

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

May 11, 2018

I. Chair's Announcements*Roberta Rehm, UCFW Chair*

Chair Rehm reported from the Academic Council of April 25, 2018: President Napolitano has submitted a plan to address faculty salaries as a unit this cycle, and the Council is hopeful a multi-year program will eventually be approved. Confusion regarding implementation of changes to sexual violence and sexual harassment regulations is common on the campuses, and UCFW will consult with the Systemwide Title IX officer later today (see Item VIII below).

The state budget remains in flux; UC is asking for a tuition buy-out, but some in Sacramento still think UCOP has not met its obligations following last year's state audit. The current budget draft has one-time funds for deferred maintenance, targeted graduate student enrollment increases, and anti-bias training.

Possible changes to the governance of UC Health and division of Agriculture and Natural Resources will be explored in "tiger teams" being formed by President Napolitano.

Final consensus on the future of LSOEs remains elusive.

II. Consent Calendar*None.***III. Report: Task Force on Investment and Retirement (TFIR) Part I***David Brownstone, TFIR Chair*

TFIR met on April 20, 2018 and discussed with the Office of the Chief Investment Officer (OCIO) two topics. First, TFIR encouraged OCIO to be more transparent regarding their efforts at screening investments for "socially conscious" funds/companies. The Regents have prohibited investments in tobacco companies and those that do business with Sudan. Unadvertised OCIO practices screen firearm manufacturers, private prisons, and tar sands, among other industries. Similarly, TFIR called on OCIO to be more transparent regarding disclosure of DC fund contents.

Second, TFIR continued to discuss with OCIO renaming funds with "white labels". In-house management is less expensive than external management, and generic titles match UC's non-profit ethic.

Action: Analyst Feer will draft a memo supporting continuation of white labeling DC funds managed by OCIO.

IV. Consultation with UC Path*Gaylea Allison, Director of Production, UC Path Center**Dan Russi, Deputy Chief Information Officer, Information Technology Services*

Mr. Russi reminded UCFW that on January 1, 2018, UCM, UCR, and ASUCLA went live on UC Path. UCLA and UCSB are scheduled to “go live” in September, followed by UCB, UCI, and UCD in March 2019, and the remainder next September. Now, more than 17K paychecks per period are issued, and re-issued check are less than 1%. The time to run payroll has already decreased by 50% as staff become more familiar with the system. Any employee encountering difficulty with UC Path can contact support staff via phone or email; at present, the service center handles about 200 phone calls per week and between 600-800 e-tickets per week.

Each campus is responsible for setting its own security thresholds. While multi-factor authentication (2FA) is industry standard, not all campuses have yet implemented that level of security, even though all campus Chief Information Officers (CIOs) have agreed to do so.

Discussion: Members noted some recent instances of pension check theft following identity theft, and inquired what steps UC Path had in place to prevent similar defrauding. Mr. Russi noted that while pension payments are not processed by UC Path, similar cybersecurity steps are needed at each stage of employee financial transactions. Individual cyberinsurance is available on the market, but it often only covers the cost of reestablishing identity integrity, not reimbursement of damages; there is no group option for cybersecurity at present.

Members wondered by systemwide services had locally determined security thresholds. Mr. Russi indicated that his office would move to set a deadline to implement 2FA and share UCFW’s concerns with the systemwide IT governing body, the Information Technology Leadership Council (ITLC), systemwide Chief Information Security Officer Rusting, and systemwide CIO Andriola.

Members asked about employment verification services at some campuses being outsourced to third parties, notably Equifax, especially given their recent large security hack. Mr. Russi noted that UC’s employment verification contract is not with Equifax proper, but a wholly owned subsidiary, Work Number, and that contract pre-dates the Equifax buy-out of Work Number. The UC contract with Work Number explicitly prohibits the latter from selling any employee information. Any individual employee can opt-out of this service.

UC Path services will include Open Enrollment elections and access to W-2s. At Your Service Online, which is 20+ years old and has legacy security issues UC Path addresses, will retain, among other items, 1) beneficiary information and for now, 2) retirees, but they will be migrated to Redwood in 2019. No decision has been made regarding the possible relocation of RASC to UC Path.

V. Report: TFIR Part II

With Gary Schlimgen, Executive Director, Retirement Programs and Services, Human Resources

With Esther Chung-Hill, Director, Benefits Information Systems, HR

With David Rusting, Chief Information Security Officer, ITS

Chair Brownstone returned to the topic of pension fraud, and asked what the best next steps would be. Mr. Schlimgen noted that the most recent case of pension fraud had been investigated, an external hacker identified, and the impacted member was encouraged to file a police report. Revised communications on how to best protect oneself are being developed to help those at UC who may not be as technically savvy as other employees. Members noted that this position places the entire onus on the employee, even if the institution gets hacked. Since UC does not have state of the art security protocols, being unwilling to help make victims whole seems like an abrogation of duty to many. HR noted that 2FA is will be enacted under new

systems, but that incumbent systems are not able to host the feature. Further, UCRS governing documents preclude the program from issuing second checks; any reimbursement fund would require a separate funding source. The current appeals process asks victims to contact RASC by phone and then in writing to the administration, including OGC, which is evaluated by a committee to assess UC liability in any instance.

Members suggested implementing a hold on requests to change an employee's direct deposit recipient to allow for greater verification. Requiring 2FA at SSO could also help. It was noted that 2FA is only as secure as an individual's cell phone.

