

University Committee on Faculty Welfare

Minutes of Meeting

April 9, 2021

I. Announcements

Shelley Halpain, UCFW Chair

1. Academic Council of March 31, 2021

- The systemwide Human Resources Transformation Advisory Committee report release is being delayed due to the Accellion data breach.
- Reopening concerns and enforcement of mandates remain unaddressed.
- President Drake is developing recommendations based on the systemwide Safety Symposia.
- All Senate respondents to the proposed tangible research materials policy found it unworkably vague and hasty.
- Final Senate action in response to the Presidential Authority to Cut Faculty Salaries memo has yet to be determined.
- UC Health EVP Byington met with the Council to discuss affiliations and Comprehensive Access. A recently released report on UC Health impacts was not well received by Senate members as it lacked sufficient data normalization but included out-of-context examples. On-the-ground impacts to individuals must be weighed against the “greater good”. A final Council decision will be made later this month.

II. UCAP CAP Practices Survey

Brenda Abrams, UCAP Analyst

The bi-annual CAP Practices Survey is being prepared for distribution, and UCFW is asked if specific additional questions should be included to measure COVID impacts. Members noted that medical center “shadow” CAPs should be included in the survey, and perhaps Teaching Professors, too. The Schools of Medicine have their own CAPs, but transparency and best practices are always appreciated. Survey data is for internal use only. Additional guidance for CAP member selection criteria could be helpful.

III. Consultation with Academic Senate Leadership

Mary Gauvain, Academic Council Chair

Robert Horwitz, Academic Council Vice Chair

- March Regents: The provost made a good presentation on UC's economic impacts for the state of California; archived video is available.
- Feasibility Study: The second phase investigation continues.
- Remote Teaching Survey: The Academic Council will review the survey questions, supplementing the survey from last year. The goal is to get impressions while they are still fresh, so there will be a short response deadline. Members are asked to encourage colleagues to complete the survey when solicited.
- Reopening: Calls for a humanistic approach remain unheeded. Community-based planning rather than top-down edicts have been requested by many. Special consideration for research and creative output is needed. Enforcement of mandates in the classroom remains unaddressed. Members noted that previously incurred expenses for COVID-related transitions have not been reimbursed, especially among junior faculty. Mental health concerns and near-burnout conditions have been reported widely. Centralized, cohesive guidance is needed as local messaging is confusing and lacks consultation. Resource support, including workload considerations, are needed for hybrid instruction; a definition of hybrid instruction is also needed.
- Accellion Data Breach: The security breach was serious, and all members of the UC community, including any family members whose data are anywhere in UC records – beneficiaries not excepted, should take it so. Much information has been put on the “dark web”, but it has not yet been weaponized. One year of UC-sponsored data monitoring may be inadequate; more aggressive short-term protections are encouraged, and consideration of cybersecurity as a new type of benefit seems necessary. Members noted that the optional ARAG legal service offers some help in restoring credit, but not in recovering any lost assets. Employees and students should not be individually responsible for this type of system, enterprise-level failure, and institutional options are still under investigation. The Senate committee with jurisdiction over this issue is unclear, as well.
- Academic Integrity: Online course facilitators, such as Chegg and Couse Hero, have been implicated in cheating patterns and practices. Differential levels of cooperation complicate an institutional UC response. UC Legal is being consulted.
- UC Health Affiliations and Comprehensive Access: The Regents Health Services Committee met earlier this week, but did not directly address the issue. Discussion by the full Board of Regents has been again delayed, and it is unclear how the issue will be framed when presented. Constructing arguments to support the Senate position has been difficult given a lack of transparency with data and fund flows. Some suggest treatment of this issue could indicate a long-term trajectory for UC Health.

IV. Campus Updates

UCB: 1) Family leave issues have resurfaced. 2) It is hoped that a new federal administration will make compliance in the sexual violence/sexual harassment realm easier. 3) Parking access for emeriti has reemerged as a concern on campus.

UCD: 1) Proposed changes to local policies have been under review. 2) Discussions on reopening protocols are increasing. 3) Town halls to highlight COVID impacts have been requested.

UCI: 1) Results of an “effort reporting” survey seem to have been buried. 2) Faculty have been asked their preference regarding online or in-person instruction, but a lack of commitment to follow the results is a concern.

