



UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

April 11, 2025

Attendance: Juan Pablo Pardo Guerra, Chair (UCSD); Karen Bales, Vice Chair (UCD); Nancy Wallace, UCB; Janet Foley, UCD; Ben Lourie, UCI; Jayson Beaster Jones, UCM; Salman Asif, UCR; Amy Adler, UCSD; John Saucedo, UCSF; Laurie Freeman, UCSB; Yat Li, UCSC; Vickie Mays, HCTF Chair (UCLA); Jill Hollenbach, TFIR Chair (UCSF); David Kleinfeld, UCRS Advisory Board Representative (UCSD); Zoran Nenadic, UCRS Advisory Board Representative (UCI); Joel Dimsdale, CUCEA Chair (UCSD)

I. Consultation with Academic Senate Leadership

Steve Cheung, Academic Council Chair

Ahmet Palazoglu, Academic Council Vice Chair

A. General Announcements

- The Academic Council advanced Susannah Scott UCSB to the Academic Assembly as its nominee for the next Council Vice Chair.
- BOARS will consider more widely K-12 consultation, including the regular interactions with the state Board of Education.
- Members are reminded of the confidentiality provisions in the Committee Member Handbook.
- Assessment of faculty discipline procedures continues with a report to the Regents due soon.
- Visa cancellations by the federal government have raised concerns for students trying to complete degrees who may not be able to access campus resources and for staff and faculty trying to conduct research or otherwise facilitate the university's mission. The rapidly changing circumstances are a further concern.
- The state budget outlook continues to be unfavorable, and many campuses have instituted hiring freezes. Contingency planning continues at several levels.
- Many are concerned that the UC Health market growth plan may be unsustainable and could lead to unforeseen consequences.
- The sustainability of the Student Health Insurance Program has been called into question. Some have suggested starting the use of electronic medical

records and the consideration of alternate billing methods to recover costs. UC Health will lead the investigation.

- The Academic Assembly recently: 1) declined to adopt a resolution calling for a commensurate delay in the administration of staff salary actions (currently July 1) to match the delay in faculty salary actions (currently October 1); and 2) discussed the single systemwide academic calendar study that is out for systemwide review.
- The UCSF memorials calling for clinician and adjunct faculty membership in the Academic Senate did not pass divisional review.
- Senior leadership searches continue for: 1) the president; a decision is expected mid-May; 2) Vice Provost for Faculty Affairs and Academic Programs; an offer has been made; 3) the UCSB chancellor; finalist interviews are underway; and 4) the UCR chancellor; a short list of candidates has been agreed upon.

B. Adaptations to Disruptions

The charge to the ad hoc committee, the University Committee on Adaptations to Disruptions (UCAD) has been finalized, and the group will likely meet weekly for the rest of the spring in order to meet its deadline of issuing an interim report by the end of June. UCAD has 12 Senate members, including UCFW Chair Pardo Guerra. UCAD will investigate four areas to begin with: 1) restructuring academic programs, 2) workforce right-sizing, 3) growth plans, and 4) resource and activity alignment. A web portal is being developed. There are currently no plans to shrink the University, but all options must be considered during a contingency planning process. Cuts under consideration to Medicare and Medicaid could lead to cuts in the medical center workforce and degradation in the delivery of care. Many public and international research opportunities would also be in greater jeopardy if the current trajectory is maintained.

Members noted that restructuring efforts often disproportionately impact those already most at risk. Areas dependent on external funding, in addition to areas of inquiry the current federal administration is opposed to, will be at greater risk. The protection of public safety could also be implicated, as could free speech and academic freedom tenets. It is important to balance active leadership while not attracting even more unwanted attention. Nevertheless, more and more firm public commitments by senior leaders would be appreciated.

C. Faculty and Instructor Experience Survey

With Susan Cochran, UCLA, and Jim Steintrager, UCI

The survey is a snapshot of October 2024, and the original impetus was to document how well or poorly faculty and instructors had adapted to the changing situation during the pandemic. Greater coordination with the Office of the President's Office of Institutional Research and Academic Planning (IRAP) could improve future iterations of the survey to reflect new and emerging events and situations. It is hoped that the findings can be leveraged as needed for improved working conditions and teaching load equivalency.

Members noted that the loss of staff support for faculty is a hindrance, even as the administration continues to grow. Members also noted that the administrative compliance onuses on faculty continue to grow. A provost-sponsored report on faculty workload post-COVID is also available to be used in discussions.

