

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

October 9, 2020

**I. Chair's Announcements**

- Shelley Halpain, UCFW Chair

**1. Welcome and Introductions (continued)****2. Agenda Overview**

Vice Chair Hollenbach suggests that UCFW create a Slack channel to facilitate informal communications.

**3. Academic Council of September 22, 2020**

- The Academic Council is comprised of the 10 division chairs and the chairs of certain systemwide standing committees, including UCFW.
- The Senate hopes that President Drake can help strengthen relations between the Senate and the Regents. The Senate also hopes that President Drake can help illustrate the importance of graduate students to the Regents and the legislature, who tend to focus on undergraduate students.
- A joint Senate-administration work group is exploring the feasibility of developing a new standardized test for UC admissions, but timeline concerns and political pressure are significant.
- Many campuses report concerns about academic integrity during remote learning. A dialogue has been opened between UC Legal and one of the prominently implicated platforms. Academic honor and intellectual property are both implicated.
- Further revisions to the Sexual Violence/Sexual Harassment policy are forthcoming as federal guidelines require uniform evidentiary standards of evidence, which UC does not currently have.
- The previous UCFW submitted a memo to the Academic Council calling for expansion of housing assistance programs for UC faculty and staff. Home ownership is one way to build equity and wealth stability in underserved populations. Any new programs would be intended to complement current efforts, such as the Mortgage Origination Program (MOP) and the Supplemental Home Loan Program (SHLP). Down payment assistance could be packaged as a new benefit. Any such program would also dovetail with on-going efforts to improve remuneration and faculty diversity.

Members noted that joint equity programs had been discussed in the past, but were discounted due to complex interactions with other loans and federal tax law. Others noted that utilization and probably even knowledge of housing assistance programs varies across and within campuses.

**II. Systemwide Review Items**

- Online Undergraduate Degree Task Force Report

- Proposed Revisions to Senate Regulation 544 (Cross-Campus Enrollment)
- Proposed Revisions to Senate Regulation 630 (Senior Residency Requirement)
- **Action:** UCM Representative Beaster-Jones and UCSC Representative Orlandi will serve as lead reviewers for all three items.

### III. Consultation with the Office of the President – Academic Personnel and Programs (APP)

- Susan Carlson, Vice Provost
- Kimberly Grant, Director, Academic Policy and Compensation
- Gregory Sykes, Academic Policy and Compensation Data Analyst

#### 1. Role of APP

VP Carlson presented an overview of her office's activities. She also presented an overview of the faculty and academic personnel categories, including the five groups of represented academics: graduate students, teach assistants, librarians, post-doctoral scholars, Unit 18 lecturers, and the possible new category of academic researchers. APP has an advisory role on UCPATH and expedites policy exceptions when needed.

VP Carlson also noted that faculty can be divided along different axes, and Senate/non-Senate is just one, as is health science/medical center versus general campus. Within groups, different axes exist, as well, such as the in-residence series versus the ladder-rank faculty in the health sciences. Whether these categories are still useful is under discussion on many fronts.

Members noted that the lack of tenure protections and funding guarantees are significant morale drains. Compensation for and recognition of mentoring and service are hard to come by, especially for those in "soft money" positions.

#### 2. Leave Options for Faculty during COVID

VP Carlson noted that COVID-related modified duty exceptions for dependent care, course relief, etc., have been solicited from the campuses, via the Provost. Director Grant added that exceptions should be provided equitably and for a limited duration. A UCLA proposal has been approved, and UCM proposal is pending review, and other campuses are actively developing their own proposals. Although faculty do not accrue sick leave, they do have access to a bank of paid medical leave, which can now be used for dependent care; members should check with their campus academic personnel offices for local specifics.

Members noted that stop-gap measures were appreciated, but not sufficient to address needs, adding that double-use of medical leave could put many individuals in painful positions later on. Director Grant noted that APM 700 series (leave-related policies) will soon be sent for systemwide review, after a year-long revision process. Twelve policies have been revised, including those for family leave and child-bearing leave; some changes conforming amendments to comply with changes in state law.

#### 3. COVID Impacts on Advancement

Members noted that impacts are being seen in high relief in the medical centers. VP Carlson noted that while campus workload statements exist, they do little to adjust expectations. She added that tenure clock stops have both good and bad impacts.

UCFW might consider working with sister Senate committee, the University Committee on Academic Personnel (UCAP), to issue a joint statement. Chair Halpain noted external resources

which could help provide a framework for academic reviews under the current circumstances. VP Carlson added that some grants include provisions for tracking service loads and the like.

#### **IV. Consultation with Academic Senate Leadership**

- Mary Gauvain, Academic Council Chair
- Robert Horwitz, Academic Council Vice Chair

Chair Gauvain reported to the committee on several items of interest:

- Budget: A working group has been appointed by President Drake to consider emergency budget actions. President Drake is currently reviewing the recommendations, and is expected soon to send his final recommendations for 30-day systemwide review. Members hope that the underlying data that informed the recommendations would also be made available. Members also hope that the other mitigating budget actions underway or under consideration, such as benefits cuts or use of reserves, will be shared to inform deliberations.
- Remote Learning: UC will use this mode for the foreseeable future, and the faculty welfare perspective on its efficacy and impact will prove valuable. Student concerns should not be separated from or pitted against faculty and staff concerns.
- Standardized Testing: A joint working group is considering the feasibility of developing a new test for UC admission. They will report to a steering committee, who will convey their findings to the Regents in January.
- Climate Crisis: The Senate should adopt a broad perspective and be forward looking. UCSD efforts provide a potential strategy. UCSD is creating a new standing committee dedicated to the question. The Climate should be a factor in every decision each committee makes. Chair Halpain noted that UCFW has already made suggestions regarding investments, and will continue to advocate on the topic.

