

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

March 8, 2019

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

- Intersegmental Committee of Academic Senates (ICAS): ICAS met in Sacramento on February 20 for "Leg Day". The CCCs are asking for more Cal Grant funds, and UC hopes that Cal Grant funding is not zero-sum. Legislators raised concerns about faculty diversity. A potential General Obligation (GO) bond may be put on an upcoming ballot to raise funds for debt service and seismic retrofitting; if successful, \$8B would be shared between CSU and UC. GO bonds are beneficial to UC since the state pays the debt service.
- Academic Freedom: A draft APM clarifying academic freedom protections for non-Senate academics is being prepared for systemwide review.
- UC Path: The UAW, on behalf of unionized graduate students, settled with UC for back-pay issues incurred during the launch of UC Path. Local workarounds are in place, but a system fix is still pending.
- Fossil Fuel Divestment Memorial: UCSF proposed a memorial to the Regents calling for UC's endowment fund to divest from prominent fossil fuel companies. It will be sent to the divisions for review.
- Academic Boycotts of Israel: Council Chair May will draft a response to the chancellors' letter, focusing on process.
- Elsevier: UC is currently out of contract, and it is unclear whether negotiations will resume. Faculty will be notified if/when the situation changes.

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

- HCTF awaits reports from committees on the UC Health EVP search, the Medicare Advantage RFP, and the external consultant to the Employee Health Benefits Advisory Committee search.
- HCTF has invited representatives from the student mental program to present at their upcoming meeting.
- HCTF is assessing provider access at the Santa Cruz campus amid concerns that continued UC Care premium increases could force excessive out-migration and overwhelm other area providers.

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

1. UC Retirement System Advisory Board (UCRSAB) meeting of March 1
  - The Chief Investment Officer indicated it was unlikely that returns would reach 7.5% this year.

- Principals have agreed in principle to the pension check reimbursement fund, but logistics are still being discussed. Cybertheft is hard to underwrite in the market, so Fiat Lux developing and offering a new self-insurance product is being considered.
- A new retiree benefits dashboard, Redwood, went live earlier this week. The systemwide Retirement Administration Service Center (RASC) is using Redwood, but campus retirement advisors report difficulty accessing the system. Over the summer, updates to the At Your Service Online (AYSO) platform will allow for multi-factor authentication.
- The Senate has two seats on the UCRSAB, and new representative is sought to start a term on July 1.

## **V. Consultation with Academic Senate Leadership**

*Kum-Kum Bhavnani, Academic Council Vice Chair*

### **1. January Regents**

- A new committee investigating student basic needs has been formed. Funds to address identified needs are likely to be included in the governor's budget.
- There will be no tuition increase this year for California residents. The governor is adamantly opposed, as are several Regents. UCOP is developing advocacy strategy for an increase in state funds. Part of the strategy will include reference to the California workforce preparation expectations and the educational infrastructure necessary to achieve those goals. Reminding legislators and others that education is not a "widget" is constantly necessary.

### **2. February Academic Council**

- CCGA and UCPB have been tasked to assess the Self-Sustaining Graduate and Professional Degree Programs (SSGPDPs) review process and portfolio.
- The Standardized Testing Task Force (STTF) is meeting today. The task force has no firm deadline, but the stricture to undertake neutral and data-driven assessment is absolute.
- UC has presented a unified front of opposition to new federal regulations restricting fetal tissue research. An additional statement from the Council is being prepared for transmittal to President Napolitano.
- A BOARS proposal for a new type of transfer guarantee is out for systemwide review. UCOP has groups working on communications plans, in anticipation of a favorable review.
- A UCI proposal for an entirely on-line business degree for transfer students has raised many questions not entirely related to academics. Residency requirements and the assessment and use of student fees have been implicated, among other topics. The proposal will be sent for systemwide review soon.
- The Senate was invited, but declined, to attend an FBI briefing on research security and export controls. The Senate is concerned about the xenophobia being exhibited by many research officials, at all levels of government and governance.

## **VI. Consultation with the Office of the President – Academic Personnel and Programs (APP)**

*Susan Carlson, Vice Provost*

*Pamela Peterson, Executive Director*

### **1. Health Sciences Faculty Morale and Turnover**

A UCSF climate survey was just released, and the major takeaway is that salary support, especially for faculty on "soft-money" contracts, is the dominant consideration at this time. Local efforts are being devised, since there is little expectation of central support. The inverse investment trend between faculty salaries and physical plant expansion has led to further

disgruntlement. A newly formed UC Health committee has been tasked to assess systemwide health sciences faculty morale. Members suggested that a new EVP may bring a new leadership philosophy. Some have even suggested considering a profit-sharing model to augment salaries.

