

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

**Minutes of Videoconference  
July 14, 2017****I. Announcements**

Lori Lubin, UCFW Chair

**1. Academic Council of June 28, 2017**

**Update:** Chair Lubin reported on several items of interest:

- In response to the state audit and increased state oversight of the UCOP budget, the executive budget committee is being reconstituted. The first meeting will be in mid-August, and it will focus on 10 workflows. The Senate has two representatives serving staggered terms; for 17-18 it will be past Council Chair Chalfant and current Council Chair White.
- The state budget includes strings related to campus by campus achievement of the transfer enrollment ratio (regardless of the system ratio), increased study of Activity Based Costing, and prioritizing admission of California resident graduate students.
- Michael T. Brown of UCSB and former Council and BOARS chair was named the new systemwide provost this week.
- The Council endorsed changes to the revised open access policy.
- The Council endorsed statements from UCAF on campus speaker controversies and free speech commitments.
- The proposed changes to the LSOE title received much discussion again. Consensus has yet to be reached.
- UCAP submitted a memorandum on gender and ethnic diversity on campus CAPs, but it was not supported since burdensome service could result. The Council also discussed a recent article that asserts that “Stop the Clock” policies harm women in certain disciplines; for men, it is sometimes a *de facto* sabbatical, but for women, it is a year of lost academic productivity. This situation is exacerbated by challenges related to other policies, such as adoption, child care access, and other forms of non-primary parenting.

**2. Public Safety Advisory Board Next Steps**

**Update:** Chair Lubin noted that the Council approved the creation of a Gold Book task force, and has asked UCOC to populate it.

**Action:** Members shall investigate the current status of local safety advisory boards and be prepared to advance the issue in the fall.

**3. Salary Administration with President Napolitano (planning)**

**Issue:** President Napolitano will visit UCFW in the fall to discuss faculty salaries. UCFW will need to prepare to persuade her to the faculty point of view. Several topics must be explained in matrixed form: salary, total remuneration, retiree health, retention and recruitment, disproportionate service loads on underrepresented minority faculty members, child care, faculty housing, and equity issues. President Napolitano appreciates receiving information in advance, which will also maximize discussion time.

**II. Consent Calendar**

**Note:** Item deferred.

### III. Consultation with Academic Senate Leadership

*Jim Chalfant, Academic Council Chair*

**Update:** Chair Chalfant updated the committee on several items of interest from the July Regents meeting:

- Michael Brown was named systemwide provost. He will start in September, and UCFW is encouraged to invite him to meet the committee early in the fall.
- State Street was selected as the external administrator for target date funds.
- A policy on augmented review was adopted as a compromise in the letter of recommendation controversy that first arose at Berkeley. Public reporting has confused the issue.
- Alexander A. Bustamante was appointed as the new vice president for Audit and Compliance.
- Negotiations continue with the state Department of Finance as to how UC can show it is meeting budget deal strings.
- The proposed changes to retiree health were deferred to September to allow for greater investigation and analysis. The Senate has requested specific data on the impact to retirees of the changes, not just to the university contribution projections. HCTF and TFIR will continue to work with UCOP over the summer on this issue.
- The campus rate for UCRP contributions will increase to 15%.

### IV. Consultation with the Office of the President – Human Resources

*Dwaine Duckett, Vice President*

#### 1. Domestic Partner Benefits Equity

**Issue:** VP Duckett reported that a response letter to the Senate is being drafted. He reminded members that no new money has been identified to fund the requested benefits change. He again floated the idea of eliminating domestic partner benefits given the advent of marriage equality.

**Discussion:** Members noted that UC would pay the benefit should anyone enroll, so pre-identifying funds may not be necessary. Members also noted that should all eligible individuals marry, costs to the university would increase more than through the benefits expansion proposed by HCTF and UCFW. VP Duckett suggested that parsimony would indicate one policy for all, such as adopting state definitions. Chair Lubin added that the HR response must include a justification.

#### 2. Fraud Detection and National Security Directorate Activities

**Issue:** Members suggest enhanced communications be developed given the current political environment.

### V. Campus Updates

Berkeley: No update.

