

University Committee on Faculty Welfare

Minutes of Meeting

December 10, 2021

I. Chair's Announcements

Jill Hollenbach, UCFW Chair

1. Academic Council of November 22, 2021

- Labor Issues: The Unit 18 lecturers have settled with UC. They gained a pay increase and multi-year appointments, among others. Senate membership was not included, but the topic is expected to return in future negotiations. Members noted that pay increases can lead to fewer personnel if budgets remain flat. Graduate student researchers are also organizing, and impacts to salaries, stipends, and grant budgets are unknown. Clinical faculty also seek Senate membership. State legislation would allow lecturer union membership to overlap with Senate membership. Such changes would make the Senate relationship with UC that of employee/employer, rather than Shared Governance partner.
- Faculty Salaries: The Regents approved a budget that includes a 4% increase to the salary scales, and 1.5% for equity gaps and off-scales. Guidelines will be drafted.
- UCRP Contributions: See Item II below.
- Transfer Issues: The state legislature has taken action requiring changes to the transfer pathway. Academic preparation concerns must be balanced with ease-of-use. UC Online may be asked to help address course gaps in the California Community College system.
- State Budget: A surplus is expected, and UC will ask for a base increase as well as significant one-time funds for deferred maintenance and other capital improvement projects. The governor's draft budget will be released in early January.
- Child Care: Systemwide minimum standards and centralized data are needed, as is a greater commitment from senior leadership. Members are asked to think of specific metrics to include in a future memo.

II. Report: UCFW Task Force on Investment and Retirement (TFIR)

David Brownstone, TFIR Chair

1. TFIR of November 29, 2021

- UCRP Contributions: The Regents approved an action to lower the employer contribution to UCRP, but maintain the funding level by borrowing funds from the Short-Term Investment Pool (STIP). At the Senate's suggestion, a sunset clause was added to the item.
- UCRP COLA: Because of oddities in the plan documents regarding inflation adjustments to annuitants, during times of extreme inflation, the Regents have approved ad hoc COLAs to retain the purchasing power of long-term retirees. The need for another ad hoc COLA for

certain retiree cohorts may be in jeopardy this year, or at least in need of more careful planning that previously. The number of impacted individuals is small, but the Senate thinks it is important to support the commitment to maintaining a minimum purchasing power for all retiree cohorts. Changing the COLA formula in the plan documents would significantly increase the unfunded liability.

- Retirement Planning Tools: Fidelity is working with HR to develop new webinars to help employees plan for retirement. One will focus on those new to UC, one on those with UC experience and not subject to the PEPRA cap, and one on union members. A module focusing on HSCP may also be developed.
- 403(b) Loan Repayments: Concerns that some members have been double charged interest on prepayments have led to greater scrutiny of the calculations. Also, the setting of interest rates is being reviewed in hopes of lower rates as much as possible because of taxation concerns.
- ROTH 403(b): TFIR has renewed calls to add a ROTH 403(b) option to the UCRP menu. Distinct tax advantages could accrue to those in the plan. Previous attempts were rebuffed because UC Path was not “up and running.”

III. Report: Campus Safety Orientation Working Group

Terry Dalton, UCFW Vice Chair and Working Group Chair

Topic areas for UC safety personnel orientation modules are being developed, but finding campus experts to join the effort has been difficult. Many demur, citing concerns of being seen to support problematic policing legacies. In-person delivery of modules would likely be more effective, but flexibility in delivery may be more desirable. Any limitations imposed by union contracts are as yet unknown. Members noted that previously learned behaviors may have to be untrained, which a module is unlikely to accomplish. Discussion groups and “exchange” programs were suggested.

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

Cheryl Lloyd, Vice President

1. UC Path: An executive leadership meeting was held earlier this week. Further software changes are coming as vendors are ending support for some products. Inconsistent local practices continue to complicate many operations. The chancellors have raised concerns about UC Path delays, too.
Members noted that students need to be served quickly, and VP Lloyd noted that a working group had been formed in response to these issues. Stipends, financial aid impacts, and multiple jobs must all be considered.
2. Graduate Student Researchers: The definition of “employee” in this context was a sticking point, but it has since been resolved although final language is still forthcoming. HR will work with Academic Personnel and Programs (APP) to ensure consistency from the administration.
3. Staff Attrition: Members noted that teaching and research are being negatively impacted by staff vacancies. Many positions will likely not be replaced, but converted to “cluster” positions which staff do not seem to like. VP Lloyd noted an uptick in retirements and the known problem

of pandemic resignations. Many housing and dining positions are empty, too. Creative solutions will be needed, even if compensation can increase, because UC is not alone in facing this problem. Members suggested greater flexibility in retention efforts could be useful, but increases are capped by policy, forcing good staff into other positions. Specific software systems have also been cited by many staff as the proximate cause of their transfer or resignation. Faculty now must use these systems, which are poor, exacerbating delays and frustration.