2. Improving Faculty Diversity

Campuses are leading this effort, and best practices are being defined. One obstacle is poor working relationships between different campus offices, and another obstacle is the inconsistent use of equity advisors, both between and across campuses. APP is working with Kiernan Mathews, Executive Director of Harvard's Collaborative on Academic Careers in Higher Education (COACHE) to compile a literature review and author a white paper to inform future discussions.

3. UC Path

APP has at last been invited to help UC Path personnel develop solutions to the complicated academic pay system for both faculty and graduate students. Manual interventions are slow and costly, but PeopleSoft was not designed for a university setting.

4. Faculty Salary Actions

President Napolitano has yet to make a final decision regarding this year's faculty salary action.

## **VII. Report on University Policing**

### *UCFW Members*

The president's task force investigating university policing policy and practices has issued its report. Members praised the work of the task force, but noted several areas for additional scrutiny. Diversity concerns need to be highlighted more forcefully. The role, authority, and psychological impact of campus advisory boards should be clarified and strengthened, and utility of a systemwide board for reporting systemwide data and sharing best practices should be added. The mutual aid agreements with municipal police forces require additional oversight, specifically regarding differential "use of force" standards. Hiring and recruitment concerns were not addressed. Future iterations and statements should use public safety, not policing, as the frame and goal.

## **VIII. Systemwide Review Items**

1. Proposed UC Transfer Admission Guarantee

Although there are no direct faculty welfare concerns, UCFW will note that while transfer students are often more motivated, they are also often more ill-at-ease due to perceptions of unworthiness, whether by self, by "native" freshman, or even by faculty. UCFW will note the necessity of counseling and support services for transfer students.

**Action:** Analyst Feer will draft a memo.

2. Proposed Revisions to SVSH Investigation and Adjudication Framework for Senate and Non-Senate Faculty, and the Investigation and Adjudication Framework for Staff and Non-Faculty Academic Personnel

There are transparency concerns with the proposed revisions surrounding the latitude given chancellors to determine punitive steps, should the Title IX officer and the peer review committee recommendation differ. What standards would be employed, and how would any actions compare to similar offenses? The degree and nature of consultation with peer review committees should be clarified. Specific questions were raised about access to unredacted findings by either party and the timing of that access. The number of and acceptable justifications for extensions should be made clear. Guidance for the composition, term of service, and authorities of peer review committees is needed.

**Action:** Chair Malloy and Analyst Feer will draft a response for electronic approval.

3. Proposed Revisions to Senate Bylaw 336

Additional clarity is needed on the following points: 1) the definition of quorum in this context, one-half versus two-thirds; 2) why burden of proof standards vary, and how “terms of art” should be interpreted; 3) consent of which parties and why is needed for release of what documents.

**Action:** Analyst Feer will draft a response for electronic approval.

4. Proposed Presidential Policy on Open Access for Theses and Dissertations

**Action:** The committee elected not to opine on this item.

5. Proposed Revision to Senate Regulation 636.E

*Note: Item deferred.*

**IX. Campus Updates**

**Davis:** Best practices are sought regarding pedestrian safety versus bikes and scooters.

**Irvine:** Changes to teaching assistant funding and billing have caused alarm.

**Riverside:** Teaching loads for Teaching Professors are excessive on campus. Additional guidance from UCOP is requested.

**San Diego:** 1) Improved child care and emergency services on campus are desired. 2) Teaching evaluation metrics are being reassessed. Student reviews are consistently worse for women and underrepresented minority faculty. 3) Grants are being billed for dubious physical plant costs, such as information technology support.

**Santa Barbara:** Post-doctoral scholar support and resource best practices are sought.

**Santa Cruz:** 1) Access to health providers is a renewed concern. 2) A collaborative approach to increasing access to child care is being devised.

**X. New Business**

*None.*

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

David Hollinger, UCB

Greg Downs, UCD

Jayson Beaster-Jones, UCM

Dan Jeske, UCR

Shelley Halpain, UCSD

Jill Hollenbach, UCSF

Ahmad Atif Ahmad, UCSB

Grant McGuire, UCSC via Zoom

Lori Lubin, HCTF Chair

David Brownstone, TFIR Chair

Caroline Kane, CUCEA Representative