

University Committee on Faculty Welfare

Minutes of Meeting

February 12, 2021

I. Announcements

Shelley Halpain, UCFW Chair

- Academic Assembly: The COVID-impact mitigation memo is being well-received.
- Academic Council: 1) The Council heard about rebenching concerns from the University Committee on Planning and Budget and UCR. 2) Many Regents and legislators continue to view online education as a cure for access issues. 3) Broader decarbonization efforts are being called for, such as in banking, procurement, and RFPs. 4) Proposed presidential power to unilaterally cut faculty salaries has received much attention. Shared Governance impacts were noted. 5) Regent Chair Perez talked to the Council about divestment options, budget earmarks, and UC Health affiliations.

II. Campus Updates

UCB: No update.

UCD: 1) Salary inversion is increasingly a problem. 2) The slow pace of vaccine roll-out is frustrating to many. 3) A dedicated task force for COVID has been proposed. 4) Reports of “trapped” dependent care funds unspent during COVID, sometimes in the \$1000s, have been sent to Human Resources for assessment/action.

UCI: 1) Access to child care has returned as a topic. 2) COVID impacts to tenure timelines and possible retroactive raises for faculty are under discussion. 3) Additional oversight of the alternative medical institute has been difficult to secure.

UCLA: 1) Disproportionate service by women and faculty from underrepresented groups should be more widely recognized and rewarded. 2) A dedicated COVID Impacts task force is under consideration. Advancement concerns remain common. 3) How to improve the salary scales is under discussion.

UCM: 1) The campus child care facility reopened Feb 1, but with reduced capacity. More resources are needed. 2) COVID impacts to tenure clocks are emerging. 3) Guidance for additional opportunities to formalize relations with emeriti is sought.

UCR: 1) Rebenching impacts are being felt across the campus. 2) Campus climate and bullying concerns continue, especially for women and those from underrepresented groups. 3) Haphazard COVID

strategies are further eroding credibility of the administration. Many safety concerns for reopening remain unaddressed.

UCSD: 1) Enrollment is up, and “return to learn” funds have been set aside for testing and the like. 2) The campus is helping to set up a vaccine supersite. 3) Best practices for upgrading financial information systems are sought. Systemwide consistency would improve reporting. The erosion of staff support is felt in this area, too. 4) How to improve online teaching/learning is under discussion. 5) How to improve the salary scales is under discussion.

UCSF: 1) COVID impacts continue to dominate local discussions. Guidance for COVID impact statements is needed. 2) Many have called for greater transparency/Shared Governance in salary determinations. 3) Discussion of UC Health affiliations has returned.

UCSB: 1) COVID impacts have dominated local discussions. 2) Access to and oversight of sustainability groups are lacking. 3) Child care issues remain unresolved. 4) A junior faculty town hall was well received. Many reported being too shy to request modified duty, and those with caregiving duties reported approaching burnout. Single people have reported loneliness and alienation, and a lack of access to doctors. Many think that COVID impact statements could be double-edged. Alternatives to overseas field research are needed. More recognition for junior faculty leadership in social issues is also needed.

UCSC: 1) Reopening plans to date have been confusing. 2) The systemwide Senate is encouraged to continue to use more remote meetings to mitigate travel. 3) The systemwide Safety Symposia received mixed responses. Some are not convinced that real change is likely. 4) Online and hybrid teaching methods are losing favor.

More deliberate and inclusive for reopening is needed at all campuses. Inconsistent messages must be resolved. Even with vaccine, PPE will still be needed/preferred. Many faculty will need microphones to teach with masks. How exceptions to any policy or mandate will be handled must be clear in advance.

III. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Chair

- Student Loan Debt: The issue continues to receive federal attention, and TFIR is also considering potential options. Other benefits needs and limited cash preclude many strategies. The federal public loan service program has a nearly 95% rejection rate.
- Benefits Survey: It is hoped that this year’s survey will include mental health questions and financial preparedness questions.
- Divestment: 1) The Chief Investment Officer provided a more stringent definition that the Fossil Free 200, focusing on carbon holdings, not consumers. 2) A new Fossil Free fund will launch later this spring allowing self-directed investments in the 403(b) program. Communications are being developed. MCSI was used to help create the index. This does not apply to pathway funds.
- RASC: Cooperation is improving, but more work remains. Transitioning to new technology can be difficult for some seniors.

IV. Bullying

Jim Posakony, UCSD

In 2015-16, faculty at San Diego called for a comprehensive campus-wide anti-bullying policy, but it remains a struggle to find effective steps. Prevention toolkits are available, but they do not offer resolutions. Consistency is lacking, as is a centralized dashboard of resources. No central oversight office exists, and conflict resolution training is needed on a wide-spread basis. Bullying in the medical centers is reportedly even worse than on the general campuses. The distinction between bullying and harassment is unclear, but precise actions are needed, not a one-size fits-all approach. Appointments and hiring processes should also be improved to allow for better character assessment. Intersections with DEI strategies and outcomes also need specific attention.

