

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

April 12, 2019

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

- Leadership Changes: In September, Kum-Kum Bhavnani (UCSB) will become the systemwide chair, and Mary Gauvain (UCR) will become the systemwide vice chair. Jean-Daniel Saphores (UCI) will become the UCFW chair, and Shelley Halpain (UCSD) will become the UCFW vice chair.
- Faculty Salaries: Despite lagging state funds, President Napolitano remains committed to giving 5% to the scales for 2019-20. To close the salary gap fully, the salary plan may have to be extended another year or two.
- Multi-year Budgeting: UCOP has been developing a multi-year budget plan to minimize the impacts of whipsaw funding from the state. So far, the plans have been well-received in Sacramento. Some have proposed instituting cohort tuition guarantees, too.
- General Obligation (GO) Bond: If passed, the GO bond would help pay for deferred maintenance at UC and CSU. Determining which ballot the bond should be placed on is the next decision.
- Senate Bylaw 336: Despite concerns over the timeline, the Council and Assembly passed the revisions. The Senate will be requesting additional resources for implementation as well as a study of impacts and efficacy of the changes.
- Admission Scandal: Although the scandal mostly impacted private schools, UC is still being held up for scrutiny by Sacramento. UCOP is conducting internal audits to assess current admission processes and practices, but the state is expected to conduct its own audit, too.
- Policing Report Response: Members suggest adding cultural competency training.  
**Action**: A revised draft will be circulated for electronic approval.
- Canary Mission: The University Committee on Academic Freedom has noted that this website engages in "smear tactics" against liberal and progressive faculty, and requests support in conveying their objections to the Academic Council.  
**Action**: Chair Malloy will circulate a draft for electronic approval.

**II. Consent Calendar**

1. Draft Response to BOARS Transfer Guarantee Proposal  
**Action**: The consent calendar was approved as noticed.

**III. Report: Health Care Task Force***Lori Lubin, HCTF Chair*

- Medicare Plan Offerings: The RFP process for a possible Medicare Advantage plan continues. Whether only one plan would change to an Advantage plan, if no plans would change, or if all three Medicare plans would be converted has not yet been decided. Many are worried that more managed care could impair the delivery of services, and others have raised concerns that prescription processes could become even more complicated. Consultation on the goals of the effort has been lacking, but it is unclear if this silence is deliberate or a result of personal personnel matters.

#### **IV. UCSF/Dignity Health Proposed Affiliation**

*Sean Malloy, UCFW Chair*

UCSF has proposed an affiliation with Dignity Health. UCSF asserts that the affiliation will help alleviate strained bed capacity and extend more health services to underserved communities. Critics of the proposal note that Dignity Health is a Catholic hospital system governed by religious dogma that precludes offering certain services, which would undermine UC's public mission and would contradict UC values. UC values have been identified by UCFW's Nondiscrimination in Health Care Task Force, whose interim report is before the committee. Another objection to the proposal focuses on shared governance and a lack of consultation and transparency at the UCSF campus, although proponents cite recent task forces and vetting by at least two campus Senate committees in the fall. Opponents at UCSF are circulating a petition asking the administration to pause negotiations until a more robust discussion has occurred.

**Action:** UCFW unanimously endorsed the NHCTF interim report.

**Action:** Chair Malloy will draft a transmittal memo and circulate it for electronic approval.

#### **V. Consultation with the Office of the President – Academic Personnel and Programs**

*Susan Carlson, Vice Provost*

1. Health Sciences Faculty Morale and Turnover

*Note: Item deferred.*

2. Negotiated Salary Trial Program (NSTP) Extension

Two more campuses are expected to join the program this summer, Davis and Santa Cruz. So far, participants have only been ladder-rank faculty and clinicians, but some have advocated for allowing Teaching Professors/LSOEs into the program.

3. Faculty Salary Action

President Napolitano has not yet made a final decision on this matter.

4. UC Path

APP relations with UC Path continue to strengthen. Three UCOP divisions are now collaborating with UC Path- APP, HR, and the Controller. Because academic pay is so complicated, progress has been slow. Primers are being created, and more joint consultations are being scheduled. Improvements to graduate student pay are also underway.

