



**UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
2024-25 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under [Senate Bylaw 175](#), the University Committee on Faculty Welfare (UCFW) considers and reports on matters concerning the economic welfare of the faculty, including salaries, benefits, insurance, retirement, housing, and conditions of employment. UCFW met ten times during the 2024-25 academic year, and the major actions and discussions of ongoing issues are highlighted in this report.

UCFW has two semi-permanent task forces with separate memberships and with particular expertise in: (1) the University of California Retirement System (UCRS) including its policies and its investments (the Task Force on Investment and Retirement, TFIR); and (2) the University's health plans for employees and retirees (the Health Care Task Force, HCTF). These task forces monitor developments and carry out detailed analyses of questions and issues in their respective areas and report back to UCFW for further action. UCFW is indebted to the extraordinary commitment and skills of our task force leadership, Jill Hollenbach (TFIR) and Vickie Mays (HCTF). These two task forces spend a great deal of time in consultation with systemwide Human Resources (HR). The Faculty Affairs and Academic Programs (FAAP) and Systemwide Academic Personnel (SWAP) offices, and others from the Office of the President, also regularly attend UCFW meetings and lend their expertise to our discussions. We are indebted to these consultants, and they are individually acknowledged at the end of this Report.

FACULTY WELFARE

Total Remuneration:

Senate representatives to a Total Remuneration Advisory Committee pressed repeatedly for a methodology that was parallel to previous total remuneration studies in order to allow for longitudinal analysis. Discussions that focus on how to present differing preferred methodologies continue. How to study members of the health sciences compensation plan remains under discussion and will hopefully be more carefully considered in the fall.

Benefits Survey:

A survey intended to measure employee satisfaction with the benefits offered by the University was issued in the spring. Results are still being assessed. During the development process of the survey, Senate representatives encouraged development of a panel study.

Responding to External Circumstances:

UCFW spent considerable time discussing the impacts of and response options to volatile and unique external circumstances, including new state laws and regulations, changes to federal funding sources, and the political climate of the day. Chair Pardo Guerra also participated in the Senate's ad hoc University Committee on Adaptations to Disruptions (UCAD), which was convened to advise both the faculty and the administration on how to proceed during these challenging

times. Issues considered include emergency research funding options, academic evaluation guidance, and changes to the academic structure of the University. All of these discussions will continue in the next academic year.

CASH COMPENSATION

The anticipated increase to the faculty salary scales was preserved despite lackluster state returns. The Academic Assembly heard a concern that faculty receive their increases only on October 1, and not July 1, as for administrators and other employees. Faculty still receive an annual increase, but the October strategy seems to be designed to show a fiscal-year savings for the university (i.e., only a ~3.2% increase for faculty over the fiscal period of July 1-June 30).

HEALTH AND WELFARE BENEFITS

UCFW and HCTF continued to monitor the operations of University offered health insurance plans. How the University sets the rates of subsidy by plan and by pay band is under review with the goals of smoothing costs to the University, preserving plan choice for employees, and preserving each plan's affordability for all who choose it.

RETIREMENT ISSUES

TFIR recommended that the default option in the 2016 UCRS tier be changed to Pension Choice, the defined contribution plan, as it best matches the behavior patterns of those who have defaulted in the past. The administration continues to evaluate the request.

UCFW also reviewed improved communications for employees recalled to active duty after retirement, with a focus on benefits coverage continuity and tax implications.

OTHER POLICY ISSUES AND SYSTEMWIDE REVIEWS:

Academic Personnel Manual Revisions: UCFW opined on the following:

- 360 (Librarians)
- 500 (Recruitment – General)

ACKNOWLEDGEMENTS:

UCFW is indebted to its consultants and guests, without whom the committee's work could not be done:

Academic Affairs: Provost Katherine Newman;

Faculty Affairs and Academic Programs: Interim Vice Provost Doug Haynes;

Systemwide Academic Personnel: Deputy Provost Amy Lee; Executive Director Kelly Anders

UC Health: Executive Vice President David Rubin;

Human Resources: COO Rachael Nava; Vice President Cheryl Lloyd; Associate Vice President for Total Rewards Jay Henderson; Senior Executive Director Benefits Programs and Strategy; Senior Director of Health and Welfare Benefits Susan Pon-Gee; Executive Director of UC Self-Funded Health Plans Laura Tauber; Retirement Program Services Executive Director Hyun Swanson;

Office of the Chief Financial Officer: CFO Nathan Brostrom;

Office of the Chief Investment Officer: CIO Jagdeep Bachher, Associate CIO Arthur Guimaraes, and Director of Defined Contributions Products Marco Merz.

We are particularly grateful for the involvement, support and guidance from the Senate leadership, Chair Steve Cheung and Vice Chair Ahmet Palazoglu, as well as the advice and

perspective provided by Senate Executive Director Monica Lin. Finally, the committee is very highly indebted to Kenneth Feer who has provided able staff support.

Respectfully yours, UCFW 2023-24

Juan Pablo Pardo Guerra, Chair

Karen Bales, Vice Chair

Nancy Wallace, UCB

J. Keith Gilles, UCB

Janet Foley, UCD

Ben Lourie, UCI

Jayson Beaster-Jones, UCM

Salmon Asif, UCR

Amy Adler, UCSD

John Saucedo, UCSF

Laurie Freeman, UCSB

Yat Li, UCSC

Jill Hollenbach, TFIR Chair

Vickie Mays, HCTF Chair

Joel Dimsdale, CUCEA Chair (ex officio)

David Klein and Zoran Nenadic, UCRS Advisory Board Faculty Representatives (ex officio)