#### **V. Report: Task Force on Investment and Retirement (TFIR)**

- David Brownstone, TFIR Chair

##### **1. Pension Portfolio Rebalance**

The Regents made allocation changes over the summer, and one take-away is that there will be fewer hedge funds in an effort to save management fees. The Regents also changed the return benchmarks to “fossil fuel free”, and TFIR will meet with the Office of the Chief Investment Officer to clarify the term.

Members asked if the retirement savings program was also now “fossil fuel free”, and Chair Brownstone noted, no, because the process is more complicated than it seems, in part because there are other stakeholders to consider. Members also asked if member contributions to UCRP were likely to increase soon, and Chair Brownstone indicated that the decision lies with the Regents, but both President Drake and Chief Financial Officer Brostrom both oppose such an action at this time.

##### **2. Survey Options**

The Senate advocated for a panel survey to track behavior and decision-making patterns long-term. The decision was to adjust the incumbent survey by adding the UCFW-suggested mental

health questions and limited financial questions. In terms of process, the Senate should view this as a victory for shared governance. CUCEA Chair Powell asked if retirees were included in the survey, but it is only targeted to active employees.

#### **VI. Report: Health Care Task Force (HCTF)**

- Lisa Ikemoto, HCTF Chair
- 1. HCTF of September 18, 2020
  - HCTF continues to investigate the funds transfers between the health plans, and whether the original rationales still withstand scrutiny.
  - Staffing and software issues continue to hamper RASC. Interim Human Resources Vice President Lloyd reported that legal actions are being contemplated regarding the software failures, and that up to 20 new staff will be hired.
  - 2021 premiums and co-pays are likely to be flat this year, except for emergency room visits. Benefits Fairs will be virtual this year; check you Open Enrollment brochures.
  - HCTF met with UC Health EVP Byington again, and discussed funds transfers between the medical centers and the general campuses. The UC Health vision for growth in the marketplace is another topic HCTF will continue to evaluate closely.

#### **VII. Campus Updates**

##### 1. COVID Impacts- Short Term

Chair Halpain asks what can/should campuses be doing, and how can systemwide help. Each member shared perspectives from their campus. Recurring themes included: high transmission rates in rural areas; a general lack of consultation with the Senate/shared governance; a general lack of clear communications; a lack of consideration for graduate student needs; cost and access concerns with child care, whether on campus or in the community; a lack of dedicated “family friendly” committees on the campuses, whether Senate-only or joint Senate-administration efforts; the negative impact of layoffs in the staff ranks, especially to on-campus child care centers.

Some members suggested creating a systemwide task force to spearhead efforts and communications. Alternative child care programs should be considered, perhaps “summer camp” options. Non-brick-and-mortar solutions should also be explored. Access to COVID testing for dependents should be increased. Members noted that the crisis is exacerbating incumbent budget inequalities between the campuses. Funding recommendations for any concrete proposals should be included.

##### 2. COVID Impacts- Long Term

Vice Chair Hollenbach noted three points to guide discussion: 1) Faculty are not lowering standards in either the academic or research realms; expectations for student academic achievement in the current situation might reasonably be lowered, though. 2) Equal is not necessarily equitable; it’s often self-replicating. The downstream pitfalls of “stopping the clock” are well-known to female and URG faculty. And 3) The faculty should not be punished for the inadequacies of technology, software, or the other failings of remote learning. It should also be

noted that COVID is just one obstacle; mindfulness for those with non-pandemic crises is important, too.

Some members proposed granting on-time advancement or on-time salary actions, regardless of review status. Some suggested carving out Step VI in discussions of changes to review practices. All proposals should include a justification that includes, inter alia, a description of how each will avoid worsening current differentials. Special attention and provisions for HSCP must be included in any proposal. Greater consideration to all extenuating circumstances, not just COVID, should be given. Messaging should stress that flexibility in personnel actions does not lead to a decrease in academic or research quality.

Members suggested accessing reserve funds, such as “cash on hand”, to alleviate the impact to individuals during this crisis. Favorable interest rates suggest that borrowing should also be a viable option. Federal and state stimulus funds should be considered a bonus, not a key part, in planning discussions. Differential impacts by campus should be avoided, if possible.

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

- **Action:** Analyst Feer will update the childcare spreadsheet to include columns for licensure/accreditation and COVID-related interim measures.
- **Action:** UCFW will schedule an off-cycle meeting to discuss budget contingencies.

Adjournment at 3:50 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Shelley Halpain, UCFW Chair

Attendance:

Shelly Halpain, UCFW Chair

Jill Hollenbach, UCFW Vice Chair

Terry Odean, UCB

Vladimir Filkov, UCD

Terry Dalton, UCI

Huiying Li, UCLA

Jayson Beaster-Jones, UCM

Pat Morton, UCR

Shantanu Sinha, UCSD

Lindsay Hampson, UCSF

Denise Segura, UCSB

Nico Orlandi, UCSC

Lisa Ikemoto, HCTF Chair

David Brownstone, TFIR Chair

Harry Powell, CUCEA Chair

Terry Hendershott, UCRS Advisory Board Faculty Representative