UCLA: 1) Concerns about service loads for female and faculty from underrepresented backgrounds are being addressed. 2) Local off-scale salary proposals were rejected. 3) How to install new faculty on campus is being reviewed.

UCM: 1) Many faculty concerns regarding hybrid instructional delivery remain unaddressed. 2) Teach Professors will soon be invited to join CAPs. 3) Relations between faculty and graduate students on the local Senate graduate council seem to be deteriorating.

UCR: 1) Campus funding inequities are dominating local discussions. 2) Attempts to hold a town hall on COVID impacts have met resistance as the administration wants to be forward-looking exclusively. Faculty feel they are viewed as free labor, especially vis-à-vis hybrid/asynchronous course delivery. 3) Responses to the findings of the Campus Climate survey are being prepared. Bullying is being addressed specifically. 4) Review of the proposed safety policy was contentious.

UCSD: 1) Discussion of the Accellion data breach was passionate. 2) TFIR Chair Brownstone reported on the status of RASC. 3) Discussion of proposed policing reforms was robust. 4) Advancement under COVID remains unclear. 5) Much of the graduate student fee increase debacle has been addressed and reversed, but much angst remains. Long-term implications are unclear.

UCSF: 1) The Senate seems to be making headway with the administration in addressing impacts from salary freezes. 2) Establishment of a dedicated committee to address COVID impacts and provide local oversight has stalled for now.

UCSB: 1) More town halls for COVID impacts have been scheduled. 2) How to support any COVID-related mandates with a digital infrastructure is under discussion. 3) Facility overhauls to address COVID concerns, e.g., HVAC, bathrooms, are being proposed. 4) Many concerns about the body camera provisions in the new safety protocols have surfaced. 5) Better awareness and messaging of emeritus faculty skills are needed. 6) Workload and potential burnout concerns are increasing.

UCSC: [Absent at this time.]

V. Report: UCFW Health Care Task Force

Lisa Ikemoto, HCTF Chair

1. HCTF of March 19, 2021

- Retirement Administration Service Center (RASC): Reassurances of staffing, software, and leadership updates were reiterated, but concerns remain about the upcoming retirement season.
- Systemwide Human Resources Transformation Advisory Committee: Release of the report and recommendations has been delayed.

- Health Sciences Compensation Plan (HSCP): Specific recommendations are being developed with an eye toward transparency and equity to address morale considerations.
- UC Health Strategic Plan: EVP Byington stressed public service and equity considerations throughout her presentation. Expanding access to UC quality health care to underserved populations was offered as a justification for otherwise problematic affiliations. HCTF members pressed for clarity in terms and greater financial transparency.

VI. Report: Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. TFIR of March 22, 2021

- Chief Investment Officer Bachher reported on his office's screening procedures for environmental, social, and governance (ESG) warnings, which prevents investment in problematic stocks.
- The market value of assets in UCRP is up to 85-88% following good stock returns, but ratios need to be amortized over decades.
- UC has lowered its "cash on hand" holdings.

2. Pension Choice Modeling

The 2016 UCRP pension tier offers tenure-track faculty the option of enrolling in the defined benefit (DB) plan or in the defined contribution (DC) plan. Those who chose the DC plan may elect, after 5 years, to switch to the DB plan. The financial planning tool available to new hires, and to those who will be the first to be eligible to switch, to help inform their decision is too basic and may be misleading in some instances. The decision is complicated and many factors need to be weighed. TFIR is working with Human Resources to develop better modeling tools and communications.

VII. Consultation with the Office of Loan Programs

Jennifer Mays, Operations Manager

Ms. Mays provided an overview of the mortgage origination program (MOP), including interest rates, average loan size, and underwriting guidelines. Utilization data were presented, but members encouraged inclusion of additional ethnographic metrics and disciplinary breakdowns. An investigation into to new shared equity programs is underway, but time lags for satisfaction and success outcomes could complicate assessment. Mortgage insurance, percentage of profit/loss, and percentage of down payment are areas of interest. The supplemental home loan program (SHLP) can provide additional down payment assistance for first time home buyers, but it is entirely funded by local monies.

Members noted that the MOP interest rates are not competitive in the current market. Ms. Mays noted that the rate adjusts annually based on the short-term investment pool rate. Members further

suggested financial assistance programs for renters and condominiums, not just single-family residences.

