coverage varies. HMOs cover the diagnosis and treatment of infertility, but not IVF procedures. HR regularly assesses best practices in this area and others.

**Discussion:** Members asked for projections that would show how much expanded infertility treatment and IVF coverage might cost UC.

**Action:** Mr. Coates will relay the cost analysis request to HR supervisors.

**VIII. UCFW 15-16 Priorities**

1. Retirement Counseling

**Discussion:** Members brainstormed possible ways to improve retirement counseling, including better training of MSO-type staff, improved online tutorials and chat features, “onboarding” for benefits, and expanding Open Enrollment to include retirees.

2. Family Friendly Policies

**Discussion:** Members noted that the federal government provides tax credits for insurance expenses up to a certain threshold.

**Action:** Representatives of the adoption proposal will be invited to consult with UCFW at a future meeting.

**IX. Further Discussion**

*None.*

Meeting adjourned at 3:20 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Calvin Moore, UCFW Chair

Attendance:

Calvin Moore, Chair (UCB)

Lori Lubin, Vice Chair (UCD)

Mark Gergen, UCB

Jean-Daniel Saphores, UCI (phone)

Megan Sweeney, UCLA

Sean Malloy, UCM

Victor Lippett, UCR

Gedeon Deak, UCSD (alternate, phone)

Roberta Rehn, UCSF

Stan Awramik, UCSB

Jim Zachos, UCSC

Henning Bohn, UCRS Advisory Board Member (ex officio, UCSB)

Robert May, UCFW Health Care Task Force Chair (ex officio, UCD)