

University Committee on Faculty Welfare

Minutes of Meeting

April 12, 2024

I. Chair's Announcements

John Heraty, UCFW Chair

- The proposed changes to APM 710 (see Item IV below) are in response to changes to state law.
- The faculty workload workgroup report should be distributed soon.
- The task force working on instructional modalities and educational quality lacks adequate data and some members seem to be working with predetermined outcomes in mind.
- How the Senate can best participate in academic labor negotiations is still under discussion.
- The Academic Council heard a presentation from UCSF regarding clinician membership in the Senate. Some wonder if there are alternative ways to achieve the goals they seek.

II. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Member

1. TFIR of March 25, 2024

- The proposal to change the default UCRP to Savings Choice is pending clarification of certain questions regarding disability income and survivor benefits prior to resubmission to the president. The benefits to employees of portability given turnover rates is clear through the data.
- The RFP process continues. Although the RFP was well written, the submissions to date have been "off the shelf." The RFP process being followed needs further elucidation given its multi-pronged nature. How best to ensure that the RFP process yields a quality product showing the value of benefits to employees, not the cost to the employer, is unclear at present.

III. Consultation with the Office of the President – Chief Financial Officer Division

Nathan Brostrom, CFO

Paul Williams, Associate Vice President, Procurement

1. Procurement: AVP Williams presented an overview of systemwide procurement processes, noting that public codes and legislative regulations impact the process. The current multi-pronged RFP will be re-issued due to process irregularities; new proposals will be accepted and previous proposals can be

amended. After submissions have been reviewed through a gate-keeping process, a short list will be generated for follow-up. How well respondents incorporate feedback will be a factor in evaluation. More broadly speaking, a pool of volunteers to help with evaluations as needed would be welcome. Members suggested a more formal process be codified that enshrines Senate participation at all stages. Members also suggested that respondents be required to indicate how they will match the previous methodology, rather than presenting it as a model.

2. Oracle Financial Accounting Software: The role of UCOP in coordinating campus efforts is minimal, and central support was declined. Although the software works for UCOP-level reporting, it does not work at the researcher and support staff level. A cross-campus working group for Oracle procurement has been established.

Members noted that the same mistakes made previously are being repeated at locations where the software was newly launched. Members wondered whether the Oracle working group included faculty and end-user staff as members, not just as feedback providers. The lack of articulation between systems at the campuses is a significant hurdle that exacerbates the ill-fit of the software itself. Consultation with faculty experts and end-users should be a standard part of the development and evaluation process for all major procurement projects.

3. Health Care Funding: UC doubled its usual contribution last year to off-set high health inflation, but a reconsideration of the university's long-term strategy is needed. State budget concerns limit UC's ability to absorb more inflation. A working group to assess rates has been established. UC's paybands complicated the process.
4. State Budget: Contingency plans are being made in case tax returns are as low as projected. Encumbered funds will be safe, but one-time funds are in jeopardy.
5. Pension Funding: Good market returns have not changed plans to continue planned borrowing from STIP, as prescribed by Regents policy. The current funding ratio is 87% market value and 81% actuarial value.

IV. UCFW Business

1. Systemwide Review Items

- Regents Policy on Public and Discretionary Statements by Academic Units

Previously asked questions about enforcement have not been addressed in the revised proposal, but many new restrictions have been outlined. Many wonder what the motivation of the proposal is and what problem is being addressed. The current policies are myriad, and this proposal does little to add clarity. In the current climate, most every statement could be interpreted as being political. Public perception of the action might also be considered before adoption.

Analyst Feer will revise the previous memo for electronic approval.

- Proposed Revisions to APM 710 (Leaves of Absence/Sick Leave/Medical Leave)

Although the changes are conforming amendments to comply with new state law, how to implement them is unclear. The treatment of health

science employees must be clarified, and the impact to faculty administrative burden should be considered as UC develops systems and processes. Although the right to sick leave is something faculty deserve, canceling class impacts more than the faculty person and delaying lab work can lead to negative outcomes. Differences between new and current procedures will need to be carefully justified and explained. Analyst Feer will draft a memo for electronic approval.

- Second Systemwide Review of Proposed Senate Regulation 424.A.3 (Area H)

The academic merits of the proposal should be considered separately from the experience of the proposal's developers. Some continue to cite access concerns at underresourced high schools as the primary reason to oppose the proposal, in addition to the general controversy surrounding the issue.

Analyst Feer will draft a memo for electronic approval.

