

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Videoconference

July 13, 2018

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

At the Academic Council of June 27, 2018: 1) Many voiced concern over the academic impact of unilaterally taken business decisions made under the auspices of restructuring the Office of the President in response to external pressure. A letter emphasizing the importance of Shared Governance is being developed. 2) The UC Health and ANR "tiger teams" are still working, but their deadline is rapidly approaching. 3) Math departments are not using UC Recruit, but instead continue to rely on their national professional organization. In light of faculty diversity concerns, this outlier will receive additional scrutiny going forward. 4) UCFW is asked to help review revised copy edited in response to external audits of UC's handling of sexual violence and sexual harassment cases. A full systemwide review of the changes will occur in the fall. 5) The salary gap memo and proposal was endorsed and will be transmitted to the administration. 6) BOARS is taking the lead on streamlining transfer processes. 7) Barriers to online education access are being re-assessed, and many technical improvements can be undertaken by non-faculty. 8) A proposal to establish a task force on health sciences/clinical faculty morale and climate was returned to the proposers for greater articulation of goals.

II. Consent Calendar*None.***III. Report: Health Care Task Force***Lori Lubin, HCTF Chair*

- New members for 18-19 were confirmed by UCOC.
- HCTF is seeking clarification on facilities fees being charged under UC Care.
- HCTF will review Open Enrollment and domestic partner communications over the summer.
- How best to investigate religious/conscientious objections will be a focus of the task force in the fall.
- The retiree health working group report will be formally issued soon. The group has asked to continue its work next year to develop long-term principles.

IV. Report: Task Force on Investment and Retirement*David Brownstone, TFIR Chair*

At the TFIR meeting of June 29, 2018: 1) TFIR was asked to submit verbiage for the Office of the Chief Investment Officer's (OCIO) annual report. A paragraph summarizing this year's cooperative efforts on exchange-traded funds, among other topics, has been drafted.

Action: UCFW supports submission of the TFIR contribution to the OCIO Annual Report.

2) Pension returns are projected to exceed the 7.25% assumed rate of return. One competitor has submitted preliminary numbers of 8.6%. Final data will be available later in the summer. 3) This year Human Resources and their actuary will conduct the periodic experience study to assess behavior and mortality changes and salary adjustments so that pension funding projections will continue to be as accurate as possible. TFIR will invite the actuary its October meeting. 4) Several recent personnel changes in OCIO have raised concerns about the office, and TFIR will continue to monitor the situation.

V. Consultation with Academic Senate Leadership

Shane White, Academic Council Chair

- UCOP Reorganization- The Huron consultants have not yet left UCOP and are advising regarding implementation of changes. The Senate has significant Shared Governance concerns about this process, especially where academic programs are impacted. Business concerns, not academic issues, seem to be driving most decisions. A memo is being drafted outlining the Senate's concerns.
- UC Recruit- Only math departments are not using the tool, which has led to concerns about faculty diversity.
- Faculty Salary- The Council memo supporting the UCFW recommendation was just transmitted to President Napolitano. UCFW is thanked for their leadership in this area and for putting the Senate position forward in a timely fashion.
- Transfer MOU- Senate calls for resources to help transfer communications and outreach have not yet been answered. How to expand transfers into non-Pathway majors is one question being considered by a newly formed joint Senate-administration working group on the issue. CCC funding discrepancies could worsen under a new proposal by CCC Chancellor Ortiz-Oakley. The timing and communication of changes to UC practices could prove tricky given external deadlines.
- "Gold Book" Report- The Council endorsed the report, which will be posted in its entirety on the Senate website. The Senate is in a good strategic position on this issue, and UCFW is thanked for their hard work and leadership.
- Online Education- UCEP is leading an investigation into access concerns. User-friendliness is one target for improvement. The pedagogy of online education remains unclear in many disciplines, so economic motives tend to dominate decision-making here. While the utility of online courses in impacted majors is clear, most caution against overreliance on the tool.
- Clinical Faculty Turnover- Whether the concerns of clinical faculty are unique enough from general faculty to warrant an ad hoc task force remains unclear. Council will entertain a revised task force proposal in the fall.