4. Compensation: Faculty salary increases were approved by the Regents, and the Unit 18 lecturers will see increases as a result of their new contract. Policy-covered staff should not be left behind.
5. HR Transformation: 1) RASC leadership is now permanent, not interim. 2) Postings for the executive directors of total rewards and labor relations will go public in January. Search firms have been engaged, and Senate representation to the search committee for total rewards will be requested.

V. Report: UCFW Health Care Task Force (HCTF)

Michael Ong, HCTF Chair

1. HCTF of November 19, 2021
 - Clinical Faculty Morale: A recent report on diversity outcomes among health science faculty has combined with long-standing morale issues to generate new calls for Senate membership among the clinical faculty. Hiring patterns due reveal equity concerns, but it is unclear how Senate membership would address that issue. Nevertheless, the Senate hopes to help advocate for a better work environment for all faculty in the health sciences, regardless of Senate status.
 - UC Care Vendors: The request for proposal (RFP) process continues for UC Care. In addition to traditional care delivery, respondents are asked to submit proposals for a navigator program and a digital platform. The mental health RFP also includes digital access.
 - Behavioral Health: The HCTF working group assessing behavioral health access, delivery, and outcomes continues its work and is expected to report in the spring.
 - UC Health Affiliations: Additional monitoring metrics are being sought to supplement those asked for by the Regents. How best to communicate to students and practitioners their rights while assigned to affiliate locations is also under discussion. A dedicated whistle-blower type function is being considered with the systemwide Office of Ethics, Compliance, and Audit Services (ECAS).
- Members noted that reputations, not just care delivery, can be impacted in this process.

VI. Consultation with Academic Senate Leadership

Robert Horwitz, Academic Council Chair

Susan Cochran, Academic Council Vice Chair

1. Mitigating the Impact of COVID on Faculty Advancement

With Mary Croughan, UCD Provost

Council Chair Horwitz and Provost Croughan co-chaired a working group that has issued its first report which contains recommendations for including achievement relative to opportunity (ARO) in academic reviews and non-traditional factors going forward. Also in the report are suggestions for research support. A second report will be issued in the spring.

The current report has not received wide circulation at all locations while others have dedicated websites. UCD had mandatory training sessions for department chairs and sent the report to all faculty.

Additional guidance on how to assess ARO is needed; differential presentation and assessment of ARO factors could have significantly varied outcomes. Adoption of ARO across the board must also be ensured. ARO should must also be presented as equally rigorous as previous evaluation methods, not just for CAP reviews, but for recruitment and retention, too. Several reports of ARO guidance being in conflict with guidance for impact statements have arisen. An assessment of ARO implementation and outcomes is also needed. Local faculty welfare committees may be in the best position to monitor and report these findings.

2. General Updates

- Unit 18 Lecturers: A 5-year contract was signed, which includes a 20% salary increase over the term of the contract. Lecturers are also now eligible for multi-year appointments. APP is preparing implementation guidelines.
- Graduate Student Researchers: The UAW and the students have settled, but final language has not yet been released. APP will develop implementation guidelines when appropriate.
- State Budget: The state expects a surplus, so UC will ask for a large increase in its base budget in addition to several one-time, physical plant requests. Faculty salary increases were also included.
- Climate Crisis: The Academic Council will consider whether to advance to the Academic Assembly a Memorial to the Regents calling for an end to fossil fuel consumption on the campuses. If both bodies advance the item, a full faculty vote would be coordinated by the divisions. If that vote is successful, the Memorial would be presented to the Regents.
- Ethics, Compliance, and Audit Services (ECAS): In addition to working with ECAS on monitoring UC Health affiliations, the Senate and ECAS have been discussing options to reframe the relationship from one of enforcement to one of assistance.
- Innovation Transfer and Entrepreneurship: The effort from the Regents calls on the campuses to develop new patent tracking tools and to add this type of work to academic reviews. The University Committees on Academic Freedom (UCAF) and Research Policy (UCORP) are coordinating the Senate's response.
- Academic Integrity: Commercial enterprises are compromising intellectual property in the guise of helping students with online educational resources. Copyright protections may be one avenue to force removal of materials from websites. Consultation with UC Legal continues.
- Transfer Issues: An intersegmental working group is being formed in response to AB 928, which calls for a singular general education path between the three segments of California higher education.
- UC Online: Provost Brown has formed an oversight/advisory committee for UC Online that includes three Senate representatives.