VI. Report: Health Care Task Force

Lori Lubin, HCTF Chair

HCTF will meet next week to discuss next year's membership, the UC Health governance question, state reimbursement rates for certain procedures and medicines, access to specialists in rural areas, updates to benefits forms, the UC Care appeal/denial process, student mental health access, and retiree health.

VII. Consultation with Global Food Initiative, Healthy Campus Network

Julie Chobdee, Wellness Program Coordinator, UCR

Wendy Slusser, Associate Vice Provost, Healthy Campus Network UCLA

The goal of the Healthy Campus Network is to make UC a health place to work, learn, and live. The Network will integrate current efforts and work as a communications hub.

Discussion: Members asked if the Network was addressing student food insecurity, secondary school nutrition education, and banning fast food from campuses. AVP Slusser indicated that the HCN is an on-campus wellness hub, but the GFI itself does have a program dedicated to addressing student food access. Such topics are ripe for networking, collaboration, and leveraging resources.

VIII. Consultation with Systemwide Title IX Office

Suzanne Taylor, Title IX Principal Investigator

Internally, Kathleen Salvaty, the previous Title IX PI, made significant strides in standardizing systemwide templates, boilerplate language for notices, and process maps, among other efforts. Next steps are to improve training modules and to establish more regular and more intense interactions between the campus Title IX officers. Another next step is to develop a strategic plan for the systemwide office.

Externally, the federal Department of Education's Office of Civil Rights audited UCB's handling of sexual violence and sexual harassment (SVSH) allegations, and issued three requests. First, that notifications be written consistently; second, that all third parties be held to the same standards as internal participants; and third, that a reasonably prompt resolution be achieved when faculty and staff are involved. Regarding "promptness", the OCR found that the lack of a time frame in Privilege and Tenure policies was unfair to others involved as it suggested disparate rights for faculty versus students.

Further, the state conducted a similar audit of UC SVSH investigations, and that preliminary report will be issued later this month, after which UC will have five days to issue a response.

Discussion: Members noted that inconsistent penalties for similar acts at different campuses exacerbate concerns in this area. Ms. Taylor noted that increased reporting guidelines are being developed. Members asked if informal resolutions would be included, Ms. Taylor cited Senate procedures as one obstacle to getting details on those resolutions. Another obstacle to transparency is that the standards of evidence are not consistent across groups and that different groups are investigated by different bodies. Non-affiliated professional investigators could alleviate some of these concerns, but most Title IX offices are well equipped to conduct investigations. The policy is open for revision this year, and policies governing affiliated entities will follow.

Members noted that the role of the peer review committee needs explication, as does the imposition of a “probable cause” standard at any point in the process.

IX. Consultation with Academic Senate Leadership

Shane White, Academic Council Chair

Robert May, Academic Council Vice Chair

Chair White reported that the state budget’s May revise was issued this morning, with mixed news for UC. The legislature will submit their changes over the next few weeks. The state’s cash reserves are higher than expected this year, but the governor’s line item veto could threaten additional allocations to UC.

A long-term salary plan is needed to close the gap in the faculty salary scales with the competitor benchmarks. How the Senate would like to allocate resources in years 2 and 3 should be specified in advance of UCOP deliberations, so UCFW is encouraged to coordinate with sister committees to develop a recommendation by the end of summer. UCFW should invite President Napolitano for another dedicated salary discussion in the fall.

The Council seeks to clarify that the increase to LSOE salaries will be 4% this year, as they are Senate members.

A newly proposed bill in Sacramento could have significant impact on UC’s access to prehistoric human remains found in California. First nations’ tribal councils have long sought repatriation of ancestral remains, but some (UC) scholars assert that the available scientific evidence does not support a lineage claim. Court cases regarding similar requests are also in progress.

UCFW is encouraged to look closely at the proposed conflict of interest in research funding policy changes (see Item X, 1, below).

The working group investigating retiree health solvency continues to work. Final inflation data are not yet available, but it might be possible to have no changes for 2019. Long term changes being considered include requiring employees and retirees to contribute to dental insurance premiums which are currently paid in full by the employer, or changing the discount rate offered the UC medical centers. A “secret shopper” investigation sank any hopes of moving in-state retirees to exchanges.

Potential governance changes to UC Health are being investigated by a newly formed working group, and Council Vice Chair May is one of the Senate representatives to the body. A desire for greater coordination at the center and greater autonomy at the campuses is one familiar theme being discussed. Another topic for investigation is the financial impacts any changes in governance could bring.

The working group investigating governance of the division of Agriculture and Natural Resources will convene for the first time next week.

X. Systemwide Review Items

1. Proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revised APM 028 (Faculty Code of Conduct)
Action: UCD Representative Downs will serve as lead reviewer.
2. Open Access Principles proposed by UCOLASC
Action: UCSD Representative Cheng will serve as lead reviewer.

XI. Campus Updates

Davis: The now-legal unionization of GSRs has led many to wonder how best to respond to on-campus pickets and labor demonstrations.

Irvine: Secondary support staff cuts have led to sanitation concerns.

Riverside: Clarification of reimbursable expenses is sought.

XII. New Business and Further Discussion

None.

Meeting adjourned at 4 p.m.

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
Greg Downs, UCD
Jean-Daniel Saphores, UCI
Marta Hernandez Salvan, UCR Alternate
CK Cheng, UCSD
DorAnne Donesky, UCSF
Patricia Fumerton, UCSB
Grant McGuire, UCSC Alternate
Lori Lubin, HCTF Chair
David Brownstone, TFIR Chair
Dick Attiyeh, CUCEA Chair