

UNIVERSITY COMMITTEE ON FACULTY WELFARE

**Minutes of Meeting
February 10, 2017****I. Announcements**

Lori Lubin, UCFW Chair

Update: Chair Lubin reported on several items of interest from the Academic Council meeting of January 25:

- Joel Dimsdale, former chair of this committee, has been named Senate representative to the Regents' Health Services Committee. This body may consider health sciences faculty morale and engagement, but strictly speaking, its charge is to advise on macro-finance and strategic initiatives.
- Transition changes continue to be reported regarding the Anthem transition. See also Item VII.2 below.
- The new governance structure for health services at UCOP seeks to achieve greater coordination between human resources, the business operations at UCOP, and UC Care.
- Changes being considered to the ACA will likely have little impact on UC employees because of the elective plan design features UC has adopted.
- CFO Brostrom reported that capital ballot measure is being considered by some stakeholders. He also reported that a specific target for non-resident enrollment is being demanded by legislators, not a statement of principle.
- The new long-range framework exercise targets an ideal steady state for each campus in 2040, regardless of resources needed. The role of faculty in this exercise remains unclear.
- Members are encouraged to recommend the President's Post-Doctoral Fellowship program to promising researchers. The program enhances the faculty pipeline: 50% become UC faculty, and 30% become faculty elsewhere.

II. Consent Calendar

1. Response to G-28 Travel Guidelines

Action: The memo was approved as noticed.

III. Consultation with the Office of the President – President's Executive Office

Jenny Kao, Chief Policy Advisor to the President

Jerlena Griffin Desta, Deputy to the Vice President for Student Services

Julia Friedlander, Deputy Counsel, Office of General Counsel

1. Immigration and Refugee Restrictions

Issue: To date, 23 cases have been filed opposing the directive in 8 different federal circuits. Although only 7 countries are targeted, associated changes to the H1-B visa program would have a much wider impact. About 500 UC students and hundreds of visiting scholars have been impacted so far. It is not yet known what will happen to anyone who overstays their visa for fear of not being granted re-entry. Immigration attorneys are supporting international student service centers.

Discussion: Members noted that support for impacted faculty was lacking as there are no corresponding international faculty service centers; the Office of Global Engagement is ill-equipped to address these concerns. Chief Kao noted that a systemwide clearinghouse website

has several helpful links; she will circulate link. She added that some of the student centers may be willing to help faculty and other scholars. Members noted that these restrictions could have a chilling effect on recruitments and retentions, especially as lost time on the tenure clock or missed grant deadlines would seriously harm potential faculty. Nevertheless, Chief Kao suggested that admissions from the impacted countries should continue, and guidance for both undergraduate, graduate, and professional students has been issued.

IV. Report: Task Force on Investment and Retirement

Bob Anderson, TFIR Chair

1. DCP Fee Usage

Issue: TFIR has met with both Human Resources and the Office of the Chief Investment Officer to discuss the fee assessment and spending in the DC plans (403b, 457, and faculty summer DCP). External litigation about the proper usage of such fees has forced UC to reevaluate its fee structures with its vendors. Currently, two areas receive 75% of the collected fees: record-keeping, which is paid as a flat fee of \$24/person/year, and educational programming, which is paid at \$3.50/person/year. Other collected fees go to HR and OCIO for internal administration costs. On average, these fees are usually about 15 basis points of a plan member's holdings. UC is considering switching the assessment to a flat per user fee, and TFIR suggested a hybrid model that would maintain the \$24 record-keeping fee per person, but change the educational programming assessment to 3 basis points for UC-managed funds. Some assert that this could be considered a benefit and HR could be asked to fund it.

Discussion: Members noted that proportional pay seems logical from a customer point-of-view.

V. Executive Session

Note: Other than action items, during executive session, no notes are taken.

VI. Consultation with Academic Senate Leadership

Jim Chalfant, Academic Council Chair

Update: Chair Chalfant updated the committee on several items of interest:

- A bill to ban graduate student researcher unions has been submitted in the legislature.
- The 2040 framework exercise has been given a rapid time frame: the campuses should submit final frameworks by early summer so UCOP can generate a systemwide framework for the September Regents meeting. It has been stressed that this project is separate from standard long-range development plans, but concerns remain about public consumption of the framework and whether it will meet Master Plan goals and other needs. The lack of realism in the project is also a concern for some.
- Concerns about student privacy versus faculty safety have arisen in some areas. For example, some course evaluations have contained threatening language. Faculty recourse is unclear; nor is it clear how students are educated in this area.
- The current non-resident enrollment policy proposal is to set a 20% systemwide cap and freeze those currently over it. Many fear this will codify "tiering" in the system. The Regents may act on the proposal in March.
- The Regents received a report on graduate student preparation for non-academic careers, which then became a discussion of diversity among graduate students.
- The Regents will consider a new professional degree supplemental tuition policy in March, too. The funds flow of graduate programs remains opaque to many.
- Open chancellor searches at Davis and Berkeley are proceeding apace.

