UNIVERSITY OF CALIFORNIA **ACADEMIC SENATE**

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Videoconference

January 11, 2019

I. Chair's Announcements

Sean Malloy, UCFW Chair

1. Academic Council of December 12, 2018
   - Negotiations with Elsevier continue, and the deadline has been extended until January 31, 2019.
   - Possible changes to federal regulations could jeopardize UC research involving fetal tissue. UC is considering its position.
   - A new task force on academic freedom protections for non-Senate academics is being co-chaired by Council Chair May and UCSC Chancellor Blumenthal.
   - A task force to investigate use of standardized tests in undergraduate admissions has been empaneled. Henry Sánchez, immediate past BOARS chair, is leading the group.
   - Implementation of changes to APM 285 (LSOEs) have led to questions of workload evaluation and assignment.
   - Potentially invasive background checks have been proposed by one campus. See Item V below.
2. UC Path Concerns
   UC Path representatives will join UCFW in February, and members are encouraged to confer with colleagues and graduate students regarding roll-out, communications, and operations.
3. UC Health Non-Discrimination Task Force
   This group will assess how well UC accommodates providers with religious or conscience objections to providing certain types of care, the UC policies associated with such objections, and the impact their implementation has on patients and quality of care. Former Council Chair Shane White is leading the group.

II. Report: UCFW Task Force on Investment and Retirement (TFIR)

David Brownstone, TFIR Chair

1. TFIR of December 21, 2018
   - TFIR discussed the Fidelity retirement readiness planning tool accuracy and accessibility. Inflation is not handled adroitly in the tool as it is not customized for UCRP's COLA provisions. TFIR is partnering with Human Resources (HR) to help Fidelity address the problem.
   - The UCRP periodic (5-year) experience study parameters were discussed with HR and Segal, the university's actuary. TFIR is working with HR to develop scenarios for projection and assessment, and is asking for access to the raw data. Preliminary findings may be available for TFIR's March meeting.
   - TFIR met with the Office of the Chief Investment Officer (OCIO) and discussed how endowment allocations compare to pension allocations, and why discrepancies exist. The Regents set the allocation targets, but they do accept recommendations from subject-matter experts.

III. Use of Diversity, Equity, and Inclusion (DEI) Statements in Personnel Processes

The issue arises from implementation of APM 210.1.d and the assessment of contributions to diversity. The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) has proposed six metrics, and the first five, for use in recruitment processes, were approved in principle by the Academic Council. The last one, to provide guidance for advancement, has proven controversial. The University Committee on Academic Personnel (UCAP) has also been asked to comment on this topic. Members were unclear if the absence of a DEI statement would harm faculty, or if the presence of one would enhance the review; that is, are these required? The definition of diversity "activities" must also be clarified: teaching style can be inclusive, but is it diverse? How are different service activities to be assessed? Some suggested that diversity requirements could be viewed in the same light as loyalty oaths. Is the goal to check a box for compliance, or is the goal to change the culture? Are carrots a better strategy than sticks? Most members agreed that DEIs could enhance a review portfolio, but were concerned about consistency and setting unrealistic expectations. Precise and clear guidelines must be developed.

IV. Campus Updates

Davis: 1) Reports of care disruption due to a change of insurance providers have arisen. The Health Care Facilitator program still needs a higher profile.

Los Angeles: 1) The Vice Chancellor for Research will be invited to the next campus meeting to address patent questions that have arisen.

Merced: 1) Concerns about workload for LSOEs have arisen, as reports suggest some have been assigned up to nine classes in a single term. Some campuses have caps at 6 or 7 courses. Budget and pedagogy seem on course for a collision.

Riverside: 1) Members are encouraged to share best practices for operating a retiree/emeriti resource center. Programmatic activities, engagement programs including volunteering and mentoring opportunities, networking services, and the like are sought, not just transactional assistance for the transition to retirement.

Santa Barbara: 1) Many are concerned about UC Path operations given the widely variable reports from other locations. 2) Many are concerned about next steps should negotiations with Elsevier fail.

V. Consultation with Academic Senate Leadership

Kum-Kum Bhavnani, Academic Council Vice Chair

- The Standardized Testing Task Force is launching next month, and the charge is being finalized. This group will investigate undergraduate admissions only.
- A task force on academic freedom protections for non-Senate academics will be led by Council Chair May and UCSC Chancellor Blumenthal.
- Elsevier negotiations continue. There are three sessions this month.
- Revisions to Senate regulations to bring them into alignment with new Presidential policies on sexual violence and sexual harassment are being circulated.
- Changes to the Office of the President organizational structure and supervision of academic programs must be subject to shared governance.
- A proposal to reconfigure UC transfer admissions is being circulated for review.
- The new governor's draft budget was released yesterday. A full analysis is not yet ready.
- The University Committee on Academic Freedom (UCAF) has raised concerns about a statement signed by all ten chancellors regarding boycotts of Israel. Only two chancellors consulted with their Senates, and one disagreed with signing the statement. The Council will discuss the matter further later this month.

- Many Senate leaders were invited to attend an FBI-sponsored event on research security, export controls, etc., but none went because attendees would be required to submit to a background check and sign a non-disclosure agreement.
- The federal government is considering additional restrictions on the use of fetal tissue in research. Issuing a statement of support for UC researchers is being considered by University leadership.
- One campus has proposed requiring applicants for tenure track positions to grant access to previous personnel files in an apparent effort to assess substantiated misconduct; at least one other campus seems to have already adopted a similar practice. Concerns involve privacy and timing, and how widely such information might be shared among reviewers. Other concerns focus on a lack of shared governance as the practices were launched without prior consultation. Consistency with staff hiring practices must be considered, and success metrics must be identified and agreed upon in order for the practice to continue. The Academic Council will consider this matter later this month.

VI. New Business

None.

Adjournment at 1 pm.

Minutes prepared by Kenneth Feer, Principal Analyst
Attest: Sean Malloy, UCFW Chair

Attendance:

Sean Malloy, UCFW Chair
David Hollinger, UCB
Greg Downs, UCD
Stephen Tucker, UCI
Julie Bower, UCLA
Jayson Beaster-Jones, UCM
Dan Jeske, UCR
Shelley Halpain, UCSD
Jill Hollenbach, UCSF
Ahmad Atif Ahmad, UCSB
Lori Lubin, HCTF Chair
David Brownstone, TFIR Chair
Caroline Kane, CUCEA Chair