- Final Report of the University of California Systemwide Advisory Workgroup on Students with Disabilities

Members noted that resources and staff to address the expected increase in the number of accommodations are not mentioned in the report.

- Proposed Academic Statement on UC Quality

Members noted the internal debate on this issue and lauded UCEP for their leadership on this issue.

Analyst Feer will draft a memo for electronic approval.

- Proposed Revisions to APM 016 (Faculty Code of Conduct and the Administration of Discipline)

If an academic review is delayed due to allegations, and the faculty member is then found innocent, how lost wages and reputation can be restored is unclear. Members noted that faculty meetings can be sometimes strain civility, so the level of conduct deemed to be improper must be clearly defined and consistently applied. Leaving such decisions to the chancellor or designee risks a lack of transparency and inconsistent application; peer review remains a better model, although not all instructors have access to the charges/P&T process. Members again noted that the problem being addressed is unclear. Pausing reviews after formal charges are filed could be a workable alternative.

2. Campus Updates

Davis: The campus launch of Oracle financial software has been challenging, despite being twice delayed for planning and preparation purposes.

Merced: Access to local UC Care Tier 1 providers is extremely limited. HCTF Chair Ong noted that networks are negotiated by Human Resources, but that limited provider options necessarily delimits the network. Santa Cruz suffers from the same conditions.

Santa Barbara: Academic labor considerations are dominating local conversations.

Riverside: Faculty salary lags vis-à-vis inflation over the past several years are taking a toll, especially on junior faculty. The scales also lag market, and campus structural deficits compounded with state budget shortfalls indicate a grim future.

Given decreasing staff support and contingency plans to freeze or slow hiring, faculty workload and retention must be addressed.

V. Consultation with Academic Senate Leadership

James Steintrager, Academic Council Chair

Steve Cheung, Academic Council Vice Chair

- The Senate's committee on research policy (UCORP) is also looking into the Oracle situation, so collaboration may be advisable.
- At last month's Regents meeting, several relevant discussions occurred.
 - 1) Chair Steintrager's remarks focused on shared governance and delegated authority.
 - 2) The proposed website policy and its implications require time for review, but the item is likely to be considered next month.
 - 3) The use of standardized tests in admissions is making national headlines again as several universities are reinstating score submission as a requirement.
 - 4) Math preparation continues to be under discussion. The Senate's admission governance committee (BOARS) continues its investigation into the efficacy of the Area C (math) requirement. Writ large, the issue has received press and legislative attention, so UC must be diligent.
- Proposed Assembly Constitutional Amendment (ACA) 14 would require UC to obey state employment regulations for all employees, including students and health care workers. The impacts to faculty work and research are unclear.
- First Amendment considerations and DEI requirements are under scrutiny again.
- The budget projections continue to be grim.

VI. Report: UCFW Health Care Task Force

Michael Ong, HCTF Chair

1. HCTF of March 15, 2024

- UC Health EVP Rubin presented his unit's strategic vision and plan. Members noted access inequalities at the non-medical center campuses.
- An RFP is open for a new third party administrator (TPA) for UC's self-funded health care plans (e.g., UC Care and UC SHIP) after last year's issues with the current TPA, Anthem. Market options are limited, though, and short-term contracts may not be well received.
- The recalled retiree issue continues. Administrative compliance guidelines are needed, as is redress for those currently in limbo. Communications from Human Resources must be clearer.

2. Joint Benefits Committee Annual Report

The emeriti and retiree associations (CUCEA and CUCRA), through their Joint Benefits Committee (JBC), annually issue a report summarizing the member experience under the retiree health coverage offered by the university. This year's report highlights the need for guidance regarding recalled retirees, the improvements made by RASC and the room for continued improvement in the

areas of survivorship processing and dedicated local retirement counselors, and access issues under Delta Dental.

VII. New Business

None.

Adjournment: 3:05 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: John Heraty, Chair

Attendance:

John Heraty, Chair

Juan Pablo Pardo Guerra, Vice Chair

Nancy Wallace, UCB

Karen Bales, UCD

Bill Parker, UCI Alternate

Carla Janzen, UCLA

Jayson Beaster Jones, UCM

Abhijit Ghosh, UCR

Wendy Matsumura, UCSD

Cat Mosti, UCSF

John W. I. Lee, UCSB

Alexander Sher, UCSC

Michael Ong, HCTF Chair

David Brownstone, TFIR Alternate

Terry Hendershott, UCRS Advisory Board Faculty Representative

Joel Dimsdale, CUCEA Alternate