V. Systemwide Review Items

➤ Approve response

- Academic Planning Council Faculty Salary Scales Task Force Report and Recommendations
 - The draft memo was approved as noticed.

➤ Determine committee position

- Proposed Revisions to Presidential Policy, Business and Finance Bulletin, IS-12: IT Recovery
UCD Representative Filkov and UCSF Representative Hampson, Lead Reviewers
The policy had not been updated since 2007, so many proposed revisions are modernizing the policy. UC Health is undergoing a similar update. Local flexibility is preserved with certain parameters. Proposed revisions that are of concern involve the introduction of penalties for supervisors. These types of penalties are usually reserved for the APM when faculty are impacted. More process specifics are needed, and illustrative scenarios would benefit readers. Also of concern is the “cost of compliance”, including new systems and likely staff.
 - Analyst Feer will draft a response for electronic approval.
- Innovative Learning Technology Initiative (ILTI) Review with Update
UCB Representative Odean and UCSD Representative Sinha, Lead Reviewers
The report recommends organizational changes, such as greater reliance on extension. Cross-campus registration concerns for rare or large courses remain, and since educational quality is a Senate concern, a lack of Shared Governance here is odd. A comprehensive online teaching strategy is needed, and assessment of current efforts after COVID seems wise.
 - Analyst Feer will draft a response for electronic approval.

➤ Assign lead reviewers

- Presidential Policy on UC Research Data and Tangible Research Materials
 - UCSB Representative Parks and Vice Chair Hollenbach will serve as lead reviewers.

VI. Consultation with Academic Senate Leadership

Mary Gauvain, Academic Council Chair

Robert Horwitz, Academic Council Vice Chair

- Presidential Authority to Cut Faculty Salaries: *Note*: Discussion occurred in executive session; no notes were taken.
- Rebenching: New interest among some Regents in the topic will be addressed by CFO Brostrom soon. Pooling resources, such as non-resident supplemental tuition, has been proposed again.
- Reopening: Members are encouraged to keep reporting concerns so that the Senate can lead. Morale issues have caught administration attention. Members are also encouraged to submit ideas for additional faculty support. Remote instruction policies must be finalized soon. Vaccine policies must be clear, too.
- Systemwide Human Resources: Some leadership searches are in progress. Reorganization proposals are expected for Senate comment.
- Budget: Higher than expected tax revenue may lead to more 1-time funds for UC. Concerns about line-items remain, and many legislative proposals carry UC education delivery impacts.

VII. Report: UCFW Health Care Task Force

Lisa Ikemoto, HCTF Chair

1. HCTF of January 22, 2021

- Open Enrollment Outcomes: No significant changes in enrollment patterns were reported.
- Retiree Benefits: A comprehensive strategy is needed, not more haphazard actions.
- Health Sciences Compensation Plan: A preliminary discussion of obstacles in the HSCP was held, and a working group will be empaneled.

2. UC Health Affiliations and Comprehensive Access

Newly proposed legislation in Sacramento would support the Academic Senate position. Greater transparency with UC Health overall is needed. Most seem to cast this as a choice between business concerns and value propositions. The President has framed the issue as expanding access to UC quality care to all populations, not as a cost consideration. Seismic retrofitting requirements prevent UC acquisition of many existing hospital networks, leaving affiliations as one option. Clarifying negative impacts to recruitment, training, and delivery of

care could influence future discussions at many levels. Ideas for better ways to expand access to UC care can be found.

- Members will review the Non-Discrimination in Health Care Task Force report from 2017 and submit electronic votes of whether to resupport it.

VIII. UCFW Items

1. COVID Impacts to Advancement

Cooperation with local CAPs is encouraged, but can be difficult as allegations of “undue influence” may be raised. Wide circulation of the UCFW impacts memo should have already occurred. Junior faculty may need support or encouragement to request leave or other accommodations. Teaching relief is a local funding issue, and not all deans and chairs agree on how or when to transfer duties. Additional guidance for CAPs and candidates regarding file preparation and review is forthcoming.

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

Susan Carlson, Vice Provost

1. COVID Impacts to Advancement

VP Carlson reported changes to the COVID advancement data model to better measure impacts. Members are encouraged to submit additional metrics, if identified. Additional ethnographic and comparator data would help the model.

UCOP continues to prepare a response to the Academic Council memo advancing UCFW’s concerns for COVID mitigation strategies for faculty. Short-term and long-term resources will be needed.

X. Further Discussion and New Business

None.

Adjournment: 3:40 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

David Brownstone, TFIR Chair

Lisa Ikemoto, HCTF Chair

Harry Powell, CUCEA Chair

Henning Bohn, UCRS Advisory Board Representative