

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

December 14, 2018

**I. Report: UCFW Health Care Task Force (HCTF)***Lori Lubin, HCTF Chair*

- HCTF is investigating ambulance coverage and costs in the Health Savings Plan. Adding ambulance services to the plan would increase premiums, but the precise amount is not yet known.
- HCTF continues to investigate provision of medicine abortions on the campuses, which currently are available by referral only. The legislature is likely to act on this issue in the new session.
- The non-discrimination in the delivery of health care task force is still being populated.
- UC Health EVP Stobo has announced his retirement. HCTF will work to help refine the UC Health vision and strategy under its new leadership.

**II. Executive Session***Note: During executive session, other than action items, no notes are taken.***III. Consultation with the Office of the President – President***Janet Napolitano, President*

President Napolitano delivered some prepared remarks on a variety of topics. UC will present a unified front when lobbying in Sacramento, especially when calling for greater and more stable permanent funding from the state. A general obligation bond is being considered to support the physical plant; CSU and CCC may co-sponsor the proposal. Faculty salary continues to lag the Comparison 8 by 6.7%, and the budget being proposed to the Regents directs funds to the scales, leaving off-scale actions to the campuses. The Regents did include a 5% increase to the scales in the proposed 19-20 budget. Faculty diversity is closely related to compensation. UC is leveraging several programs to bolster its faculty diversity efforts, including mentoring programs, increases to the President's Post-doctoral Fellowship Program, and closer relations with HBCUs and HSIs. Morale in the health sciences is a national issue, and UC Health is working to generate the data requested by the Senate.

**1. Closing the Faculty Salary Gap**

Chair Malloy thanked the President for her public commitment to closing the faculty salary gap, but noted that multi-year plans have a poor history at UC. The President noted that UC had asked for significant new funding this year, and was reluctant to ask for more for several reasons. Members noted that UC loses many faculty to comparator institutions during recessions. Members also noted that cross-campus disparities must be addressed, and the President indicated that's why her office issued directions to focus on the scales. Members again noted that salary has a disproportionate impact on diversity, and URM faculty are most likely to be poached or be promised extra start-up support during recruitment by competitors.

**2. Sexual Violence and Sexual Harassment Next Steps**

Members acknowledge that much work has been done and progress made, but noted that implementation consistency and transparency still need improvement. Being able to educate our community and illustrate to external audiences that UC is taking action is important. President Napolitano agreed, citing the hiring of a new systemwide Title IX officer who has been charged

with developing a new strategic plan for the office. The goals include facilitating consistency across locations and developing a database/dashboard toward that end; the strategic plan is expected in the spring. Changes to federal regulations may require still further revisions, though. (See also Item VI below.)

3. UC Health

Members called for observance of shared governance during the search for the new EVP of UC Health. President Napolitano indicated that the search committee had not yet been formed, but she will meet with Senate leadership when the time comes. Members suggested that the “job card” be configured in a manner that stresses research and teaching, not just market share and business operations.

Medical center faculty with grant-funded salaries face additional stress and frequently lower morale, and most find the suggestion to seek philanthropic support to be a tone deaf response: such funds are still extremely limited, and the area is still extremely male-dominated – both in terms of the funders and the recipients. More FTE would help alleviate stress and boost morale, so long as the FTE are equitably hired. Many health sciences faculty are lured away by competitors who offer FTE.

Members called for greater access to medical center climate and satisfaction surveys, and suggested adding specific questions to the faculty exit survey.

Members also called for greater attention to the conflicts of interest inherent in UC Health being both a provider and an insurer.

4. Campus Policing

Members lamented that the summary of the President’s Task Force on Policing was all that had been made available for review, and further lamented that only one week had been granted for review. This topic is too important to speed through and would benefit from greater inclusion of stakeholders.