- Masters Degree Approval: The provost will form a joint working group to investigate whether approval of Masters programs, including self-supporting programs, should remain at the systemwide level or be given to the campuses.

VII. UCFW Business

1. Additional Campus Reports

SE: 1) Low numbers of applications for bridge funding led to reconsideration of eligibility criteria which seem to favor established faculty. 2) Mid-year salary negotiations to reflect new grants are underway.

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

Susan Carlson, Vice Provost

1. COVID Impacts to Advancement

Data to date is limited, but tracking on advancements impacted by COVID has begun and will continue for the next several years. Accelerations, however, cannot be tracked.

2. Faculty Salary Competitiveness

The gap with the Comparison 8 average is down to 4.1%. Programs to close the gap have had a fitful history. Closing the gap will rely upon increases over 3% for an extended period of time. One strategy may be to propose a market equity adjustment program, and pre-COVID plans may be revisited.

Members noted that immediate action is needed to combat low morale and poaching efforts from competitors. Geographic normalization may also need to be added to compensation calculations.

IX. Systemwide Review Items

➤ Assign Lead Reviewers

- Proposed Revision to Senate Regulation 424 A.3 (Creation of an A-G Ethnic Studies Requirement for First-Year Admission)
 - UCFW will not opine on this item.
- Recommendations for Department Political Statements
 - UCSB Representative Parks will serve as lead reviewer.

➤ Determine Committee Position

- Proposed Revisions to APM 759 (Leaves of Absence/Other Leaves Without Pay)
UCD Representative Bales and UCSC Representative Orlandi, Lead Reviewers
The revisions seem preferential to entrepreneurial considerations, not just supportive of flexibility in consideration of reasons for leaves. A sunset clause would improve the proposal. Because not all disciplines are equally marketable, the proposal as is would

create domino impacts for service and course coverage. Ownership of intellectual property implicated by such leaves needs further clarification.

- Analyst Feer will draft a memo for committee endorsement.

- Proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace

UCLA Representative Schutze, Lead Reviewer

Several textual edits are suggested to enhance clarity, and a broader consideration of some questions is needed. Alternate reporting lines are needed in instances with the supervisor is the bully, and it is role campus experts in related areas, such as Title IX offices and ombuds offices, is unclear. Bullying by neglect should be included and defined. The voice of staff should be sought in reviews and promotions since they often see characteristics faculty colleagues do not. Special consideration of the mentor/mentee relationship may be needed. Systemwide consistency is needed in this area.

- Analyst Feer will draft a memo for committee endorsement.

- Proposed Revisions to APM 025 and APM 671 (Conflict of Commitment and Outside Activities of Faculty Members)

HCTF Chair Ong, Lead Reviewer

The proposal is in response to federal contracting concerns from 2018, and many are concerned it reflects anti-Chinese racist sentiments. ECAS suggests chancellor approval of Category 2 activities, which many find to be an overreach. The negative impacts to research and service could be considerable, and a new bureaucracy is a questionable investment at this time.

- Analyst Feer will draft a memo for committee endorsement.

X. New Business

None.

Adjournment at 4 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Jill Hollenbach, UCFW Chair

Attendance:

Jill Hollenbach, UCFW Chair

Terry Dalton, UCFW Vice Chair

Laura Nelson, UCB

Karen Bales, UCD

Carson Schutze, UCLA

Jayson Beaster-Jones, UCM

John Heraty, UCR

Kim Cooper, UCSD

Jenny Liu, UCSF

Lisa Parks, UCSB

Nico Orlandi, UCSC

Michael Ong, HCTF Chair

David Brownstone, TFIR Chair

Harry Powell, CUCEA Chair

Terry Hendershott, UCRS Advisory Board Faculty Representative