

University Committee on Faculty Welfare

Minutes of Meeting

December 8, 2023

I. Chair's Announcements

John Heraty, UCFW Chair

- Former UCFW and Academic Council Chair Dan Hare and former UCLA division chair and current HCTF member Vickie Mays will represent the Senate on the RFP review committee formed to implement the total remuneration, health care preferences, staff exit interview, and engagement study.
- Vice Chair Pardo Guerra will represent UCFW on the president's task force on instructional modalities.
- At the Academic Assembly, President Drake addressed the current campus climate in response antisemitic experiences and pro-Palestinian support, security concerns are spreading on the campuses. How and how fast to respond is under discussion. Divisions can invite their local chiefs to consult.
- Communications related to the recent spike in health insurance premiums were viewed as too slow and too slim.
- The administrative burden associated with the Oracle financial software has been raised with President Drake, but next steps remain unclear.
- The provost held a congress on the future of graduate education, and future congresses on AI and online education are scheduled. Many are worried at the pace of advance toward fully online education, and UC faculty are being challenged to be innovators and leaders.
- The Academic Planning Council has a workgroup investing faculty workload post-pandemic. The last meeting focused on networking and mentoring.

II. Report: UCFW Task Force on Investment and Retirement

Jill Hollenbach, TFIR Chair

1. TFIR of November 27, 2023

- TFIR member David Brownstone has proposed a longitudinal panel study to better evaluate UC's health insurance offerings, and it is being shared with systemwide Human Resources for consideration in the above-mentioned RFP process.
- The Senate would like to see that RFP process disaggregated, and a memo regarding prioritizing the items in the bundle is being considered.

III. Report: UCFW Health Care Task Force

Michael Ong, HCTF Chair

- The enrollment deadline for UCSF employees into United Health Care was extended, and kudos go to HR for being responsive. Final outcomes are still unclear, and how to avoid similar future occurrences remains under discussion.
- It is asserted that the upcoming total remuneration study should follow the same methodology as the previous study in order to provide comparable, longitudinal data.
- Guidance for handling recalled retirees remains under development. The Affordable Care Act stipulates a six-month break in service in order to receive federal retirement benefits, but patient-care continuity and certain research functions do not allow for such breaks. Clear communications will be needed to ensure favorable compliance.

IV. Consultation with the Office of the President – Human Resources, Retirement Administration Service Center

Bernadette Green, Executive Director

Director Green noted that RASC will launch a new website January 2, 2024, that is designed to make navigating the transition to retirement easier. The current website will be closed for a few days to migrate data, but telephonic assistance will still be available.

The new cohort of retirement counselors is undergoing training, and a coordinator has been hired.

Members had questions about system integration such as streamlining sign-ons and minimizing conversions between systems, such as UCPath. Improvements to RASC are notable and necessary, but not sufficient to solve the member experience issues.

V. UCFW Business

1. Campus Updates

Santa Barbara: 1) The chancellor is up for a regular stewardship review. 2) Staff overwork and a poor retention system have recently been exposed to the detriment of the campus and faculty productivity.

Riverside: 1) Data storage caps are being imposed, but a one-size fits-all model does not work in this situation. Members noted that at least one campus charges per storage unit, so departments have requested grant funding for independent storage. Security concerns were also noted. Assistance for faculty is needed, and shared governance in decision making could help avoid unanticipated outcomes.

Irvine: 1) Free speech issues and the campus climate are dominating discussions. Any statement made by any leader seems to be under unusually intense scrutiny. 2) Relevant systemwide review items were discussed by the local committee.

Berkeley: 1) Impacts from the UCSF/UHC debacle were felt at UCB, too. Such poor and late communications demand accountability. 2) Free speech issues and campus climate concerns are also under discussion here. 3) Familiar equity

concerns were raised during the review of the proposed Negotiated Salary Program.

San Diego: 1) Free speech and campus climate concerns are the leading topics. The ethnic studies faculty are particularly disappointed in what seem to be official responses from University leadership. Safety and policing concerns have also been reported.

Merced: 1) Similar issues regarding free speech and campus climate have been experienced. 2) Top priorities to address poor faculty morale and high faculty workload include: a) redress of the Oracle disruption, b) redress of understaffing, and c) more health care options and access, especially given the current price spike; there are currently zero Tier 1 UC Care primary care physicians available in the immediate vicinity.

San Francisco: 1) Access to providers under Delta Dental seems increasingly limited. Even the UCSF dentists do not accept it! HCTF Chair Ong noted that HR says provider participation rates have not changed overall and that contract SLAs are being met, but member experience does not match these reports. Poor and late communications exacerbate frustrations. Access concerns were reported from other areas of the Bay Area, too.

VI. New Business and Further Discussion

None.

Adjournment: 3:00 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: John Heraty, UCFW Chair

Attendance:

John Heraty, Chair

JP Pardo Guerra, Vice Chair

J Keith Gilles, UCB Alternate

Lisa Naugle, UCI

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

Jill Hollenbach, TFIR Chair

Terry Hendershott, UCRS Advisory Board Faculty Representative

Jo Anne Boorkman, CUCEA Chair