II. Chair's Announcements

Juan Pablo Pardo Guerra, UCFW Chair

- UCAD is just getting started, but it will consider issues related to international travel and faculty versus enterprise needs. The level of public leadership UC should take on is under consideration, as is the frequency of and degree of detail to include in public statements. Chair Pardo Guerra will keep UCFW updated as needed.
- Efforts to ensure greater recognition of systemwide Senate service in merit and promotion reviews continue. The systemwide CAP Practices Survey and the systemwide Senate office's new strategic plan may offer additional options beyond an annual letter of service recognition from the Academic Council chair.
- As the Senate works to gain greater purchase in the procurement process, institutional memory is an important consideration when developing the faculty pipeline. How to handle proprietary processes and products offered by external consultants and contractors is just one issue to be addressed.

III. TFIR Update

Jill Hollenbach, TFIR Chair

- TFIR continues to assert that employee contributions to UCRP should not be raised, despite anticipated salary actions, due to other inflationary considerations and overall good plan performance.
- TFIR met with representatives from the Office of the Chief Investment Officer and had a good discussion regarding the defined contribution plans' performance.
- TFIR continues to wait for a final response from the administration regarding the outstanding request to change the default UCRP enrollment for new hires to Savings Choice, rather than Pension Choice.
- TFIR is working to improve relations with systemwide Human Resources, particularly where relevant RFPs are involved. TFIR continues to urge HR to increase the number of retirement counselors and funding available to them for enhanced training. TFIR is also asking for greater access to actuarial data to enhance its projection capabilities.

IV. Consultation with the Office of the President – Systemwide Community Safety

Jody Stiger, Director

UCFW is asked to identify a representative to a new workgroup being convened to review revisions to the University's policies on policing and safety, commonly referred to as the "Gold Book." There will be about a dozen sub-policies or chapters to be evaluated, and the workgroup has a December 2025 deadline. Most of the revisions are in accordance with the International Association of Campus Law Enforcement Administrators (IACLEA) standards since they provide UCPD's accreditation. Other procedural constraints come from relevant state and federal laws, as well as from the Federated University Police Officers' Association (FUPOA), UCPD's union. A public-facing website to solicit community comments is being developed, too. The Gold Book and the Personnel Policies for Staff Members (PPSM) are different policies and have separate governance structures and enforcement procedures.

- UCD Representative Foley will serve.

V. Systemwide Review Items

- Proposed Revisions to Presidential Policy BFB-BUS-63 (Risk Transfer and Insurance Requirements)
 - Note: Item deferred.
- Community Input on Academic Planning Council's Systemwide Academic Calendar Workgroup Draft Report
 - UCFW notes the time and effort expended by workgroup members but declines to support a move to a single systemwide academic calendar at this time.
- Systemwide Review of Proposed New Presidential Policy on High-Containment Research
 - The committee elected not to opine on this item.
- Proposed Revisions to APM Section 500 (Recruitment)

The proposal reflects changes to state law mandating misconduct disclosures, but the terms are not well-defined which leaves important aspects open to interpretation. Privacy violations and attestation concerns were raised by many in preliminary discussions, especially in the charged political environment of the day.

 - UCB Representative Wallace will serve as lead reviewer, and members should discuss the matter locally ahead of next month's deliberations.
- Proposed Revisions to APM Section 360 (Librarian Series)
 - Note: Item deferred.

VI. Campus Updates

UCB- 1) Construction of new student dorms is still being delayed by community activists opposed to changes to Berkeley's People's Park. 2) A philanthropic donation dedicated to transfer student support is most welcome. 3) Academic advancement cases move slowly, with some taking up to two years. Best practices are sought, despite UCB's unique committee structure. 4) Another movement to centralize support services

has targeted grant administration, compounding Oracle software concerns with grant manager overload.

UCSC- 1) The new travel policy is viewed as more restrictive. 2) Resources for those encountering visa problems are needed urgently. 3) The rapidly changing external circumstances and their unknown impacts to the University community are harming morale.

UCI- 1) A new housing unit for the campus could bring up to 150 new units. 2) The campus combines Academic Freedom and Faculty Welfare in one committee, but some have questioned the wisdom of this practice. Whether to include students on this committee is also under discussion again. Best practices are sought.

UCSD- 1) The lack of information and guidance regarding changes to visa processes is an ongoing concern. 2) The administration and the local CAP seem to be having more misalignments, but this could be a local or short-term issue. More and better aggregated data are needed.

UCD- 1) Impacts from Oracle's grant administration software launch will be measured by a survey. Committees on research may also have valuable information and insights.

UCSB- 1) The campus is worried about changes to visa enforcement and eligibility, as well as to DEI programs and standards. Whether emerging changes are temporary or permanent has many concerned for the future.

UCSF- 1) Many worry that DEI sensitivities could be applied in an overinclusive manner, impacting areas like ageism, family status, and academic differences, not just the areas specifically being targeted by the federal administration. A perceived lack of leadership and communication during this difficult time has been noted by many.

VII. Further Discussion and New Business

Administration of the benefits survey has been delayed, but the reason remains unclear at this time.

Adjournment: 2:50pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Juan Pablo Pardo Guerra, UCFW Chair