

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

December 13, 2019

I. Chair's Announcements

*Jean-Daniel Saphores, UCFW Chair*1. Agenda Overview2. Revised HCTF Charge

The revised charge was adopted in a two-part vote: 8-year term-limits and a two-year term of service passed 8-7, and inclusion of a primer passed 9-2-4.

3. Climate Change Actions

Members are asked to report what, beyond statements of principle, the campuses have done/could do to address climate change. Commuter subsidies were suggested, as well as decarbonizing the entire investment portfolio, and refocusing teaching and research programs. Local sustainability officers should be pressed to report publicly, regularly. Training for volunteers should be developed and offered. At least one campus has a climate task force, and another is developing a "Grand Challenge" framework for the campus. It was also noted that many students and employees are beginning to suffer mental health issues as a result of the crisis.

II. Consultation with Academic Senate Leadership

*Mary Gauvain, Academic Council Vice Chair*1. November Regents

- Pension Contributions: Discussion was deferred again. See also Item IV below.
- Shared Governance: Many are concerned that the current Board has little respect for Shared Governance, and strategies are sought for reversing this trend. Many presentations to the Regents do not mention the education mission, let alone research or service.
- Student Support: Student advocates assert that financial aid should be made available to cover basic needs. Student satisfaction as reported in the UC Undergraduate Education Survey (UCUES) is on the decline. Marginalized communities on campus, such as formerly incarcerated students, foster youth, undocumented students, and more, need greater support and access to more resources. One-off efforts are inadequate.
- Academic Preparation and Access: Many remain concerned that K-12 teacher preparation needs are met on a disproportionate basis, along with credentialing issues, A-G course offerings, and counselor workload concerns.

2. Presidential Search

The Academic Advisory Committee has begun its work by evaluating the criteria the next president should meet. Campus town halls are being scheduled, and members should feel free to suggest requirements, preferences, and even candidates.

3. State Budget

The governor will release his preliminary budget next month.

III. University Policing and Public Safety Advisory Boards

Ron Cortez, UCI Chief Financial Officer and Co-Chair of the Presidential Task Force on Universitywide Policing

Elisabeth Gunther, UCM Chief Campus Counsel and Co-Chair of the Presidential Task Force on Universitywide Policing

1. Status of Local Public Safety Advisory Boards

President Napolitano convened a task force with representation from stakeholder groups in response to specific complaints about the grievance process, the role of public advisory boards (PABs), community engagement, and transparency. In all, the final report included 28 recommendations, which President Napolitano largely adopted as directives to the system. Implementation is in progress, and the COO Nava receives monthly reports. The campuses are projecting compliance by June 2020, after which an implementation report will be made available. Any new policies will go through the normal policy review process. Each campus now has a responsible administrative officer (RAO) to coordinate these efforts. Members suggested that implementation efforts and tracking be publicly available.

2. Status of Use of Force Standards

Draft revisions of the use of force policy are being considered internally at this time. The internal review process starts with revisions by the chiefs, which then goes to the union (Federated University Police Officers Association (FUPOA)) for review and comment, and then back to the chiefs for further review and comment, and then through the usual policy review process; this is the process directed by President Napolitano. The RAOs will be instructed to consult with their PABs during the normal review process.

3. Status of Body Camera Policy

The task force recommended the use of video evidence, but not body cameras by name. This is consistent with state directives, which match the task force recommendations. Balancing transparency needs and privacy needs complicates the issue.

4. Status of Systemwide Public Safety Advisory Board

A similar recommendation did not survive task force review, but once all the local PABs are functioning, the question should be revisited.

IV. Report: Task Force on Investment and Retirement

Dan Hare, TFIR Member and Former UCFW and Academic Council Chair

1. TFIR of December 5, 2019

- The acting CFO discussed long-term funding. UC currently has \$25B in unmet capital needs, including seismic retrofitting and deferred maintenance, \$18.7B in UCRP unfunded liability, and \$19B in retiree health obligations. Some have suggested changing the retiree health funding model from “pay as you go” to pre-funded, and investigations are still getting started. Some have proposed trying to secure additional Prop 2 funding on a long-term basis, but the legislature only makes annual allocations. Prop 2 funds are also highly political.
 - The acting CFO also discussed borrowing capacity. TFIR asserts that the current low inflationary market makes borrowing more affordable and any possible impacts to bond ratings less important. Current capacity is \$4-5B over the next few years, but most is expected to go to the physical plant. Ready campus access to STIP and TRIP is another consideration.
2. Pension Contributions
The Regents have not yet made a decision as to increase employee contributions pending further due diligence of the impact of increases on various employee groups. Employer contributions, however, will increase 0.5%/year for six years.
 3. UCRS Advisory Board of November 22, 2019
Note: Item not discussed.
 4. Divestment from Fossil Fuel Companies
TFIR has not recently discussed this issue, so it will be added to an upcoming agenda. Statements and policies followed by the Chief Investment officer are available online. UCFW might consider expanding divestment requests beyond the pension fund to the brokerage window.
 5. TFIR Charge Revisions
Chair Saphores has proposed changes to the academic and demographic diversity goals, as well as term limits. Members will vote electronically.

