

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

February 8, 2019

I. Chair's Announcements*Sean Malloy, UCFW Chair*

- State Budget: The 6.9% budget increase from the state does not include much new permanent funding. Earmarks continue an alarming trend, especially for the Office of the President (UCOP) and UC Path. UCOP is lobbying for augmentations. The Regents' opposition to tuition increases means UC must secure additional state funds.
- Faculty Personnel Files: Two campuses have implemented a new policy intended to root out substantiated misconduct for prospective hires. This action was taken without Senate consultation, and many worry about a chilling effect on potential applicants. One campus has paused the program after Senate outcry.
- Diversity Statements: The Academic Council endorsed the University Committee on Affirmative Action and Diversity's position on the use of diversity statements, and will transmit it to the Provost for consideration.
- Elsevier Negotiations: January 31 was the most recent deadline, but still no resolution has been reached. Negotiations are now week-to-week. UC still has access to new and archived materials, and is at the vanguard of the push for Open Access. (See also Item VIII below.)
- Fetal Tissue Research: Federal regulations are changing, and a UC statement of opposition is being developed.
- Ad Hoc Task Forces:
 1. Council Chair May and Santa Cruz Chancellor Blumenthal are leading a task force to develop new policies to clarify academic freedom for non-Senate academics.
 2. The Standardized Testing Task Force is convening for the first time today.
 3. The Non-Discrimination in Health Care Task Force held its first meeting, and expected to produce a report by the summer.

II. Consent Calendar*Note: Item deferred.***III. Report: Health Care Task Force***Lori Lubin, HCTF Chair*

1. Meeting of January 25, 2019:
 - UCSF/Dignity Affiliation: Members reviewed a memorandum written by the faculty of the UCSF gynecology department, and discussed the different levels of support for the proposal between practitioners and administrators. Given that this issue has attracted the attention of the Regents, the Senate will deliberate carefully. Representatives from UCSF will be invited to the March meeting to answer questions.
 - Search Committees:

1. Health Services Executive Vice President: The search committee has been working. The Senate is developing a vision statement to help guide the new EVP balance academic and research goals with business and market considerations.
2. Consultant to Employee Health Benefits Advisory Committee: This group is the successor to the Retiree Health Benefits Advisory Committee, and it is charged with assessing how UC as an employer can best provide health care benefits to its employees while remaining fiscally responsible. Multiple Senate representatives will be on the committee.
The Advisory Committee will utilize an external consultant to assess employee preferences. That third party is still being sought. The survey to be deployed to employees will be scrutinized closely. Any recommendations must also pass union muster.
3. Medicare Advantage Plans: Human Resources has issued an RFP to determine if changes to UC's Medicare plan offerings are feasible. Currently, UC offers three Medicare plans, but it is unclear whether/how the university can save money in this process. The Senate has two representatives on the RFP review team.
- Ambulance Costs: In the Health Savings Plan, all ambulance services are out of network. UCOP will cost out options to off-set the cost and report back to HCTF.
- Open Enrollment Outcomes: UC Care saw minimal out-migration. Fewer than anticipated domestic partners enrolled, so HCTF is requesting a review of communications materials and strategies.
- HealthNet Mental Health Provider: A new third party administrator was chosen for this year, and the contract includes a "secret shopper" clause to ensure better patient outcomes. HCTF has asked for Kaiser mental health outcomes data, as well.
- Bright Horizons Contract: Bright Horizons provides dependent care and convalescence assistance. The systemwide contract is minimal, but campuses may offer additional services. Advertising for these options could be improved.
- Medication Abortion on Campuses: Governor Newsom has pledged to sign a bill requiring UC and CSU campuses to offer on-campus medication abortions the next time it advances to the governor's desk. The Student Health Insurance Program (SHIP) is concerned that offering such services could constitute a safety risk.

