



**UNIVERSITY
OF CALIFORNIA Academic
Senate**

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

February 14, 2025

Attendance: Juan Pablo Pardo Guerra, Chair (UCSD); Karen Bales, Vice Chair (UCD); J. Keith Gilles, UCB Alternate; Janet Foley, UCD; Ben Lourie, UCI; Jayson Beaster Jones, UCM; Salman Asif, UCR; Amy Adler, UCSD; Cat Mosti, UCSF Alternate; Laurie Freeman, UCSB; Yat Li, UCSC; Vickie Mays, HCTF Chair (UCLA); Jill Hollenbach, TFIR Chair (UCSF); David Kleinfeld, UCRS Advisory Board Faculty Representative (UCSD); Zoran Nenadic, UCRS Advisory Board Faculty Representative (UCI); Joel Dimsdale, CUCEA Chair (UCSD)

I. Consultation with Academic Senate Leadership

Steve Cheung, Academic Council Chair

Ahmet Palazoglu, Academic Council Vice Chair

A. Academic Council and Academic Assembly

- The Provost-led assessment of faculty discipline procedures governed by APM 015 and 016 found that no changes were needed to the policy regarding Privilege and Tenure committees' responsiveness and timeliness. Nevertheless, some Regents still have questions about the process since it involves faculty self-governance. A presentation in May will describe different models.
- The current budget outlook is not favorable for the University. A cut to the core budget is expected, but remediation expenses to the physical plant cannot be deferred. The long term future of the budget compact is in jeopardy.
- Changes to federal funding practices and other areas are being monitored closely and a coordinated response is being developed. Contingencies should be considered.
- Other topics: 1) The new information security plan requires clarification of scope and terms. 2) Some assert that implementing faculty salary changes on October 1, rather than July 1, disadvantages faculty because delayed slip adjustment causes compounding losses. 3) The volatility in the health plan premiums requires greater communications from human resources. 4) Funding for the Mortgage Origination Program has been augmented on a one-time basis. 5) The Davis division is still conducting a vote of no

confidence in President Drake. 6) UCSF has drafted two memorials for systemwide review. One would extend Senate membership to clinical faculty of 50% or more time, and the other would extend Senate membership to adjunct professors in the medical centers. 7) Several leadership searches remain in progress: a) for the President, b) for the Santa Barbara chancellor, and 3) for the Riverside chancellor. 8) Merced was granted R-1 status!

B. Systemwide Academic Calendar

The workgroup's report, which will contain only an analysis not recommendations, is expected to go for systemwide review next month. A Special Assembly meeting will be scheduled, as well.

Members noted that as much background and source materials as possible should be shared with the report because faculty workload is not just a cost assessment. There are many concerns about the impacts to morale of such a change. The poor budget situation may preclude any major changes such as this would be.

C. Benefits Survey and Total Remuneration Study

Members have concerns about how the benefits survey will be designed. Chair Cheung noted that there are three Senate advisors on the study design team and they will share as per the guidelines of the process.

II. **Chair's Announcements**

Juan Pablo Pardo Guerra, UCFW Chair

A. Receiving updates from assigned representatives

There are three Senate faculty on the benefits survey design team, and four on the total remuneration study advisory group. Most of the work on the benefits study design is complete and the Senate representatives hope to help with the analysis, too. The total remuneration group met for the first time yesterday, and UCFW can expect regular updates. The study may vary from previous versions due to pension and health care changes enacted since the last study was conducted.

B. Ex Officio representatives

- CUCEA representation on HCTF and TFIR has been proposed to formalize informal relationships, and the task forces will discuss the idea.
- Greater reciprocity between UCFW and UCPB could help internal communications.

C. UCFW leadership to divisional councils

To increase awareness of faculty welfare issues at the campuses, the UCFW chair could present a 15-20 minute summary of systemwide issues to divisional executive councils. Members noted such presentations would help ensure consistent messaging.

D. UCSF memorials

The review package should include statements for and statements in opposition. Some have suggested that Cooperative Extension Specialists deserve similar consideration.

III. TFIR Update

Juan Pablo Pardo Guerra, UCFW Chair

MOP was discussed as above as well as what contingency planning could bolster the program's funds in the long term.