VI. Consultation with the Office of the President – Human Resources and Information Technology Services

Esther Cheung Hill, Director, Pension and Retirement Programs, HR

Ellen Lorenz, RASC Director, HR

David Rusting, Chief Information Security Officer, ITS

1. Cybersecurity for Payroll and Pension

HR is working with Risk Services to establish an insurance program for reimbursement of pension thefts, and UCFW will kept abreast of developments. HR and ITS are working together to add cell phone numbers to personnel accounts to facilitate multi-factor authentication (2FA); employees and retirees will be asked to provide those numbers upon their next log-in. Mitigation steps for direct deposit change requests are also in progress; outbound calls will be made to verify requests, and if calls are not returned, email and paper mail follow-ups will be used. A blanket hold on direct deposit change requests is not technically possible at present, and most such requests are the result of an external hack, so employees are in a hurry to effect the change.

Members noted concern with the lack of systemwide standards and with the year-long wait for some locations to “go live” on UC Path – preventing them from accessing more secure processes. It was noted that the shift from convenience to security is a reversal of previous expectations.

VII. Systemwide Review Items

1. Proposed New Academic Personnel Manual Section 675, Veterinary Medicine Salary Administration

Caroline Kane, UCB, Lead Reviewer

The goal of the new section is to provide greater parity between veterinary medicine faculty and health sciences faculty. One step toward greater parity is to increase the limit on non-clinical outside work to \$40K/year. Veterinary medicine faculty are not part of HSCP, but deans do supplement faculty salaries with state funds as no equivalents for Y and Z components exist. So long as no conflicts of interest are present, the proposal seems valid.

Action: Analyst Feer will draft a memo of support for the proposal.

2. UCOLASC Proposed Principles for Open Access

CK Cheng, UCSD, Lead Reviewer

The goal of greater open access is a good one, but the current proposal seems to take too big of a leap. Workload impacts to faculty are unclear, and changes to cost and payment mechanisms could increase expenses for individual faculty. The for-profit subscription model is not sustainable in the long-term, but a better transition plan could be derived from a limited pilot study. Access to archives after conversion to Open Access is uncertain, and quality and content control in Open Access is a concern for many. The impact of fully changing to Open Access is expected to be differential by institutional size; smaller colleges could be left behind.

Action: Analyst Feer will draft a memo calling for a more incremental approach.

3. Management Review Items

a. APM 760 (Active Duty/Modified Service)

Chair Rehm, Lead Reviewer

This change to equalize the total number of days off for childbearing and child rearing was drafted at the insistence of UCFW. UCFW supports the proposed changes.

b. APM 230 (Visiting Appointments)

Jean-Daniel Saphores, UCI, Lead Reviewer

The proposed changes are technical and in response to changes in state legislation. UCFW supports the proposed revisions, and will submit clarifying edits for some language.

c. APM 650 (Technical Assistance Projects)

Dan Jeske, UCR, Lead Reviewer

These changes are technical in nature to comply with new state laws that prohibit consideration of past salaries in setting new jobs. UCFW supports the proposed changes.

Action: Analyst Feer will convey support and concerns directly to the Office of Academic Personnel and Programs.

VIII. Campus Updates

Irvine: Reported license plate monitoring by the campus police department has raised privacy concerns.

IX. New Business and Further Discussion

Fall topics for UCFW to investigate include- salary administration, religious/conscience exceptions, salary equity, policing practices, and ADA compliance.

Call ended at 1 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
Jean-Daniel Saphores, UCI
David Lopez, UCLA
Dan Jeske, UCR
CK Cheng, UCSD
DorAnne Donesky, UCSF
Lori Lubin, HCTF Chair

David Brownstone, TFIR Chair
Dick Attiyeh, CUCEA Chair