

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Videoconference

July 12, 2019

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

- Salary administration: The President's memo was circulated separately. 5% to the scales will be added, effective October. However, since UC Path cannot effect retroactive pay, the real rate of increase is only 4+%. The Senate will continue its advocacy to close the salary gap with the Comparison 8.
- Medicare changes: The HealthNet Seniority Plus option will be switched to a Medicare Advantage Plan for January 2020 enrollments. Health Care Task Force has drafted a memo outlining the specific data that need to be collected in order to best assess disruption and impact to individual retirees; the aim is to inform future discussions since the topic of reducing employer (retiree) health care expenditures is sure to return. A strategy to fight the erosion of benefits, especially for vulnerable subpopulations, is needed.
- Elsevier negotiations: Talks continue, but librarians have prepared access and contingency plans.
- Teaching Professor/LSOE workloads: The Academic Council is advancing this issue to the Provost for action.
- Fossil Fuel Divestment Memorial: The systemwide faculty have voted in favor of this memorial, so it will be communicated to the Regents next week.
- Survey Review Task Force: The proposal to establish a panel of Senate faculty experts to review systemwide surveys for methodological efficacy, access, and the like has been received by President Napolitano. An ad hoc group that can be "on call" seems likely to emerge as a workable compromise.
- Faculty discipline: A task force to assess faculty disciplinary actions following SVSH findings has been formed. Standardization of punitive steps is one goal.

**II. Consent Calendar***Note: Item deferred.***III. Report: Task Force on Investment and Retirement***David Brownstone, TFIR Chair*

- Some have called for an assessment of retirement income averages to different employee categories within UCRS, but since UC only knows the benefits it pays, there is no way to assess how many retirees have other retirement income or how much.
- The experience study suggested adoption of dynamic morbidity tables, which provide more accurate estimates because they allow for generational differences in longevity. Recommended reductions in the inflation rate and rate of return assumptions by ¼% would increase the normal cost 2% under the current funding policy. The Regents will consider next week a 2% increase in employer contributions, raising the University contribution rate to 16%, effective next July 1.

- As Nathan Brostrom has been named interim chancellor for the Merced campus, the UCSF Chief Financial Officer, Paul Jenny, has been named interim systemwide CFO in addition to his UCSF duties.

#### **IV. Campus Updates**

*Note: Item deferred.*

#### **V. Systemwide Review Item**

1. Proposed Revised APM 230 (Visiting Appointments)

*Note: Item deferred.*

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

*Robert May, Academic Council Chair*

- Fire Eye: This software has been adopted by UCOP to monitor incoming internet traffic in an effort to curtail/eliminate hacking efforts and other cybersecurity threats. The campus chief information officers, however, do not support use of this platform, and many in the university community worry about “Big Brother” scenarios. SVP Bustamante from the Office of Ethics, Compliance and Audit Services will join the Academic Council at their July meeting to discuss the topic.
- Fossil Fuel Memorial: The memorial passed by a nearly 3:1 margin. If the Regents agree, the Chief Investment Officer can execute the directive, especially as that office has already taken several steps to minimize fossil fuel exposure in the endowment.
- APM 011: Feedback is being reviewed, and a final version will be sent to the Provost soon.
- Admissions Audit: The state legislature and the state auditor are proceeding with admission audits at UC’s undergraduate campuses.
- Nondiscrimination in Health Care Task Force Report:

*With Shane White, Task Force Chair*

Partly in response to the proposed UCSF/Dignity Health affiliation, the Academic Council convened an ad hoc task force to assess UC’s policies, practices, and liabilities implicated by possibly partnering with health care providers who may, for whatever reason, decline to provide certain services or serve certain populations. Dr. White reviewed the process the Task Force used to refine its charge and proceed with its investigation. The Task Force considered UC’s values and the sources and contexts in which they were articulated. They also considered the national and state contexts in which this investigation occurred. They recommend that UC proceed along a pro-science trajectory, not an anti-religion one. How to craft policies that ensure that every individual is treated with respect at every stage of care is one topic with which the Task Force grappled. How to meld UC values at an institutional and contractual level is another topic the Task Force explored. Whether the same strictures should inform the insurance networks available to employees is a third.

**Action:** The committee will vote electronically on whether to endorse the Task Force report.

#### **VII. New Business**

*None.*

Call ended 12:15 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  
Greg Downs, UCD  
Stephen Tucker, UCI  
Tzung Hsiai, UCLA Alternate  
Jayson Beaster-Jones, UCM  
Abhi Ghosh, UCR Alternate  
Shelley Halpain, UCSD  
Jill Hollenbach, UCSF  
Ahmad Atif Ahmad, UCSB  
Su-Hua Wang, UCSC  
Lori Lubin, HCTF Chair  
David Brownstone, TFIR Chair  
Harry Powell, CUCEA Alternate