

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

June 14, 2019

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

- State Budget: No new funds for UC were given by the legislative conference committee. The trend of increasing line-items is a concern to many.
- SB 24: This bill would require UC and CSU campuses to provide medication abortions in student health centers on campuses. Some are upset that Sacramento is attempting to micro-manage UC, but others support the goals of the legislation.
Action: Analyst Feer will draft a memo of support for providing comprehensive reproduction health services on UC campuses.
- Faculty Salary Actions: No final action for 19-20 salaries has been announced yet.
- Fetal Tissue Research Freeze: In response to new federal regulations prohibiting the use of federal research dollars for fetal tissue research, UC and the Academic Council are preparing statements in support of research and decrying the politicization of research.
- Glyphosates: A presidential task force to investigate the university's use of glyphosates is being formed.
- UCSF/Dignity Partnership: This proposal has been withdrawn by UCSF for now. Most expect a revised proposal will be developed and submitted in the future.
- Members are encouraged to send feedback on the draft SVSH policy for clinicians directly to proposers.
- Members are encouraged to participate in the RFPs for advancing faculty diversity.

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

- Discussion of a possible change to the university's Medicare plans continues on many fronts. Concerns regarding timing and transparency are common. The Senate is advocating for sustainable and meaning benefits for retirees, and a reinvestment of savings into other areas of retiree health. Specific details about the coverage and cost differences to retirees have not yet been shared, even though many retirees are low, fixed incomes. The Emeriti Association has asked for concierge service for those whose coverage is disrupted. Domino impacts to other insurance offerings are unclear. Advantage plans have open formularies, so no prescriptions would be denied, and Advantage plans can be offered to out-of-state retirees.

IV. Consultation with Academic Senate Leadership*Note: Item deferred.***V. Report: Task Force on Investment and Retirement**

David Brownstone, TFIR Chair

- Redwood transition difficulties continue.
- Additional changes to the Fidelity brokerage window for the 457 plan could include a new FAQ section.
- Some have proposed employer contributions to new hires with student loan debt. An assessment will begin soon.

VI. Campus Updates

Berkeley: 1) Much discussion and discomfiture around the possible Medicare changes has occurred. 2) Many are strongly opposed to the Dignity affiliation, so news of its tabling was well received.

Davis: 1) Bike and pedestrian safety best practices are sought. 2) Some benefits enrollment gaps have been reported, so local human resources is investigating.

Irvine: 1) Parking issues have resurfaced. More electric cars were not accompanied by more charging stations. 2) Achieving faculty diversity targets has proven elusive. 3) Regent Perez visited campus recently. Diversity was an over-arching theme.

Los Angeles: 1) A new parking enforcement scheme is being considered. 2) Best practices for protecting intellectual property in the digital age continue to change and some are having trouble keeping up. 3) New diversity targets for junior faculty hires have been announced.

Merced: 1) The new academic personnel management system continues to underperform. Many find this decay to be another symptom of cuts to staff support.

Riverside: 1) The provost is leaving to become the new Santa Cruz chancellor. 2) A climate survey on campus just closed, with a 30% response rate. A preliminary assessment is expected next week. 3) A campus culture task force has just been formed. 4) A strategic planning process has just begun.

San Diego: 1) Many discussions on possible changes to retiree health have occurred. 2) Concerns about faculty workload and the ever-increasing administrative burden continue to surface. Most recently, changes to compliance techniques may delay grant processing or other academic activities.

San Francisco: Absent during this item.

Santa Barbara: 1) The campus echoes the Canary Mission concerns articulated by the Academic Council. 2) Parking during special events has reached a crisis point. Alternate options are being solicited.

Santa Cruz: Absent during this item.

CUCEA: Many concerns about the process and impact of the possible changes to the Medicare plans have been raised and shared.

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: A draft response will be circulated for electronic approval.

2. UC Center Sacramento Current State Assessment Report

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

3. Proposed Revised APM 230 (Visiting Appointments)

Action: Chair Malloy will serve as lead reviewer.

4. Management Review: APM 715 (Leaves of Absence/Family and Medical Leave)

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

VIII. UCOP Pride! Ice Cream Social

The committee was glad to join the annual UCOP Pride! Ice Cream Social.

Adjournment: 2:30 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Sean Malloy, UCFW Chair

Attendance:

Sean Malloy, UCFW Chair

David Hollinger, UCB

Greg Downs, UCD

Stephen Tucker, UCI via Zoom

Tzung Hsiai, UCLA Alternate

Jayson Beaster-Jones, UCM

Dan Jeske, UCR via Zoom

Shelley Halpain, UCSD

Jill Hollenbach, UCSF

Ahmad Atif Ahmad, UCSB via Zoom

Eve Zyzyk, UCSC Alternate via Zoom

Lori Lubin, HCTF Chair

David Brownstone, TFIR Chair

Caroline Kane, CUCEA Representative