VIII. Systemwide Review Items

➤ Determine committee position

- Proposed Revisions to Universitywide Police Policies and Administrative Procedures (the “Gold Book”)

UCM Representative Beaster-Jones and UCSF Representative Hampson, Lead Reviewers

Several shortcomings in the proposed revisions were identified, such as:

- This is only part of the fully policy.
 - The body camera policy allows for turning it off if its use could “interfere with an investigation”, which seems to defeat the point of having a body camera at all.
 - The inclusion of retired officers is not accompanied with a justification. Neither is their need for conceal-carry permits.
 - De-escalation is mentioned only once, on page 32. Use of force definitions are too aggressive: that “tensed muscles” and “running away” are examples of “active risk” to officers seems to target protestors rather than criminals.
 - The need for strategic response teams (SRTs) is not clear, so examples are necessary. SRTs are not required to receive DEI training; in fact, all training is shrouded where transparency is needed. Many suggest the elimination of SRTs.
 - How data are to be collected, collated, and reported is not clear.
 - The overall tone of the proposal is misaligned with external realities.
 - Too much reliance on officers’ perception of events is concerning to many.
 - A positive vision should be articulated. Some campuses are moving to a safety ambassador model.
- Analyst Feer will draft a response memo for electronic approval.
- Revisions to SVSH Frameworks for Faculty and Staff – Stakeholder Input
No lead reviewers assigned.
 - Members will send feedback electronically.
 - Proposed Presidential Policy on Classification of Gifts and Sponsored Awards
UCD Representative Filkov and UCLA Representative Li, Lead Reviewers

The policy has not been updated since 1980 and seeks to better clarify a gift and a grant and how they should be treated. The campuses make final decisions, and the list of criteria provides good guidance. The policy is for reporting of gifts, not solicitation of gifts, so it is not a screener. The lengthy FAQs are a small point of concern.

 - Analyst Feer will draft a response memo.
 - Presidential Policy on Native American Cultural Affiliation and Repatriation
Representative Morton UCR and Representative Parks UCSB, Lead Reviewers

This policy calls on campuses to inventory and help repatriate Native American items and relics in UC possession, by January 1, 2022. Whether UC has enough qualified people to perform this delicate task efficiently and effectively is unknown, as is the scale of the project. Some campuses may require financial assistance to accomplish the task.

 - Analyst Feer will draft a response memo.

- Proposed Revision to Senate Regulation 610 (Defining Residency)
UCB Representative Odean, Lead Reviewer
Item deferred.

➤ Assign lead reviewers

- Proposed Revisions to Presidential Policy: UC Health Participation in Activities under the End of Life Option Act
Item deferred.

IX. UCFW Items

Item deferred.

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

Susan Carlson, Vice Provost

1. COVID Impacts to Advancement

- The Provost is soliciting nominations for a working group to address this issue. The Senate has sent is list. The group will joint Senate-administration, with a co-chair from each, and roughly equal membership.
Members noted that differential campus oversight protocols and consultation practices will lead to differential outcomes. Planning efforts that focus on medical/epidemiological approaches omit pedagogy and humanistic concerns. Single caregivers need targeted relief, in particular. Summer teaching relief and grant assistance are also suggested.
- A third year extension to the tenure clock is being discussed. COVID has significantly increase petitions for extension.
- Seven campuses have COVID-related active duty/modified service programs in place. UCSF is finalizing details with UCOP, leaving on UCD and UCSB without programs.
- Data are being prepared showing how COVID year advancements differs from benchmark year advancements. Members suggested additional ethnographic data be included, as well as more longitudinal data.

XI. New Business

None.

Adjournment: 3:45 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Shelley Halpain, UCFW Chair

Attendance:

Shelley Halpain UCFW Chair

Jill Hollenbach, UCFW Vice Chair

Terry Odean, UCB

Vladimir Filkov, UCD

Terry Dalton, UCI

Huiying Li, UCLA

Jayson Beaster-Jones, UCM

Pat Morton, UCR

Shantanu Sinha, UCSD

Lindsay Hampson, UCSF

Lisa Parks, UCSB

Nico Orlandi, UCSC

Lisa Ikemoto, HCTF Chair

David Brownstone, TFIR Chair

Harry Powell, CUCEA Chair

Henning Bohn, UCRS Advisory Board Representative