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

*David Brownstone, TFIR Chair*

1. University of California Retirement System (UCRS) Advisory Board of November 30, 2018

- The University of California Retirement Plan (UCRP), the pension system, is still well-funded, despite recent market fluctuations. The plan may change its discount rate next year, depending on the findings of the experience study.
- Exploration of adding Roth 403(b) accounts to the defined contribution (DC) plan brokerage window continues. Roth accounts have tax benefits for those who expect their tax rate to be greater upon retirement than at present, since the contributions are taxed at the time of deposit, not at withdrawal. Once UC Path is fully operational, this addition would be relatively simple.

**Action:** Analyst Feer will draft a memo of support for the move.

- Creation of a reimbursement pool for pension theft victims is proceeding slowly. There are no precedent provisions, so UC is moving carefully. Additional security measures for web interfaces are also being adopted, but it still remains largely up to the individual to be vigilant. Members noted that the new retiree administration system, Redwood, will use multi-factor authentication, as will the replacement system for At Your Service Online, UC Rays.

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

*Susan Carlson, Vice Provost*

*Gregory Sykes, Academic Policy and Compensation Analyst*

1. Faculty Salary Scales

Vice Provost Carlson stressed the importance of faculty salary being included as a line-item in the Regents budget. Members wondered about the likelihood that the four-year plan would be followed and completed as planned. Members also noted that not all campuses are working equally hard to address off-scale issues, which is worsening cross-campus equity concerns. Some proposed regional COLAs or disciplinary bumps, but messaging concerns and a proliferation of new scales would complicate such efforts. The lack of transparency surrounding off-scale salaries is another obstacle. Some suggested greater supplements for housing costs as a non-salary remuneration that would benefit many. Parity with other employee groups and with other state employees is another issue to be weighed.

2. Negotiated Salary Trial Program (NSTP) Next Steps

The Program is in effect at Los Angeles, San Diego, Irvine, and new this year is Riverside. Santa Barbara and Santa Cruz are considering joining, too. New evaluation metrics were recently approved by Provost Brown, and the year five report will be available soon. Supplements are limited to 30% of base salary. Members speculated that research targets might be tweaked during the search for external salary funding.

3. Management Consultation: Copyright Ownership

*Note: Item not addressed.*

4. Active Service/Modified Duty (AS/MD) Impacts

Anecdotes suggest that men fare better after taking family leave than women do. It is speculated that men continue research during family leave, while women do not.

**Action:** UCFW will coordinate with UCAP and UCAADE to determine next steps.

## VI. Consultation with the Office of the President – Systemwide Title IX Office

*Suzanne Taylor, Interim Systemwide Title IX Officer*

Ms. Taylor noted that the formal review period for the revised SVSH policy is coming to a close. Proposed changes were made in response to a state audit and a DOE investigation of the Berkeley campus. Final recommendations must be submitted to the federal Office of Civil Rights in February 2019. The effort is complicated by newly proposed changes to federal regulations which, if adopted, would require significant changes to UC policies, both extant and proposed. 1) One such change would be adoption of a live hearing and prohibition of the investigator model; live hearings need not be public, though. Parties would be able to cross-examination each other through advisors, and UC may be required to provide such advisors. 2) Another potential change would be a narrower definition of sexual harassment that would exclude such actions as quid pro quo propositions, creation of a hostile working environment would have to be severe and pervasive, and assault would not include verbal attacks. 3) Investigations would be restricted to incidents that occur during a university program or activity; incidents in dormitories could be excluded. 4) Evidence standards could change from preponderance of the evidence to clear and convincing.

Many have mixed responses to the newly proposed changes to federal regulations. The addition of gender-based harassment, not just sex-based harassment, is welcomed, as is the proposed expansion of due process rights for respondents.

New guidelines for campus Title IX officers are being developed, but may not be made public. Setting guidelines for disciplinary actions is difficult as there are many factors to consider in each incident: was it one-time or repeated, accidental or deliberate; how much remorse has been shown? Members suggested that publishing sanctions could serve as a deterrent, or even simply adding to training materials real-life punishments and penalties that been incurred for sample scenarios.