- UCAADE and BOARS are cooperating to address the letters of recommendation questions raised by Berkeley's actions.
- A student-led course at Berkeley received a lot of bad press, so new best practices are being developed.
- The Academic Assembly approved the revisions to APMs 015 and 016. Loose ends will be deferred to next year.
- There are currently four open seats on the Board of Regents.
- CCGA has already been working with ORGS to address graduate student mentoring and collective excellence. (See also Item VIII.1 below.)

VII. Report: Health Care Task Force

Robert May, HCTF Chair

1. Domestic Partner Benefits Equity

Action: UCFW will forward the white paper and recommendation to Academic Council for endorsement and transmittal to UCOP.

2. Open Enrollment Migration Issues

Issue: Transition complaints are ebbing, but the problems were significant enough to cause serious reevaluation of the process at UCOP. If members are erroneously charged, they should contact UC Care personnel directly for redress and reimbursement. MediCare eligible retirees continue to face additional problems.

3. UC Care MOOP Decision-Making

Update: UC Care has received and acknowledged the request for greater stakeholder vetting before enacting similar, subsequent changes.

4. ACA Future

Issue: The future of federal health care legislation remains unclear. Many of the most popular features, such as expanded coverage for dependents, will likely survive, but the specifics are not yet known. Rumors of moving premium contributions to after-tax status, or forcing them into an imputed income category, are being monitored closely.

5. HCF Funding

Issue: Despite several years of calling for greater resources and support, the difficulties associated with this year's open enrollment migrations may have finally convinced UCOP to augment funds for this clearly vital program.

Action: A draft memo will be revised and shared with key consultants as well as the Academic Council.

6. Health Governance at UCOP

Issue: Members were reminded of the two-tier governance structure now in place at UCOP- an executive steering committee responsible for setting direction and approving significant changes, and an operations group for day-to-day functioning. The executive committee is now the fiduciary of the plans.

Discussion: Members asked who was to speak for consumers of health care, and Chair May indicated that the primary duty of the executive steering committee is not to represent constituent groups, but rather the act in UC's overall fiscal well-being. As an example, Chair May cited plans to re-bid the Blue and Gold insurance plan for 2019; while there have been no major complaints, it is nonetheless time to rebid according standard industry practices. Changes to the management of UC's external partner also suggest the time is ripe to re-bid the contract.

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

Susan Carlson, Vice Provost

Janet Lockwood, Director, Academic Policy and Compensation

1. Graduate Student Mentoring

With Art Ellis, Vice President, Office of Research and Graduate Studies

Issue: ORGS seeks to convey a more expansive view of the research enterprise at UC and the contributions thereto, such as database construction, open source resources, and translational research. Concerns arise when graduate students report abusive senior researchers and faculty.

Discussion: Members asked what the current standards are and how they are communicated, and VP Ellis indicated that the first goal of the project is simply to raise awareness; it is thought that when a department realizes its culture may be toxic, they will act preemptively to address identified and emerging issues. Members wondered if the rapid change in many fields was contributing to feelings of insecurity and thus abusive behavior. Members also wondered if the guidelines for mentorship specified interpersonal relationship standards and suggestions, and whether any policy existed for known “difficult people”, be they faculty or students. It was suggested that faculty be able to attend professional development courses which are available to staff for minimal or no cost. Members added that specific guidelines for evaluation of mentorship activities must be delineated before adding this as a subcategory to CAP reviews.

2. G-28 Travel Guidelines

Issue: Members speculated whether the revised guidelines would invite abuse by making it too easy to get approval for dependent or spousal travel.

Discussion: Director Lockwood noted that the policy requires a legitimate university purpose be specified prior to authorization being granted. She added that this program will be audited, so careful usage is encouraged and expected.

IX. Consultation with the Office of the President – Chief Operating Officer

Rachael Nava, COO

1. Domestic Partner Benefits Equity

Issue: Chair Lubin informed COO Nava that a formal request for equity would be forthcoming from the Academic Council, complete with moral, legal, and procedural justifications.

2. Health Care Facilitator Funding

Issue: Ongoing transition issues illustrate clearly the need for greater support of this critical program. Standards could be set on a per capita basis, with extra personnel for medical center locations. UCFW believes the executive steering committee should issue revised minimum standards, expectations, and best practices. Reporting should be centralized (as the funding is), and reporting should be standardized via common record-keeping practices.