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

Susan Carlson, Vice Provost

1. Health Sciences Faculty Morale and Turnover
UCFW continues to seek data on this important issue. Because the health sciences are organized so differently, it is difficult for APP to use the same metrics and tools used to derive general campus faculty data. A dedicated, independent study may be necessary, which would require funding and personnel. UC Health is also beginning to look more deeply into these questions, so a partnership is probably advisable. There currently is no "exit survey" for health sciences faculty. Although several health sciences campuses have conducted climate surveys, access to that data has not yet been granted. A recent UCSD study into the matter revealed 1) a lack of financial support, 2) a lack of time for mentoring, 3) a lack of leadership training, 4) a lack of allocation transparency, and 5) a lack of internal recruitments from diverse candidates.
2. Improving Faculty Diversity
UC has dedicated more funds to improving faculty diversity, and strategies are being developed for how best to use those funds. Best practices from the campuses are being collected, in addition to successes from systemwide programs. Funds are coming from the Office of

Research to shore up the academic pipeline, from one-time state allotments, from increases to the President's Post-doctoral Fellowship Program, and from dedicated programmatic efforts targeting retention, including expanded mentoring opportunities. Members inquired how mentoring programs were evaluated, but this is the first UC attempt to assess them. Members also wondered what the ideal diversity profile would be. Anecdotal evidence suggests networking and one-on-one interactions are most effective in retention efforts. Some worry about playing different groups against each other, or being perceived to do so, in order to maximize diversity. Additional resources will no doubt be necessary to effect measurable change.

3. Gender Identity and Sexual Orientation Surveys

Employees, when accessing UC Path for the first time after March 1, will be asked to go to a demographic survey to indicate their preferred gender identity and sexual orientation. The survey will be added to on-boarding starting in the summer. "Decline to stat" is an option, and the field is editable, in case employees want to change their response. Eventually, a similar question will be added to UC Recruit.

V. Report: Task Force on Investment and Retirement

David Brownstone, TFIR Chair

- Pension Reimbursement Fund: UCOP is debating internally how to proceed with this commitment, given that no external insurers are currently willing to underwrite cybertheft.
- Retirement Readiness Tool: HR is working with Fidelity to adjust the UC Retirement Readiness planning tool to reflect the nuances of UCRP, such as the fact that the plan is not fully indexed to inflation.
- Experience Study: Every five years, HR works with its actuary to update retirement data, such as life expectancy, spending patterns, and the like. Any proposed changes will impact the plan's funding ratio, and by extension, potentially employer and employee contributions. This study is the first that will include the Pension Choice program. TFIR is working with HR to ensure that several real-world scenarios are modeled for consideration.
- Deferred Annuities: Investigation into the viability of UC offering qualified longevity annuity contracts (QLACs) as a supplemental option to employees continues. Federal caps and UCRS plan rules complicate the question.
- Pension Election Changes: The IRS still has not issued a ruling as to whether certain groups in the 2016 tier can change their UCRS pension plan election after 5 years.

VI. Systemwide Review Items

1. Proposed Revisions to the SVSH Investigation and Adjudication Framework for Senate and Non-Senate Faculty, and the Investigation and Adjudication Framework for Staff and Non-Faculty Academic Personnel
Action: Vice Chair Saphores and UCSD Representative Halpain will serve as lead reviewers.
2. Proposed UC Transfer Admission Guarantee
Action: CUCEA Representative Kane will serve as lead reviewer.
3. Revisions to Senate Bylaw 336
Action: Vice Chair Saphores and UCSD Representative Halpain will serve as lead reviewers.
4. Proposed Presidential Policy on Open Access for Theses and Dissertations
Action: UCM Representative Beaster-Jones will serve as lead reviewer.

VII. Consultation with the Office of the President – UC Path

Gayelea Allison, Production Designer, UC Path

David Rusting, Chief Information Security Officer, Information Technology Services (ITS)

Dan Russi, Deputy Chief Information Officer, ITS

Members noted several issues of continuing concern, including 1) the timeliness and accuracy of payments to graduate students, 2) over-payment and the speed and viciousness with which collections acts, 3) Open Enrollment errors that are still unresolved, 4) how summer employment is being anticipated, and 5) difficulties handling employees who move between campuses.

Additionally, many perceive UC Path statements as being overly rosy and non-responsive to the human cost problems cause. Finally, it has been reported that cooperation between UC Path and HR and APP has been lacking.