Members have concerns that changes to federal funding practices could negatively impact pension contributions and suggested that discretionary funding be used to keep the plan and its members held harmless during this time of disruption.

IV. HCTF Update

Vickie Mays, HCTF Chair

- As noted, the Academic Assembly considered health plan premium increases, and HCTF reviewed the Human Resources presentation. Greater cooperation like this with HR will hold both groups in good stead. HCTF is also working with HR to determine how data from the benefits survey will be used vis-a-vis future health plan design and rate changes. Market volatility and legal requirements make plan design a challenge. Greater data on the rate of cross-subsidization between pay bands and plan rates is still needed.

Members noted that Institutional Research may be able to better survey faculty given access to faculty experts. In-house costs would likely be lower, too.

- HCTF will meet with systemwide Procurement in hopes of securing participation in relevant RFPs earlier in the process.

The CUCEA chair asked for a memo to the Council to request more expertise and training for the staff of the Retirement Assistance Service Center.

V. Consultation with the Office of the President – Chief Financial Officer Division

Cain Diaz, Associate Vice President, Budget

AVP Diaz presented slides shared with the Regents in November 2024 that summarize the budget development process and the University's current year budget allocations. AVP Diaz also directed UCFW to the Regents website for video of the presentation and to the UC Information Center online. State funds represent less than half of core revenues, and funds per student have decreased again due to steep enrollment increases. Unfunded students are concern for at least two campuses. The now funds students equally across campuses, but some trade-offs may be needed given external circumstances.

The governor's January budget proposal saw cuts to the University given lower state revenues than projected. Deferrals to anticipated funds and off-sets to others were part of the package. Capital projects were not included in this part of the budget.

Members had questions about indirect cost recovery practices in the current environment, noting that direct costs are not-fungible. AVP Diaz indicated that indirect costs do not go through UCOP since funds generated on a campus stay on the campus.

VI. Campus Updates

Members were asked to report on campus climate, research, and budget issues.

SD- 1) The Senate is seeking greater budget transparency regarding line items in the campus budget, among other issues. Anticipated funding cuts are of great concern. 2) The federal assault on transgender individuals is harming colleagues and students. The debate between shows of support versus attracting further unwanted attention continues.

B- The campus faculty association asked faculty welfare to support an independent survey of the campus on various issues, one topic area per month. The poll is not limited to Senate faculty, and Senate faculty would not be involved in its governance. Faculty welfare declined the request.

D- Many on the campus was to see a stronger public commitment to undocumented members of the UC community and to work against climate change.

Members noted that a budget is a statement of values and that development campaigns should address these and related issues.

VII. Consultation with the Office of the President – Office of Graduate, Undergraduate, and Equity Affairs

Cynthia Davalos, Associate Vice President

A. Support Services for Undocumented Students

AVP Davalos noted relevant state laws, such as SB54 The California Values Act and AB21 Public Postsecondary Education Access to Higher Education for Every Student. UCIMM remains a good resource for students, faculty, and staff. The likelihood of on campus law enforcement raids is unknown at present. Students who return home have so far not yet encountered difficulty returning to the US. The University is considering various rapid notification options, and an internal toolkit will be shared after the meeting.

VIII. Systemwide Review items

- Proposed Presidential Policy on the Use of Animals in Research, Teaching, and Testing
 - The committee elected not to opine on this item.
- Proposed Presidential Policy on the Dual Use Research of Concern and Pathogens with Enhanced Pandemic Potential
 - UCD Representative Foley will serve as lead reviewer.
- Proposed Revisions to APM 675 (Veterinary Medicine Salary Administration)
 - The committee elected not to opine on this item.
- Proposed Revisions to APM 036 (Employment)

- Lead Reviewer UCR Representative Asif recommended inviting Systemwide Academic Personnel to present the item in greater detail since the proposed changes are complex and guidelines are still forthcoming.
- Proposed Revisions to Senate Bylaw 170 (University Committee on Educational Policy) and Rescission of Senate Bylaw 192 (University Committee on Preparatory Education)
 - The committee elected not to opine on this item.

IX. Further Discussion and New Business

Members are interested in adding consultation with Institutional Research to the agenda, as well as an assessment of child care options, Career Tracks competitiveness, and consideration of diversity related goals with other Senate committees.

Adjournment 3:30pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Juan Pablo Parda Guerra, UCFW Chair