Discussion: COO Nava asked what the ideal staffing ratio should be, and members noted that HR could derive a ratio from their extant data, should they be directed to do so. Regardless, additional up-front funding will be required; the current budget of \$1M for the system per year has not increased since the program was initiated more than 15 years ago. The campus employee populations have since nearly doubled, and Merced was not part of the original formula. COO Nava suggested that currently, the UCOP budget is zero-sum, so trade-offs would have to be identified to accommodate this request. Members rejoined that employee productivity and time savings would easily compensate for additional staff persons at each location. It was added that employee morale is hard to monetize. The deluge this year was such that calls could not be logged by overwhelmed Facilitators, often operating alone. If nothing else, future transitions should be accompanied by additional funds for temporary Facilitators.

X. Systemwide Review Items

1. Draft Presidential Unmanned Aircraft System Policy
Action: The committee elected not to opine on this item.
2. Management review: Draft Presidential BUS 50- Controlled Substances Policy and Draft Best Practices
Discussion: Members noted that background checks appeared to be the biggest obstacle at first reading. Several issues were not addressed in the proposal: who pays, what about grant-funded employment restrictions, retroactivity, resource clearinghouse, etc.
Action: Analyst Feer will draft a response for electronic approval.

XI. Campus Updates

Berkeley: 1) The local CFW meets on Monday, and will discuss child care, elder care, and parking. 2) There is a short-list of chancellor candidates. 3) Email threats to faculty are being referred to campus police and local IT professionals. There was a spike around the time of the recent Milo Yiannopoulos debacle, and the issue is teeming with political maneuvering.

Davis: 1) A new advisory committee on health care is being launched; HCTF Chair May has been tapped to participate. 2) A spate of new hires into the LPSOE series has raised questions about the goals and efficacy of revising the title.

Irvine: 1) Police oversight is receiving renewed attention from several quarters. 2) Information and resources regarding the federal travel ban have been circulated widely. 3) The campus has been assured of its safety, despite the presence of nuclear reactor on campus.

Los Angeles: 1) An investigative report on local child care practices was issued last week, and the director has resigned effective March 1. Communications are being developed. 2) The creation of a permanent office to assist persecuted scholars from abroad find job placement and housing is being considered.

Riverside: 1) Because of the no confidence vote in the provost, pressure has increased for him to vacate his position as soon as an interim can be found, rather than waiting until July 1. 2) Use of activity-based costing metrics flies in the face of the well-known fact that education is not a widget. Quality is not assessed as a variable. Revenue generation is not distinguished from provision of services. Faculty voices in the project have been minimized.

San Diego: 1) The local CFW held a productive conversation with the campus Health Care Facilitator. 2) A faculty welfare climate survey continues to be planned. Involving junior faculty has proven difficult. Use of external models, such as HERI from UCLA, has proven tricky since many are not customizable. Response rate concerns lead to funding evaporations. 3) A proposal to set aside 18 seats in the campus child care facilities to accommodate recruitment efforts is considered a band-aid, at best. 4) Academic planning for new faculty to accommodate recent enrollment growth lags.

San Francisco: 1) Communications regarding open access policies are being revised. 2) New alerts regarding risk and travel have been circulated.

Santa Barbara: 1) The divisional Senate will ask the chancellor to approve 40-year MOPs. 2) Hostile emails have been more prevalent in feminist studies departments. The campus police claim that they cannot act preventatively since the perpetrator is off-campus. 3) The time to renovate office and lab space for new faculty has become problematic as it now takes years to complete and frequently runs over budget. 4) The Senate is still awaiting action on their request to create a new Senate-administration task force on child care.

Santa Cruz: 1) Local efforts to add child care facilities to the capital plan were rejected. 2) A new EVC/P is expected to be announced soon. The local Senate is developing orientation materials and plans to lobby for faculty priorities.

XII. New Business

Note: Item not addressed.

Adjournment: 3:45 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Lori Lubin, UCFW Chair

Attendance:

Lori Lubin, UCFW Chair

Roberta Rehm, UCFW Vice Chair

Caroline Kane, UCB

Michael Hill, UCD

Jean-Daniel Saphores, UCI

Areti Tillou, UCLA

Victor Lippit, UCR

Gedeon Deak, UCSD

Margo Kushel, UCSF

Stan Awramik, UCSB

Stefano Profumo, UCSC (phone)

Robert May, HCTF Chair

Bob Anderson, TFIR Chair

David Brownstone, UCRS Advisory Board Faculty Representative (phone)

Dick Attiyeh, CUCEA Chair (phone)