Davis: No update.

Irvine: 1) Pension election decisions communications are being reviewed. 2) The campus overenrolled undergraduates by 800, and is being pilloried in the press. The Senate is pressing for transparency and involvement in the review of this planning failure. 3) The campus is expected to run a structural deficit in 2018 or 2019 due to the anticipated loss of non-resident tuition funds.

Los Angeles: No update.

Merced: No update.

Riverside: 1) Many faculty are non-plussed by another 1.5% salary scale increase. 2) Staff support for faculty has been in long decline due to budgetary reasons. Faculty productivity is being negatively

impacted in increasingly demonstrable ways. 3) Members are encouraged to send by-laws and guidelines for emeriti support for assessment of best practices.

San Diego: 1) How best to communicate pension election timeliness remains under discussion. 2) The policy regarding classroom recordings needs clarification and enforcement resources. 3) Protection of employee data continues to be a concern, especially employment and medical information. 4) A work group to investigate faculty bullying is being formed. UCB seems to have the most advanced policy at this time. Shame and embarrassment could be the biggest obstacles to transparency. 5) The use of student evaluations in CAP reviews is problematic to many. Guidance is requested.

San Francisco: 1) Concerns about part-time employment in HSCP will be taken up in the fall. 2) Outside offers have differential gender impacts. 3) Adoption leave for non-biological parents should be encouraged.

Santa Barbara: 1) Lab renovation is expensive and slow. Recruitments and retentions are being impacted. 2) A statement of minimum standards for child care could help facilitate development of facilities. 3) Concerns about RASC efficacy have arisen. Mistakes may be infrequent, but they are significant. 4) Significant turnover in campus leadership has many concerned about long-term planning and academic quality.

Santa Cruz: No update.

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

*Susan Carlson, Vice Provost*

*Pamela Peterson, Executive Director and Deputy to the Vice Provost*

### 1. Full-time/Part-time in HSCP

**Issue:** Vice Provost Carlson reported that her office has begun collecting data and will forward it when it has been analyzed and sorted for gender and title series, among other variables.

**Discussion:** Members speculated that there is a discrepancy between policy and practice, especially long-standing habits. Members noted that LSOEs and AES faculty with split appointments are considered Senate faculty, and HSCP faculty should be held to the same standards. Members also suggested that time to tenure could serve as a useful proxy value for gender differentials.

### 2. Minimum Required Distributions Update

**Issue:** Recalled faculty have been impacted by IRS regulations that require individuals to take MRDs upon turning 70.5, regardless of employment status. Fidelity handles most situations automatically, but communications could be improved.

**Discussion:** VP Carlson noted that communications were being developed and could be shared when ready.

### 3. NSTP Task Force Report and Next Steps

**Issue:** The Provost sent the report only this morning, asking for responses by November 30. The main recommendation was to continue to the program for four more years and to expand the program to other campuses on a voluntary basis. Additional data collection is also stipulated. Other notes in the report highlight that this program is not intended to supplant the regular faculty merit review process or to obscure the University's duty to provide competitive remuneration.

### 4. Faculty Salaries

**Discussion:** Members suggested developing an historical summary of faculty salaries designed to highlight the increasing salary gap. Diversity considerations should also be stressed. VP Carlson noted that faculty exit surveys continue to be conducted, and that the NSTP report also includes feedback specific to salaries. Cooperation with sister committees UCAADE and UCAP is

suggested. The president will make her final decision by early spring to allow for payroll programming.

**VII. New Business**

*None.*

Call ended at 12:55 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Lori Lubin, UCFW Chair

Attendance:

Lori Lubin, Chair

Roberta Rehm, Vice Chair

Greg Downs, Davis (alternate)

Sean Malloy, Merced

Victor Lippit, Riverside

Gedeon Deak, San Diego

Margo Kushel, San Francisco

Stan Awramik, Santa Barbara

David Brownstone, TFIR Chair

Dick Attiyeh, CUCEA Chair