



**UNIVERSITY
OF CALIFORNIA** Academic
Senate

**University Committee on Faculty Welfare (UCFW)
Meeting Minutes
April 10, 2026**

I. Consultation with Academic Senate Leadership

- *Susannah Scott, Academic Council Vice Chair*
- UAW Contract Agreement
 - The agreement reached establishes a clear distinction between academic and employment work for student employees.
 - Academic responsibilities (courses, exams, degrees) remain under faculty authority and are not subject to grievances.
 - Wage progression clarified; goal to harmonize wages across campuses at the highest level. Annual pay increases projected at ~4%, with greater increases at lower ranks.
 - Expanded benefits include childcare and leave, though implementation varies by campus.
 - Overall costs have increased significantly; graduate student numbers have declined over the past five years, raising concerns about research capacity. Cost distribution strategies under discussion with UCOP leadership. Teaching Assistant costs covered by state funds; GSR costs borne by faculty.
 - Rotations may not be included; clarification pending. Potential for grievances during rotations noted.
- Additional Updates
 - Four new gubernatorial appointments to the Regents.
 - ICAS' Legislative Day engagement focused on higher education pathways and possible Master Plan revisions.
 - Academic Assembly approved Amani Nuru-Jeter, UCB, as the next Council Vice Chair. The Assembly also received a UCAD+ update. The administration is simultaneously leading administrative transformation efforts.

II. Consultation with Office of the President – Office of Loan Programs

- *Jennifer Mays, Director, Office of Loan Programs*
- *Meghan Gutekunst, Associate Vice President, CFO Division*
- Mortgage Origination Program (MOP) Updates
 - The program faces long-term funding challenges despite strong demand.
 - Proposed changes:
 - Transition to capital market funding model.
 - Adoption of a 7/1 adjustable-rate mortgage to replace current loan offerings.
 - New transparent rate index tied to treasury benchmarks.
 - The loan-to-value ratio will be maintained at 80%; refinancing options expected to improve.
 - Continued requirement: loan repayment within six months if employment ends.
- Discussion Highlights
 - Members voiced concerns about market volatility and its impact on faculty.

- Potential disparities in outcomes across campuses and individuals could increase.
- Members noted the importance of clearly communicating the risks and benefits to participants, not just to the institution. In particular, consideration of imputed income of tax implications should be noted.
- Members suggested maintaining multiple loan options and improving transparency.

III. Consultation with Systemwide Academic Personnel (SWAP)

- New Academic Student Employee (ASE) Contracts Update
Note: Item occurred in executive session, and no notes were taken.

IV. Chair's Announcements and Committee Business

- Karen Bales, UCFW Chair
- Consent Calendar
 - The March 2026 minutes were approved as noticed.
- Systemwide Review Items
 - Tribal Lands Workgroup Report
Discussion was deferred to the May meeting.
 - Proposed Presidential Policy Applying to Campus Activities, Organizations, and Students (PACAOS) 100.00 and Appendix H
The committee elected not to opine on this item.
- Gold Book Revisions
Overall, members noted that the revisions were often overly vague and would benefit from clearer language and definitions.
Specific concerns were raised regarding:
 - The scope of uniform policies and whether they should including weapons was discussed.
 - Body camera usage and review protocols, specifically when it is ok not to use recordings, should be clarified further. An officer's prerogative to review footage prior to providing a statement was questioned.
 - Drone usage and surveillance limitations should be strengthened.
 - Use-of-force policies lack clarity and sufficient oversight.
 - The need for independent review mechanisms beyond internal departments should be part of the policing policy, not a separate policy.
 - Emphasis on de-escalation as a primary tactic is lacking.
 - Throughout, the "reasonable person" standard is used without definition and without consideration of the impact to the University community.
- Task Force on Investment and Retirement (TFIR) Update
 - Total Remuneration:
Differences in pension valuation methodologies between Senate and Deloitte remain. Both analyses will be conducted. The Senate will have limited review time and how Senate feedback will be incorporated remains unclear
 - Pension Default Switch
TFIR continues to wait for a formal communication from systemwide Human Resources and UCLegal explaining their opposition to the proposed switch, despite clear evidence that the majority of new hires would benefit from it. How to improve faculty and staff awareness of the implications of their choice is unclear. One suggestion is to enlist Academic Personnel to include in their department chair training more information on the topic.

- Retirement Administration Service Center (RASC) Security
Assurances that RASC is achieving its service-level agreements did little to allay concerns about overall security. Improvements to the processes for making victims whole in a timely fashion are still needed.
- Campus Updates
 - San Diego: Upcoming discussions will focus on reparations and visa policies. Childcare improvements are needed, still.
 - San Francisco: No update.
 - Irvine: Issues with e-bike safety continue. Whether to separate academic freedom from faculty welfare is still under consideration. Digital accessibility compliance requirements and risks need clarified.
 - Merced: Similar concerns regarding e-bikes and digital accessibility compliance challenges were noted.
 - Riverside: The most recent meeting was canceled, but similar issues as above are being raised.
 - Los Angeles: The most recent meeting was canceled, but similar issues as above are being raised.
 - Berkeley: Concerns over lack of consultation in legal settlements are being discussed. The faculty training onus was noted, as was the lack of Senate consultation in establishing and expanding requirements.
 - Davis: Local access to UCD Health remains a problem. More discussion of the changes to graduate education funding and academic outcomes are scheduled. Task forces have generated good ideas in the areas of sustainable teaching and research, but there is no accompanying funding for implementation.
 - Santa Barbara: Faculty housing construction defects persist and have led to ongoing litigation; faculty morale is being negatively impacted. ASE contract implications are being evaluated.

V. New Business

Chair Bales noted that the UCAD+ workgroup focusing on academic advancement currently does not plan to recommend changes to the Academic Personnel Manual (APM) to add, by name, Achievement Relative to Opportunity (ARO) principles as factors for evaluation. Some workgroup members find existing language to be sufficiently flexible and note that the APM revision process can take years. Members felt that adding diversity and mentoring to the APM was worth the time and effort. Members also noted concerns about inconsistent use of ARO principles across the campuses and what could be excessive discretion in evaluation practices. Spending time and effort to generate guidelines for an optional process seems contradictory, and the likelihood that the utility of ARO principles will continue beyond the current crises is high.

Chair Bales will discuss the issue further with the workgroup.

Analyst Feer will inquire about the anticipated upcoming APM review schedule.

The meeting was adjourned at 2:00 PM.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Karen Bales, UCFW Chair