

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

November 9, 2018

I. Chair's Announcements*Sean Malloy, UCFW Chair***1. Academic Council of October 26, 2018**

- The Council was pleased to hear from President Napolitano, Provost Brown, and Chair of the Board of Regents, George Kieffer.
- The UCFW request for more data on faculty morale at the UC medical centers was approved for transmittal to UC Health. A working group is likely to be formed, too.
- The precise amount to be allocated for faculty salaries in year two of the current faculty salary program is yet to be determined. UCFW will discuss the matter with the Provost later today and with President Napolitano next month.
- The University Committee on Privilege and Tenure (UCP&T) is drafting conforming revisions to SBL 336 (Privilege and Tenure: Divisional Committees: Disciplinary Cases) to bring it into alignment with previously revised policies. The proposed revisions will be sent for full systemwide review.
- The Office of the President is developing a multi-year budget proposal to aid in planning purposes and to minimize the whipsaw effect sometimes created by the State's year-by-year budget process.
- A working group to investigate academic freedom protections for non-Senate academics is being formed.
- The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) is preparing a proposal to double the size of the President's Post-doctoral Fellowship Program (PPFP) from 20 to 40 scholars. A separate post-tenure fellowship is also being investigated, as are expanded support services related to mentoring, child care, and cohort building.

II. Consent Calendar**1. DRAFT Minutes of October 12, 2018****Action:** The minutes were approved as amended.**III. Report: UCFW Health Care Task Force (HCTF)***Lori Lubin, HCTF Chair*

Chair Lubin noted that HCTF next meets in January. In the meantime, the group continues to monitor several important topics:

- Open Enrollment is in progress. Many are concerned about the impact of the UC Care premium increase, and HCTF will monitor the impact of changes to the domestic partner survivor benefits enrollment process.
- A task force on non-discrimination in the provision of health care is being formed; the charge is being reviewed.
- HCTF will meet with UC SHIP representatives to discuss student access to medicine abortions and mental health services.

- A survey on employee preferences regarding health insurance has been delayed pending further review of methodology.
- A white paper outlining a new strategic vision for UC Health is being drafted for internal consideration.
- Billing for ambulance services has come into question.

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

David Brownstone, TFIR Chair

1. TFIR of October 19, 2018

- Investigation into the addition of a Roth 403(b) to the DC plan menu has revealed that it is pending completion of UC Path. The software seems easy to adopt, and Fidelity seems comfortable with adding to the portfolio.
- Some have raised concerns about employer contributions to covered summer salary. More details are being collected.
- Personnel turnover in the Office of the Chief Investment Officer have raised concerns in some areas, but TFIR sees no cause for alarm.

2. The (Financial) State of UC Post-employment Benefits (PEBs)

Chair Brownstone provided an overview of UC's PEBs and their associated financing. Definition of key terms and explanation of decision trees were viewed as the most valuable. Methods of interpretation of fiscal data over time vis-à-vis short-term trends was also appreciated. Members are encouraged to invite Chair Brownstone to make a similar presentation to local committees for educational purposes.

V. Consultation with Academic Senate Leadership

Kum-Kum Bhavnani, Academic Council Vice Chair

- The Academic Assembly last year passed proposed changes to the area 'd' entrance requirement, but Provost Brown has not yet endorsed the full proposal, citing eligibility concerns for certain impacted populations. Next steps are being explored.
- The Board of Admissions and Relations with Schools (BOARS) is working to develop a transfer guarantee proposal in keeping with the MOU signed by President Napolitano this past spring.
- Academic freedom protections for non-Senate academic faculty will be considered by a working group currently being formed.
- Negotiations with Elsevier continue. UC has taken a strong position in favor of Open Access, but this jeopardizes the for-profit model espoused by most large academic publishers. The current contract expires December 31.
- A systemwide symposium on faculty equity was held on October 31. See also Item VIII below.
- A task force to evaluate the use of standardized tests in freshman admissions is being formed.

VI. Campus Updates

Note: Item not addressed.

VII. Systemwide Review Items

1. Proposed Revisions to Presidential Policy on Use of Vehicles and Driver Selection

Action: The committee elected not to opine on this item.