Mr. Russi addressed the concerns regarding graduate student pay, noting first that Merced and Riverside were pilot campuses. Several issues have been identified and solved, such as complicated FICA calculations, students with multiple pay sources but a lack of time cards, etc. Off-cycle checks or pay cards can be issued, or a second direct-deposit can be made, once individual pay discrepancies are identified. Members noted that a 5-day delay could be devastating for some students both in the short and long terms.

Some customer service agents are being retrained as resolution agents, which should help improve communications between UC Path and UCLA Accounts Receivable.

Members asked that quality assurance data be shared in the future.

VIII. Consultation with the University Committee on Library and Scholarly Communications (UCOLASC)

Rich Schneider, UCOLASC Chair

1. Elsevier Negotiations

The negotiations continue, and UC is pressing forward with its position that publicly funded research should be freely available to the public. Asking UC researchers, and others, to pay both to submit and to access the same article is objectionable and a poor use of grant money – or other funds. Contingencies are in place should access to new or archived materials end. UC is seeking a transformative outcome, not a continuation of the status quo with slightly better terms.

2. Alternate Access Task Force

The task force issued a report, noting that deposition into the California Digital Library is still optional because of both contractual obligations and academic freedom concerns; currently, though, only 4% of articles are prohibited from being deposited. Familiar concerns regarding CAP evaluation and prestige journals versus open access repositories are being reframed, since if UC withdraws from a publisher, its prestige will decline. Library budgets are protected; funds currently spent on subscription services will be redirected to open access support.

3. Open Access Writ Large

UCOLASC developed 18 long-term, aspirational principles to guide UC as it moves toward open access in all areas. UCFW is asked to endorse those principles and convey that endorsement to the Academic Council.

IX. Consultation with Academic Senate Leadership

Robert May, Academic Council Chair

- **Budget:** The Regents in November approved a 5% increase to on-scale faculty salaries, and President Napolitano remains committed to closing the faculty salary gap in a timely fashion. The state continues to move toward line-item budgeting, and away from block grant budgeting; the resulting lack of flexibility could have unforeseen negative consequences. Faculty salary increases were not an included line-item, so EVCs must find money from their campus budgets.

Differential salary implementation, such as funds made available to off-step faculty, is a concern for many. UCOP continues to lobby in Sacramento for increased funding.

- Academic Freedom: A task force has been formed to identify the best way to extend academic freedom protections to non-faculty academic appointees. Draft recommendations are being revised internally prior to being circulated for wide review.
- Standardized Testing Task Force: This group is holding their first meeting today. Regardless of the outcome, UC's decision will be national news. The task force is looking only at undergraduate admissions' use of standardized tests, and any recommendations will be supported with data.
- Fetal Tissue Research: The Senate welcomed President Napolitano's unequivocal support for research. The University Committee on Research Policy (UCORP) is drafting a letter decrying the politicization of science more generally.
- UC Health EVP Search: The Senate has two representatives on the search committee.

X. Campus Updates

- *Members are asked to discuss their campus' Senate's involvement in the Chancellors' statement on academic boycotts of Israel.*

Eight of 10 campuses reported that no Senate consultation was sought prior to issuance of the statement. The manner in which the statement was issued can easily lead many to conclude this is an official university and/or faculty position, which is untrue. Members noted that academic freedom guarantees faculty the right to disagree with their chancellor. Others noted that UC has a long tradition of social activism, but still objected to the violation of process.

XI. New Business and Further Discussion

Note: Item not addressed.

Meeting adjourned at 4:05 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 Hollinger, UCB
Greg Downs, UCD via Zoom
Jim Meeker, UCI Alternate
Julie Bower, UCLA
Jayson Beaster-Jones, UCM
Dan Jeske, UCR
Shelley Halpain, UCSD
Jill Hollenbach, UCSF
Jim Buckwalter, UCSB Alternate
Grant McGuire, UCSC via Zoom
Lori Lubin, HCTF Chair
David Brownstone, TFIR Chair via Zoom
Caroline Kane, CUCEA Representative