

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting**April 13, 2018****I. Chair's Announcements***Roberta Rehm, UCFW Chair*

Chair Rehm reported highlights from the March 21, 2018 Academic Council meeting and the April 11, 2018 Academic Assembly meeting. The faculty salary gap was discussed at both meetings, and some in the administration are concerned the salary increase will be viewed as an unfunded mandate in the face of multiple competing priorities. In response, the provost is developing another 3% plan. No final decision has been reached, though, and Senate efforts to persuade administration personnel continue. Additional salary data provided by the Office of Academic Personnel and Programs should be used to lobby local officials.

II. Consent Calendar*Note: Item not addressed.***III. Report: Health Care Task Force***Lori Lubin, HCTF Chair*

Chair Lubin reported on the HCTF meeting of March 16, 2018:

- The examination into the long-term funding stability of the University's retiree health benefit continues. HCTF has asked to review materials being presented to the working group, but has received no response yet.
- HCTF met with EVP Stobo to discuss the possible reorganization of his unit's reporting and finances. EVP Stobo asserts that the external market requires the UC Health division to have greater flexibility in hiring and acquisitions than the current structure allows. Possible alternatives to full independence include an advisory board and revised approval processes. A group to investigate and form recommendations is being charged and populated; the Senate representatives are not yet known.
- An RFP for administration of the Blue&Gold HMO has been tentatively awarded to one provider, but the contract is not final; it is in mediation. Unresolved concerns include whether to "carve in" mental health. A separate RFP for administration of the pharmacy benefit has been deferred until next year.
- Pet insurance is expected to be offered systemwide during the next Open Enrollment.
- A plan to offer employees a "buy-up" option for dental insurance is being considered, as are changes to the level of employer support for the dental benefit.
- Human Resources will again conduct a family member verification audit, and vendor presentations will be held later this month. HCTF will encourage changes to the types of accepted documentation.

- The Academic Council selected UCSF Professor Steven Hetts as successor to Joel Dimsdale as Senate representative to the Regents Committee on Health Services. President Napolitano is expected to confirm the nominee.
- Faculty turnover at the medical centers is becoming an increasing concern. Data are needed, and access to medical center climate surveys will be sought.
- An investigation into UC medical center specimen and treatment consent forms revealed that each location uses individual forms with varying legal terminology.
- HCTF is beginning an investigation into how UC medical centers accommodate religious exceptions to the provision of care – from a provider standpoint, from a consumer standpoint, and from an institutional standpoint. How restrictions and options for accommodation are communicated to practitioners and patients remains unclear.
- Open Enrollment materials regarding the cash cost of the different PPO plans are being clarified so that more employees can make a better informed decision.

IV. Report: Task Force on Investment and Retirement

David Brownstone, TFIR Chair

Chair Brownstone reported on the TFIR meeting of March 16, 2018. TFIR met with Chief Financial Officer, EVP/CFO Nathan Brostrom, and discussed several topics of mutual interest. First, the financial impact of possibly granting more autonomy to UC Health was discussed; the financial repercussions to UC writ large could be significant. Second, employer contributions to UCRP are back to 14%, but again, additional STIP borrowing has been approved to ensure that the actuarially determined contribution – and policy benchmark contribution – can be made. Third, TFIR learned that the CFO's Fiat Lux, a captive insurance product designed to reduce UC's risk, has little coordination with the Chief Investment Office's Risk Management personnel. It is also unclear how well the CFO and CIO real estate teams coordinate.

TFIR added an ex officio representative from the University Committee on Planning and Budget to facilitate greater communications between the groups.

TFIR will continue to discuss with the CIO "socially conscience" indicators, such as environmental, social justice, and governance (ESG), and how current efforts and successes can be better communicated.

TFIR is evaluating a draft proposal to add qualified annuities to the UCRS DC plan portfolio, and will keep UCFW apprised.

V. Consultation with Academic Senate Leadership

Robert May, Academic Council Vice Chair

Vice Chair May reported on several items of interest:

- The Retiree Health Working Group has been given a June deadline to propose a recommendation for 2019 only. Balancing expected medical inflation with plan design is one tricky part of the process. In order to maintain the 70% employer contribution floor, design changes may be required, such as changes to the dental benefit. Given their disproportionate cost to the program (40% of costs), isolating non-Medicare retirees for targeted action is being advocated by some. The financial value of retiree health benefits via tax breaks and deferred compensation are complex but need to be more clearly

communicated. The Working Group roster is the UC Net webpage, and members are encouraged to contact campus representatives to lobby for the continuation of a robust benefit.

Discussion: Members asked about stakeholder representation on the working group, and Vice Chair May indicated that staff participants had acquitted themselves well. The retiree and emeriti associations' representatives have also been strong participants.

Members also speculated that proposed changes to the dental benefit could lead to a slippery slope and a curtailment of the value of other benefits unrelated to retiree health costs and coverages.

- President Napolitano has approved the proposed changes to domestic partner benefit equity, and Human Resources aims to roll-out the changes by July 1. The Senate has offered assistance in the editing and drafting of revised and hopefully streamlined communications.
- President Napolitano has convened a systemwide task force to investigate police procedures at UC. Alex Bustamante, the Chief Compliance Officer, has been tasked with chairing the group. The Senate has three task force members, which overlap with UCFW's internal task force on the same topic. The President's task force met for the first time earlier this week, and four meetings have been scheduled with the aim of issuing a report by December. Four topics have been assigned to the task force: 1) complaint resolution, 2) training and protocols for the use of force, 3) post-incident review processes, and 4) community engagement. The UCFW task force report will be broader in scope and made available to the President's task force upon completion. One emphasis of the UCFW task force report will be the creation and standardization of public advisory boards, both locally and systemwide; this goal matches well with topic number 4 above. Similarly, the UC Principles of Community must also apply to police and police policies. Data tracking and transparency will be important tools in driving policy changes.
- UC is under continued public and legislative scrutiny regarding transfer enrollments, and BOARS is taking point for the Senate. External considerations leave UC little wriggle room in the face of great expectations and few resources.
- UCOP, student groups, and faculty have all been lobbying in Sacramento for increases to the UC budget. The governor's line-item veto could prove problematic in the final assessment.