#### **VI. Report: Task Force on Investment and Retirement**

*David Brownstone, TFIR Chair*

- Experience Study: Preliminary data are coming in, and TFIR will receive a briefing next week.
- SB 715: A newly proposed measure in Sacramento would seek to prohibit UC from offering a stand-alone DC plan absent a DB plan, which would rule out the current Savings Choice pension option. UCOP will be lobbying against the measure.
- Endowment Divestment Memorial: This item is still going through Senate processes.
- Qualified Longevity Annuity Contracts (QLACs): Due diligence continues on whether/how this product could be added to the UCRP menu options.
- Redwood: Retirees report withholding errors, and many campus retirement advisors are still having trouble accessing the new software.

#### **VII. Systemwide Review Items**

1. Proposed New Academic Personnel Manual Section 011 (Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees)

**Action:** UCSB Representative Ahmad will serve as lead reviewer.

2. UC Center Sacramento Current State Assessment Report  
**Action:** Vice Chair Saphores will serve as lead reviewer.
3. Proposed Revision to Senate Regulation 636.E  
**Action:** UCSC Representative Wang will serve as lead reviewer.

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

*Kum-Kum Bhavnani, Academic Council Vice Chair*

- A proposal before the Regents to increase non-resident tuition was tabled.
- The Standardized Testing Task Force is consulting with external stakeholders. An interim report should be available by the summer.
- A perceived lack of shared governance in discussions surrounding possible changes to the Medicare plans offered by the University is being decried in many quarters. The Senate is calling for greater transparency and/or a slowing of the process.
- A policy for incarcerated students is being developed.
- Current UCOP reorganization efforts focus on relocating academic programs domiciled at UCOP to the campuses. Where best to house the UC Sacramento Center and the UCDC program is under discussion. Possible changes to the Office of Research are being drafted by the Provost.
- The admission audit continues. An interim report is expected next month.

### **IX. Campus Updates**

**Berkeley:** 1) Training compliance enforcement is now done through the withholding of merit increases, which seems to have spurred several laggards to action. 2) Many on campus are concerned that changes to the Medicare plans will have deleterious unforeseen consequences.

**Davis:** absent.

**Irvine:** Additional institutional support for the CARE program is needed as UCI is the only campus without permanent funding.

**Los Angeles:** 1) Hiring teachers and staff for the new campus-adjacent school has taken longer than anticipated. 2) New housing projects are considering condominium-style high rises, rather than single-family occupancy stand-alone homes. 3) Interfolio is now being used for academic reviews, but many have concerns regarding privacy and pay-wall access of the software. A review of the contract has been requested. The goal of cutting the number of academic personnel staff has come at the expense of faculty time and effort. 4) A permanent triage group has been established to address new and continuing issues with UC Path.

**Merced:** Concerns over the workloads being assigned to LSOEs have arisen. UCFW is asked to discuss this topic in detail at a future meeting.

**Riverside:** Negative impacts from Stopping the Clock are under evaluation. Delayed promotion and decreased future earnings have differential impacts on women. Greater systemwide data would help advocates press for changes.

**San Diego:** The training and administrative onus on faculty continues to grow, and compliance is sought only on a punitive basis, not on a rewards basis.

**San Francisco:** Note Item IV above.

**Santa Barbara:** 1) A new free speech center has opened on campus, but it is unclear what role, if any, faculty have. 2) Long-term budget planning efforts are hampered by vagaries surrounding tuition levels and rates of increase.

**Santa Cruz:** 1) Support for family friendly policies is flagging. 2) A salary equity analysis is underway.

### **X. New Business**

*None.*

Meeting adjourned at 3:45 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

Stephen Tucker, UCI via Zoom

Julie Bower, UCLA

Jayson Beaster-Jones, UCM

Patricia Morton, UCR Alternate

Shelley Halpain, UCSD

Jill Hollenbach, UCSF

Ahmad Atif Ahmad, UCSB

Su-Hua Want, UCSC

Lori Lubin, HCTF Chair

David Brownstone, TFIR Chair

Caroline Kane, CUCEA Representative