V. Consultation with the office of the President – Human Resources

Gary Schlimgen, Executive Director, Retirement Programs and Services

Ellen Lorenz, Director, Retirement Administration Service Center (RASC)

1. RASC/UCRAYS/Redwood Update
Members outlined several customer service problems and technical shortcomings, recognizing that while some progress had been made, severe issues endure. ED Schlimgen acknowledged the problems, and their identified causes, such as incompatible systems, programmer shortages, and launching too many new systems in too short a time frame. Additionally, relations with the vendor have not contributed to finding and implementing quick solutions. Because customer inquiries usually require a series of interactions to resolve, ideal staffing rates are hard to project. Providing plan members with incorrect information is worse than providing information too slowly.

Members inquired if the campus retirement counselors could be more useful. ED Schlimgen noted that systemwide HR has service level agreements with the campus retirement counselors they support; LA, SD, and SF have locally-supported counselors. Additionally, the

Health Care Facilitators and campus benefits coordinators may also be of service. However, because of the complexity of the issues, central training may be preferred.

Members also suggested allowing the retirement process to begin before April 1, to allow for workflow smoothing as much as possible. ED Schlimgen noted that there is some movement toward that change, but data indicate most still wait until the last few weeks to begin the process.

VI. Systemwide Review Items

1. Proposed Revisions to APM 120, related to Emerita/us Titles
CUCEA Chair Kane will serve as lead reviewer.
2. Proposed Revisions to APM 240 (Deans) and APM 246 (Faculty Administrators)
UCI Representative Chew and UCSC Representative McGuire will serve as lead reviewers.

VII. Campus Updates

1. Child Care Availability and Paid Family Leave

Members are reminded to complete the spreadsheet survey of child care access and affordability questions.

A new proposal on paid family leave has raised questions as to the coverage and limits of short-term disability plans. The disparate impact of health sciences faculty in “soft money” positions must also be considered. Any new policy must also account for variance across the campuses, and differences in the leave benefits offered to staff versus faculty.

VIII. Report: Health Care Task Force

Mark Peterson, HCTF Chair

1. January 24, 2020 Agenda Items
2. Working Group on Comprehensive Access

Note: Item not addressed.

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

Susan Carlson, Vice Provost

Pamela Peterson, Executive Director

1. Health Science Compensation Plan Overview

Provost Brown is forming a task force to consider revisions to the HSCP. That group’s work plan has just been approved, and it is only beginning to be populated. Access to the policies of the Comparison 8 is one topic to pursue, as is the impact of decanal discretion over philanthropic funds and other “perks”. Accountability and grievance procedures should also be addressed.

2. Market Salary Proposal Costing Data

The Comparison 8 is the “market” for this exercise. One benefit of the proposal is that it would end the “loyalty penalty”, and buttress the notion that the scales are inherently good.

Retirement costs would increase as most faculty highest average plan contribution (HAPC) rate would increase, and benefits costs would also increase. Chair Saphores noted that a faculty salary task force is also working on similar issues.

3. APM 285 (Teaching Professors) Guidance

Further guidance is pending review by the provost.

4. Post-Doc Pay Policies

Members reported that because pay policies do not allow for cost of living adjustments, many post-docs do not seek to renew their appointments or simply eschew UC in the first place. ED Peterson noted that post-docs are union represented, so flexibility is limited. How to secure additional funding remains unclear.

Adjournment at 4:05 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Jean-Daniel Saphores, UCFW Chair

Attendance:

Jean-Daniel Saphores, UCFW Chair

Shelley Halpain, UCFW Vice Chair

David Steigmann, UCB

Ken Chew, UCI

Tzung Hsiai, UCLA

Adam Aron, UCSD

Jill Hollenbach, UCSF

Cynthia Skenazi, UCSB

Vilashini Cooppan, UCSC Alternate

Mark Peterson, HCTF Chair

Caroline Kane, CUCEA Chair