VI. Consultation with the Office of the President – Chief Financial Officer, Office of Loan Programs

Ruth Assily, Director, Office of Loan Programs

Director Assily reported that the Mortgage Origination Program (MOP) is now open to Hastings faculty and Cooperative Extension Specialists (CES) affiliated with the division of Agriculture and Natural Resources (ANR); uptake has limited to date. MOP loans are typically 30 year loans with 10% down although sometimes a lower down payment is afforded to offset closing costs. Combined with supplemental loans, MOP can cover as much as 95% of total costs. A 40-year loan is available with chancellorial approval, but so far, only UCLA has issued any. More than 90% of MOP loans go to faculty, with about 20% included in retention offers. MOP is "underwritten"

by STIP. The maximum loan is \$1.5M, with the average around \$650K. About 20% of MOP loans are 5/1. Loan volume is up this year, most likely in response to market considerations.

The Regents in March consolidated the loan programs into a single policy, and converted the Office of Loan Programs to a 501(c)(3); see Regents policy 5309. Other changes were to delegate exceptions to the loan maximum to the president, removing board chair approval.

Discussion: Members asked about the program's reserves, and Director Assily indicated that it is about \$40M, with \$27M having been earmarked by the Regents for on-campus projects for faculty, staff, and students. Members wondered if MOP recipients were evenly distributed across academic disciplines. MOP's interest rates and lower fees continue to keep MOP a viable market option for many.

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

Susan Carlson, Vice Provost

Pamela Peterson, Executive Director

1. Upcoming APM Review: Active Service/Modified Duty

This question is being forced by technical revisions required for legal compliance. At the same time, equalization of total days for child-bearing/-rearing will be added. The draft will be circulated for management review prior to full systemwide review.

2. LSOEs

Consensus here remains elusive. Lack of agreement on title and criteria for advancement persist. An Academic Council subcommittee is generating new recommendations for consideration by Council. The prolonged negotiation process here is beginning to have deleterious impacts and sow confusion at some campuses.

3. Salary Equity Concerns

A symposium on faculty salary equity issues is scheduled for October 31 at UCOP. At issue will be: what additional data are needed, and what methodology should govern their analysis? Campus level data must be normalized, and disparate campus funding priorities must be discussed. How to assess and address perceived inequity will also be a consideration. Some departments cite business rationales for pay decisions, and the complexity of the HSCP adds an additional layer of murk.

4. APM 278 Implementation

Note: Item deferred.

5. Ethnic Classifications Consistency

With Charles Masten, Executive Director, Institutional Research and Academic Planning (IRAP)

With Elizabeth Bakanic, Research Manager, IRAP

With Amy K. Lee, Diversity, Labor, and Employee Relations Director, APP

UCFW is concerned that each location, and often each division, uses a different list of ethnic categories for demographic data tracking; concerns apply to LGBTQ identities as well as racial or ethnographic categories. Student identity options currently total 76,

while faculty and staff categories, at the system level, are limited by the capacity of UC Path, both in terms of content and in terms of going active at each location. That some people of east Asian descent can be considered under-represented minorities while others are not cannot be reflected in the current reporting schema. Periodic changes to UC forms, which are then rolled-up for federal reporting requirements, lack transparency.

Changes to LGBTQ categories, also pending UC Path, are also being prepared. These changes will be for internal tracking only, and current employees will be given the option to update their profiles. UC will continue to ask for birth gender as a requirement of federal reporting.

VIII. Campus Updates

- **Sexual Violence/Sexual Harassment Policy Implementation**

In light of a recently released audit of UCB SVSH investigations and outcomes conducted by the federal Department of Education's Office of Civil Rights, implementation of new UC SVSH policy changes must occur rapidly. Nevertheless, vagaries in the policy still require clarification, mostly surrounding timing and reporting. Changes in UCOP leadership will further complicate standardized implementation. APM alignment is also yet to occur, specifically evidentiary standards and outcome reporting must be specified. The responsibilities and rights of emeriti should also be enumerated. The upcoming release of a state audit into this same issue could lead to redundant or opposing actions if not carefully monitored. How actions and outcomes that occur prior to faculty Privilege and Tenure investigations are determined remains unclear at many locations, as do their reporting requirements. Greater interactions between Title IX officers and other responsible agents is suggested by many.

- **General Updates**

Irvine: Compliance with ADA requirements is lacking in several facilities on campus; web access is also an important area that could be improved, not just physical access to labs. A comprehensive plan is desired, not a series of one-off responses.

Los Angeles: Pedestrian complaints about safety and scooters are on the rise.

Santa Barbara: Local accounting practices are under scrutiny; a recent tightening of regulations is being characterized as an overreaction.

IX. New Business and Further Discussion

Note: Item not addressed.

Meeting adjourned at 3:50 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Roberta Rehm, UCFW Chair

Attendance:

Roberta Rehm, UCFW Chair

Sean Malloy, UCFW Vice Chair

Caroline Kane, UCB
Jean-Daniel Saphores, UCI
David Lopez, UCLA
Dan Jeske, UCR
Shelley Halpain, UCSD Alternate
DorAnne Donesky, UCSF
Patricia Fumerton, UCSB
Stefano Profumo, UCSC
Lori Lubin, HCTF Chair
David Brownstone, TFIR Chair
Dick Attiyeh, CUCEA Chair