

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

June 9, 2017

I. Consultation with the Office of the President – Human Resources*Susan Pon-Gee, Director, Benefits Programs and Services**Heather Pineda, Senior Consultant, HR Benefits Programs and Services***1. Disability Policy in Practice**

Issue: Ms. Pineda reminded members of the goals of the redesign – to streamline offerings for clearer communications and to right-size the benefit given better understanding of utilization and market trends. The changes also standardized maternity leave usage under the program. Requirements for comparable employment were strengthened, and replacement income guarantees were reconfigured for accounting purposes. Faculty who are not vested are not eligible for medical continuance on long-term disability; this provision is unchanged.

II. Chair's Announcements*Lori Lubin, UCFW Chair***1. Academic Council of May 24, 2017**

Update: Chair Lubin reported on several items of interest:

- Much conversation was devoted to responding to the state audit. How the Senate can best help defend the University remains unclear.
- No new information on the non-resident enrollment policy was available.
- Politics surrounding the transfer guarantee could lead to funding strings from the state.
- GASB changes to reporting the retiree health liability have led to questions involving borrowing capacity and liquidity. The Senate has taken issue with the inflation assumptions being used as well as the uniqueness of UC in the borrowing/liquidity realm. The administration is exploring ways to lower the liability, including design and employer contribution changes. The impacts to employees and retirees of the proposals are still being analyzed.
- Faculty diversity and diversity of the faculty pipeline are receiving renewed attention. New campus diversity officers should be engaged.
- Whether to adopt a policy on letters of recommendation was the subject of extended, but inconclusive, debate.

2. HCTF of May 26, 2017

Update: Chair Lubin reported to members on several items of interest:

- HCTF is working with UCOP to assess the impacts to employees and retirees of potential changes to the design of the retiree health benefit.
- Privacy concerns have arisen vis-à-vis data mining projects with the medical centers.
- Standardized curricula for the medical schools are being discussed at the dean level; Senate involvement has not yet been requested.
- Impacts of the new federal administration to grant funding remains in flux.
- Impacts of travel restrictions and laptop/cellphone bans/searches are unknown. Guidance is expected soon from UCOP.
- A compromise has been reached with Western Health Alliance to allow UC employees to continue access via the program.

- UCOP has not yet acted on the Senate's request to equalize domestic partner benefits.
- Challenges with the UC Care pharmacy benefit administrator have not been resolved, despite increases in oversight and reporting. Whether to extend the contract another year is being debated.
- An RFP for the Blue & Gold health plan for plan year 2019 has been released. HCTF has a representative on the review committee.

III. Consent Calendar

Note: Item deferred.

IV. Report: Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. Announcements

Update: Chair Brownstone reported on several items of interest:

- UCOP is considering increasing the employer contribution to UCRP. The goal would be to facilitate long-term planning on the campuses and to strengthen the current funding trajectory. Additional vetting is needed.
- Any new discussions of divestment have not reached the Senate yet.
- The online planning tools available for retirement readiness need improvement. Individuals are asked to input manually a large amount of information, and the market inflation assumption is 2.5% in perpetuity. The UCRP COLA is only assessed at 2%, though, which leads to overly-rosy projections in many instances.

2. Fund Menu Changes

With Arthur Guimaraes, Associate Chief Investment Officer

Issue: TFIR has reviewed the proposed changes to the funds menu, and the UCRS Advisory Board will hear them soon, too. The goals are to repackage ("white label") funds and to lower associated fees. UC-branded funds have lower fees, and their allocations more closely match their names, e.g. social equity and global funds.

Discussion: Members asked if the communications plan had been reviewed, and Chair Brownstone indicated that TFIR had seen the drafts. Messaging will start in early summer, with reminders to follow. Strong communications are the first step to allowing employees to make informed choices, and the UC offerings are broad and competitive.

Changes to the fee structure are designed to be transparent and more easily understood by all participants.

V. Public Safety in the Academic Environment

1. Public Safety Advisory Boards

Issue: A draft charge for campus public safety advisory boards should be widely circulated for maximum feedback and coalition building. Most campuses have or are developing such boards, but ensuring stakeholder participation and transparency could be difficult in some instances. The boards should focus on developing standards, rather than specifics. Building public trust is one avenue to bring police officers and the community together to begin dialogues.

The systemwide police policy guidelines, known as the Gold Book, is undergoing revision. Securing a seat for Senate representatives continues.

Discussion: Expertise in police matters should be a criterion for membership on a Gold Book review task force. Such a task force should be requested by UCFW.

Action: Analyst Feer will draft a memo requesting Academic Council support for a systemwide Gold Book review task force.