Members asked whether the Senate would have a chance to review the strategic plan being developed. Ms. Taylor indicated that the draft would be going to the chancellors for input, but it can be shared soon

after. The plan under development is limited in scope to implementation of the auditors' recommendations.

## **VII. Chairs' Announcements**

*Sean Malloy, UCFW Chair*

*Kum-Kum Bhavnani, Academic Council Vice Chair*

- Negotiations with Elsevier continue.
- Art Ellis, Vice President for the Office of Research and Graduate Studies, has announced his retirement.
- The UCOP effort at multi-year budgeting is showing signs of promise. Capital improvements and other infrastructure needs have been supported in Sacramento, as have student success programs.
- The Standardized Testing Task Force is nearly populated. It will be instructed to take an agnostic approach to its deliberations regarding the use of standardized tests in freshman admissions.
- Council Chair May and Santa Cruz Chancellor Blumenthal are co-chairing a task force investigating the provision of academic freedom protections to non-Senate academics.
- Assessment and review of Self-Supporting Graduate Professional and Degree Programs is behind schedule, and CCGA, UCPB, and UCAP are calling for action.
- A new systemwide policy on posthumous degrees will be developed by UCEP.
- Given the impacts of this year's wildfires, discussion of a new policy to govern campus closures is underway.
- Student advocacy regarding potential changes to federal SVSH standards is high.
- Changes to the area 'd' entrance requirement will be re-proposed in a step-by-step manner following eligibility concerns raised by the Provost. Additional data will also be sought.
- A new transfer guarantee proposal was approved by BOARS last week and will soon be sent for systemwide review.

## **VIII. Consent Calendar**

*Note: Item not addressed.*

## **IX. Systemwide Review Items**

1. Proposed President Policy on Open Access for Theses and Dissertations  
**Action:** Merced Representative Beaster-Jones will serve as lead reviewer.
2. Proposed Revisions to Senate Bylaw 336 (Disciplinary Cases)  
**Action:** Vice Chair Saphores will serve as lead reviewer.

## **X. Campus Updates**

Berkeley: (absent)

Davis: (absent)

Irvine: 1) Compliance with ADA requirements continues to lag expectations.

Los Angeles: 1) A school superintendent is being hired. 2) Transportation and parking issues are resurfacing.

Merced: 1) Access to medical care, after care, and mental health services is at a critical stage. 2) Family friendly policies should include child care support for travel and conferences. 3) Best practices are sought for review of LSOEs/Teaching Professors.

Riverside: 1) Shared governance concerns have been raised regarding expansion of the campus to include health sciences. Logistical concerns, such as parking, have also arisen. 2) A campus climate survey seems overdue, and best practices are sought.

San Diego: (absent during this item)

San Francisco: 1) Lack of salary transparency and equity between School of Medicine research faculty and clinical faculty are negatively impacting morale. Workload discrepancies are reported, and many are concerned that prestige is being overvalued.

Santa Barbara: 1) Campus research awards seem disproportionately awarded to STEM fields. Composition of the review committee is under scrutiny.

Santa Cruz: 1) The best methodology to analyze salary data is in dispute with the administration. 2) The campus has similar concerns regarding AS/MD as noted above. 3) Please share best practices regarding assessment of retention efforts. 4) Please share information regarding the Bright Horizons contract and its limitations.

#### **XI. New Business**

*Note: Item not addressed.*

Meeting adjourned at 3:40 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Sean Malloy, UCFW Chair

#### Attendance:

Sean Malloy, UCFW Chair

Jean-Daniel Saphores, UCFW Vice Chair

Stephen Tucker, UCI

Julie Bower, UCLA

Jayson Beaster-Jones, UCM

Dan Jeske, UCR

Shelley Halpain, UCSD

Jill Hollenbach, UCSF

Ahmad Atif Ahmad, UCSB

Grant McGuire, UCSC

Lori Lubin, HCTF Chair

David Brownstone, TFIR Chair

Caroline Kane, CUCEA Chair (via Zoom)