Minutes of Meeting
March 10, 2017

I.   **Announcements**
Lori Lubin, UCFW Chair
1.   Academic Council of February 22, 2017
      Update: Chair Lubin updated the committee on several items of interest:
       • The FOIA release of completed Title IX investigations over the last three years has been released. Some names were redacted, and 2/3 are no longer at UC.
       • The 2040 Framework exercise is considering extending its submission deadlines.
       • President Napolitano and UC still officially oppose the travel ban.
       • The Regents approved fee increases.
       • The Regents will consider a revised non-resident enrollment policy that was subjected to last-minute changes that have upset many. The systemwide cap invites codification of campus tiers, but the policy includes a review horizon.
       • The statement on Domestic Partner Benefits Equity was endorsed and transmitted to COO Nava.
       • The UCFW letter requesting greater support for the Health Care Facilitator program was found in need of additional details and was returned for revision.
Separately, Chair Lubin reported that membership changes on TFIR have led to David Brownstone becoming chair and the resignation of an additional member.

II.   **Consent Calendar**
Note: Item deferred.

III.   **Report: Health Care Task Force**
Robert May, HCTF Chair
Update: Chair May updated the committee on several current topics:
 • HCTF next meets on March 24.
 • Federal actions in the health care arena continue to evolve. Large employers are still mostly excluded from the current proposals, but if changes to the "Cadillac" tax occur, UC might have to take action. The current proposal ties rate increases to general inflation, not medical inflation, and the amount of the cap is tied to age, not geography. Most of the "essential health benefits" are retained, but the future of women's health and other reproductive care issues is unknown. HCTF will press HR to maintain current coverage levels.
 • A re-bid for the Blue & Gold health insurance program is overdue by industry standards, and one can be expected soon.
 • Transition issues continue, especially for those with MediCare. UC's response has been laudable, and they are tracking complaints. HCTF will address this issue again in a few weeks.
 • In-vitro fertilization (IVF) is not covered in current health insurance plans. HCTF is debating how closely this tracks with requests for additional adoption support from last year. It is not yet known how competitors handle this procedure since it is expensive and carries no guarantees. Given that expensive treatments are a significant portion of insurance payouts, the precedent of covering this one could put UCOP into an unfavorable position.

Discussion: Members noted that recruitment and retention of female faculty could be enhanced by this, and others suggested that investing in child care would have more significant results.

- Chair May will be on sabbatical for the spring quarter, and Chair Lubin will be lead contact for HCTF issues during that time.

IV. Report: Task Force on Investment and Retirement
David Brownstone, TFIR Chair

1. DCP Fee Structure
   Issue: After discussion at the UCRS Advisory Board, UC is opting for a flat fee per person structure because it easier to understand and explain. It is probably cheaper for most faculty, too.

2. Discount Rate
   Issue: The rate of return and inflation assumption for UCRP liability calculations are both under discussion. Either or both may be lowered, which will lead to an actuarial increase in the unfunded liability. The UC discussion follows similar talks at PERS and STRS. No decision has yet been made, and TFIR will continue dialogue with UCOP.

V. Consultation with Academic Senate Leadership
Jim Chalfant, Academic Council Chair

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

- There has been muted response to the FOIA disclosure. Some press and students have asked why perpetrators remain on campus, again provoking questions of appropriate levels of discipline and privacy. No other higher education institution has made a similar disclosure, so it is not possible to "norm" the data or to make any comparisons.
- The non-resident policy reflects the concerns of Sacramento and the Regents, not the Academic Senate. It will be revisited in five years.
- New software for conflict of commitment training is being explored. Academic Personnel and Programs is leading the effort.
- BOARS continues to struggle with a letters of recommendations policy and illustrating the success of the compare favorably non-resident admission standard.

VI. Consultation with UC Police Department Coordinating Chief
David Rose, UCSD and Coordinating Chief
Rachael Nava, COO

Issue: Chief Rose noted that each campus is creating advisory councils and drafting charters for them. Outreach and engagement efforts are also increasing, such as coffee talks and bringing in external facilitators. At San Diego, the advisory board is being reinstituted following a 10 year dormancy; it will be convened by the Vice Chancellor for Planning, and the chief will sit on the board ex officio. Staff, faculty, and student groups will be invited to participate. COO Nava added that all departments have made strong commitments to create or renew local advisory boards.

Discussion: Members asked whether each campus advisory board would have similar membership standards, and COO Nava indicated that the chiefs are currently sharing best practices. There is no UCOP template to follow for this process. Members encouraged the creation of systemwide standards for stakeholder group representation, among other minimum guidelines, and COO Nava said she would raise the topic with the chiefs at their next meeting.

Members asked whether the boards would be tasked to set standards or policy, and Chief Rose indicated there are models for both type of boards. Regarding policy, COO Nava noted that the Senate

chose not to opine on recent policy revisions to the body camera policy in the Policy Advisory Committee. Senate Executive Director Baxter indicated that PAC process does not penetrate to the committee level, and if possible, she would locate and send the policy proposal for rapid evaluation. Chief Rose noted that use of force policies were also being standardized, in part due to mutual aid MOUs. Similar systemwide policies for crowd management and ICE interactions are also being developed. Members suggested that similar standard-setting policies on the acceptance and use of military equipment, for example, or externally sent email threats, should also be developed. Members noted that these systemwide policies should be reviewed by systemwide interests in a transparent manner. COO Nava indicated that local autonomy here is consistent with past practices.