VI. Consultation with Academic Senate Leadership

Jim Chalfant, Academic Council Chair

Update: Chair Chalfant reported on two items of interest:

- Following the state audit of UCOP, the administration continues to develop a persuasive response. Previously issues which were thought to be resolved have received new attention. A proposal to sever UCOP funding from systemwide funds is being considered in the legislature. UCOP would lose assessments from auxiliaries, which would in turn, further stress campus budgets.
- UCFW should prepare carefully for President Napolitano's visit in the fall to discuss faculty salaries.

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

Susan Carlson, Vice Provost

Janet Lockwood, Director, Academic Policy and Compensation

1. OPA Tracking Systems

Issue: Vice Provost Carlson reported that the software, Outside Activities Tracking System, is active on seven campuses to date. Additional codes to address the remaining campus' needs are being developed. The program tracks income and helps provide guidance to faculty regarding the OPA approval process.

Discussion: Members asked if the software could be used for bio-bibs, but it cannot; annual reporting needs will be met, but the report would not be as detailed as a bio-bib should be.

2. APM Archive Project

Issue: Director Lockwood reported that an online index of the APM dating back to 1935 is being created. An outside vendor is imaging documents and loading them into a searchable database. Paper records may be moved to the Northern Regional Library Facility.

3. Part-Time HSCP Faculty

Issue: UCFW continues its investigation into the research and service performance of faculty with 90-95% appointments.

Discussion: Faculty with split appointments at the VA are considered 100% employees. Additional data are needed to assess how widespread this situation is.

Action: Academic Personnel will develop data showing prevalence of part-time appointments in HSCP.

4. Title IX Implementation

Issue: Following revision of the Sexual Violence/Sexual Harassment policy, revised implementation guidelines for Title IX investigators are being developed as a short-term resource. New data collection is also being requested, and targeted guidelines for SMG and coaches are being developed, too.

VIII. Systemwide Review Items

1. Proposed Revised Presidential Policy on Electronic Information Security (IS-3)

Issue: The target audience of the draft policy seems to be subject matter experts, not end users. A user-friendly version and FAQs will be developed in time.

Action: The proposed response was approved as noticed.

2. Proposed Revisions to APM 285, 210-3, 133, and 740 (LSOEs)

Discussion: Many members raised workload concerns as they relate to academic and enrollment planning. Expanding use of this group, regardless of title, must be done strategically. The salary scale for this group are also being revised, but have not yet been released. Many incumbents might take the MOU option to continue with their current parameters, but some worry that a stigma might attach to those who do, in addition to codifying inequalities. Other members suggested revisiting this topic after the current enrollment bolus has been addressed fully. Consistent and detailed implementation guidelines must be issued soon; open recruitments could be impacted.

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

IX. Campus Updates

Berkeley: The local CFW has not met since May.

Davis: The local CFW has not met since May.

Irvine: 1) Discussions opened on public safety review boards. 2) Workload and support for upper division courses are emerging as concerns. 3) The administrative onus on faculty continues to creep.

Los Angeles: 1) Child care issues continue to be addressed. An interim facility director has been named and a full recruitment will occur into the fall. 2) A new police chief is being hired, and will be invited to meet with the local CFW as soon as practical.

Merced: The local CFW has not met since May.

Riverside: 1) Plans for a campus emeriti center are slowly taking shape. External resources must be secured. 2) The local CFW met with the campus police chief, and a good dialogue was begun.

San Diego: 1) Enrollment fluctuations are impeding academic planning and faculty recruitments. 2) A search for a new EVC/P is underway. 3) Planning for two new colleges to accommodate up to 8000 new students has begun. Faculty concerns include parking, lab space, construction disruption, etc. Senate participation on planning committees is being negotiated. 4) The local CFW will meet with Chief Rose next week. 5) A faculty quality of life survey is being developed.

San Francisco: 1) The local CFW is still working to schedule a consultation with the campus police chief. 2) Part-time employment in the HSCP is being scrutinized.

Santa Barbara: 1) A proposed merger between Samsun provider group and Cottage Hospital has broken down. 2) Slow progress is being made in addressing child care concerns. 3) A decline in staff support is worsening. Budget cuts and geographic isolation make recruiting qualified staff difficult.

Santa Cruz: 1) A public-private partnership is being formed to open child care facilities. There is currently a three-year horizon. 2) A similar public-private partnership is being considered for campus proximate faculty housing. 3) The salary medians program will be maintained for next year. This is a victory for the local CFW.

X. New Business

None.

Meeting adjourned at 3:25 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Lori Lubin, UCFW Chair

Attendance:

Lori Lubin, UCFW Chair (via Zoom)

Caroline Kane, UCB

Michael Hill, UCD (via Zoom)
Jean-Daniel Saphores, UCI
Areti Tillou, UCLA
Sean Malloy, UCM
Victor Lippit, UCR
Gedeon Deak, UCSD
Margot Kushel, UCSF
Stan Awramik, UCSB (via Zoom)
Stefano Profumo, UCSC (via Zoom)
David Brownstone, TFIR Chair