2. Proposed Presidential Policy on Principles of Accountability with Respect to Financial Transactions

Action: The committee elected not to opine on this item.

3. Proposed Revisions to Presidential Policy on Protection of Administrative Records Containing Personally Identifiable Information

While UC is a public institution and transparency is an agreed-upon goal, the need to protect personal privacy must be weighed carefully against public interests. As such, careful guidance must be provided to help employees determine when to disclose PII or not.

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

4. Proposed Revised Presidential Policy on Sexual Violence and Sexual Harassment

Members sought clarity on when an anonymous complaint could be acted upon. Members renewed calls for help in being consistent when issuing sanctions. Some terms need to be better defined, such as “academic officer”. Some lists of prohibited acts may be too narrow and work against the intent of the revisions. The process and thresholds surrounding “investigatory leave” should be better explained.

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

VIII. Executive Session

Note: During executive session, other than action items, no notes are taken.

IX. Consultation with the Office of the President – Academic Personnel and Programs

Susan Carlson, Vice Provost

Pamela Peterson, Executive Director

1. Salary Equity Conference Report

Vice Provost Carlson provided an overview of the event agenda and participants. While there are many opinions on how best to construct data sets to illustrate equity, this topic remains a priority issue for both internal and external audiences. Recent statements by UC leadership have added impetus to local efforts to address inequalities, once identified. Still, transparency and consistency in definitions and handling of data across campuses remains problematic. Many are concerned about differentials in the rates of advancement between different groups and in different disciplines. Some advocate that a “raising tide lifts all boats” and support bolstering funding for the scales, but others note that the frequent use of off-scale salary supplements undermine such efforts. Data and reporting of faculty equity in the health sciences is improving, but split appointments hamper analyses, as do “soft-money”-funded faculty.

X. Consultation with the Provost

Michael Brown, Provost

1. Faculty Salary Strategies

The current goal is to close to the identified faculty salary gap with the Comparison 8 in 4 years, with now 3 years remaining in the plan. UCFW has advocated adding 3% to the scales, plus 2% for addressing inequalities, as a minimum, leaving the campuses the freedom to do more. The commitment has been made in multiple venues, so now funds need to be found. Members suggested front-loading the funding allocation as a hedge against market downturns, which have ended previous faculty salary plans. Members noted that, now that the president has voiced her support, additional decision-makers should also be lobbied and educated about the realities of faculty salary.

2. SVSH Implementation

Members again called for a mechanism to facilitate consistent use of sanctions across the campuses. Similarly, public systemwide reporting is needed both for transparency and for awareness of punishment, both internally and externally.

3. Faculty Diversity Strategies

The calls to increase the size of the PFP have been warmly received in many quarters. Additional funding for start-up costs and benefits off-sets over time are needed.

4. Campus Policing Oversight

UCFW will return to this topic after the President's Task Force issues their report.

5. Faculty Housing Strategies

Housing costs in areas proximate to many UC campuses are prohibitive. Long commutes are viewed in a similarly negative light, especially absent subsidies for public transit or gas. Graduate students are even more strongly impacted by these considerations. Shared equity mortgages, like those used at Irvine, could be one strategy to explore further. Another potential strategy is for condominiums or apartments, rather than single-occupancy homes.

6. Child Care Strategies

Access and affordability are concerns at every campus. Creative solutions are needed. Greater support for research travel is one way to start addressing this topic.

7. ADA Compliance

Several campuses report lags in compliance, especially in wet labs. Exposure to legal and financial liabilities is a concern to many. Deferred maintenance needs are well known, but they are not being addressed in a timely fashion.

XI. Further Discussion

Note: Item not addressed.

Meeting adjourned at 3:50 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Sean Malloy, UCFW Chair

Attendance:

Sean Malloy, UCFW Chair

Jean-Daniel Saphores, UCFW Vice Chair

David Steigmann, UCB

Gregory Downs, UCD

Stephen Tucker, UCI

Jayson Beaster-Jones, UCM

Dan Jeske, UCR

Shelley Halpain, UCSD

Jill Hollenbach, UCSF

Ahmad Atif Ahmad, UCSB

Nico Orlandi, UCSC Alternate

Lori Lubin, HCTF Chair

David Brownstone, TFIR Chair

Caroline Kane, CUCEA Chair