Members asked how major events, like the recent Berkeley riot, led to policy and practice changes. Chief Rose noted that after-action review is standard procedure; reviews are undertaken by other chiefs in the system and by external professionals. The process is in-depth and takes time. Developing policy to address the "black bloc" technique of protesting is tricky since response requires a large number of police. Additionally, state reporting requirements now specify greater demographic data to be submitted.

Action: UCI Representative Saphores and UCM Representative Malloy will draft minimum standards for local advisory boards for discussion next month.

VII. Response to Harassment of and Threats against Faculty

Issue: Many faculty remain uncertain as to how to respond to threats from students or external community members. Current policies are student-focused, and external legal vagaries complicate UC guidance.

Action: UCAADE will consider similar issues at their next meeting.

Action: Members should investigate local policies and report back.

Action: OGC will be solicited for a fact sheet on videotaping policies.

VIII. Consultation with the Office of the President – Human Resources

1. Health Care Facilitator Funding

   Kris Lange, Director, Benefit Programs Vendor Relations

   Issue: Director Lange reported that the total annual budget for the program is paid by UCOP HR and totals $1.5M annually, for facilitators at the 10 campuses, UCOP, and LBNL ($125K each). This level and method of funding have been in place since the program began in the early 2000s, and is intended to cover salary and benefits for a benefits analyst or equivalent. Some campuses have augmented funds at their own discretion.

   Discussion: Members asked which campuses had augmented the funding, and by how much. Director Lange said she would research the answer. Members noted that systemwide utilization data reported in the HCF annual report could be augmented in several ways, but the facilitators do not have the time and resources to collect and submit such data. Others noted that some locations have doubled in size since the program began, so it is reasonable to expect that the workload has also doubled- while resources remain flat. Members speculated if a staffing ratio should determine the number of facilitators by location, or if campus matching funds should be found. Quantifying the time and effort saved by employees who avail themselves of the facilitators is difficult.

   Action: UCFW will revise its request for additional support for this program and submit it to the Academic Council.

2. Retirement Choice Program new-hire election process

   Kris Lange, Director, Benefit Programs Vendor Relations

   Paul Schwartz, Director, Internal Communications

Wendy Welsh, Employee Communications Specialist

Issue: Director Lange reminded members of the communications schedule for new hires, and Ms. Welsh noted that the text of those communications was being revised, as was the UC Net verbiage. The text revisions will stress taking early action, but UC does not want to rush anyone into hasty action. The decision guide will also be revised, as will the fact sheet and the FAQs.

Discussion: Members asked if the profiles would be retained in the revised decision guide, and decided if they convey clear incentives, they could provide useful examples and prompt insightful reflection. Members suggested developing additional guidance for recruiters and deans and the like.

Action: Communications will share drafts of the revised text.

IX.   Systemwide Review Items

1. Management Review: Draft Revised Presidential Policy on Electronic Information Security
   Jean-Daniel Saphores, UCI Representative and Lead Reviewer

   Issue: The impetus for the revisions comes from high profile hacks and new federal regulations. However, the draft attempts to cover too many topics and omits key details. It may be more appropriate to develop policies for the general campuses, the medical centers, and the labs/classified activities. Implementation requires local IT support, and the training onus on faculty could be significant. What actions those who write their own code for research should take is not addressed. A three-year policy review timeline may be too slow given rapid changes in this area.

   Discussion: Members agreed that this was more of a road map than a policy to be followed. The verbiage is inaccessible to most in the UC community. It was speculated that the policy was not intended for end-users at this time but as proof to external audiences that UC is taking action.

X.   Consultation with UC Path

Mark Cianca, AVP Operational Services, ITS
Jim Leedy, Executive Director, UC Path Center

Issue: AVP Cianca noted that the next go-live date is scheduled for December 2017. At present, only UCOP payroll is being handled through UC Path, but the December launch will include UCLA and UCLA AS, which will cover academic and health science titles. Three test cycles have been conducted already, and a parallel payroll test has been run twice. Training for campus payroll personnel was developed by UCOP specialists who will train local trainers; PeopleSoft modules are also available for basic tutelage. Grant-funded payroll accounting will remain at the campuses, but APDs will provide information to UC Path for disbursement. The effort is being undertaken in partnership with the campuses, and their confidence in the project continues to grow.

Discussion: Members asked about employment verification services that have outsourced. Director Leedy noted that EquiFax has this contract, and UC Path personnel met with UCFW on this issue in the fall of 2014. All data is encrypted when sent. Unemployment insurance claims also go to EquiFax.

XI.   New Business

1. The extent of ADA compliance on the campuses is in question, both for the physical plant and in terms of workload accommodations for those with progressive/degenerative diseases. The operationalizing of "commensurate work" following recent revisions to the disability program remains unclear.

2. Many are unhappy about again being required to split the 3% salary increase into component parts. The small amounts do nothing to move the needle or close the gap.

3. Last year, UCFW requested investigation of <u>APM 760.28.a (Active Service/Modified Duties)</u> for equity in semester versus quarter campuses.
   Action: Analyst Feer will follow-up with Academic Personnel on this item.

Adjournment: 3:20 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst
Attest: Lori Lubin, UCFW Chair

Attendance:
   Lori Lubin, Chair
   Roberta Rehm, Vice Chair
   Caroline Kane, UCB
   Michael Hill, UCD
   Jean-Daniel Saphores, UCI
   Jean-Francoise Blanchette, UCLA Alternate
   Sean Malloy, UCM (phone)
   Victor Lippit, UCR
   Gedeon Deak, UCSD
   Stan Awramik, UCSB
   Stefano Profumo, UCSC
   Robert May, HCTF Chair
   David Brownstone, TFIR Chair
   Dick Attiyeh, CUCEA Chair