

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

February 14, 2020

I. Chair's Announcements

- Jean-Daniel Saphores, UCFW Chair

1. Agenda Overview

Chair Saphores provided an overview of the key topics to be covered today.

2. Minutes from January 10, 2020

The minutes are still pending.

II. Consultation with Academic Senate Leadership

- Kum-Kum Bhavnani, Academic Council Chair
- Mary Gauvain, Academic Council Vice Chair

Chair Bhavnani provided updates to the committee on several important topics:

- A new task force to investigate Conflict of Commitment in the health sciences is being formed in response to reports of undeclared consultant fees by some clinicians. Two Senate faculty are on the task force.
- The future of DACA students, depending on the findings of the Supreme Court of the United States, is unclear. UCOP has begun contingency planning should non-traditional paths toward degree completion be necessary. A related concern focuses on impacts to staff.
- The Chair's Report of the Working Group on Comprehensive Access (WGCA) is out for review. Members noted that several campuses had already begun discussing the report and the appended responses from other WGCA members and UC Legal. A lack of transparency during the process, and a lack of data, are contributing to a lack of trust in many administrators.
- The Standardized Testing Task Force report is out for review.
- Last year, the Academic Council issued a statement decrying the racialization of foreign influence in research. The xenophobic trends have not abated, and Council is considering a stronger statement.
- Graduate Students at Santa Cruz have begun a "wildcat" strike (unsanctioned by the union) to draw attention to food and housing insecurity. There were 17 arrests recently, and many have voiced serious concern of the strong police presence now at the entrance to the campus. The Senate is considering how best to respond, and the Council will meet to discuss this issue next week.
- The search for a new UC president continues. The Senate's Academic Advisory Committee (AAC) has raised concerns about a lack of Shared Governance in the process so far and going forward. The AAC will meet with the Regents Special Committee in early March.
- The state is about to launch its audit of UC admissions, following two rounds of internal audit by the Office of Ethics, Compliance, and Audit Services (ECAS) which resulted in scores of

recommendations to improve record-keeping, transparency, and reporting. Revised guidelines for Admission by Exception are being developed by the Senate's Board of Admissions and Relations with Schools (BOARS).

- A General Obligation (GO) bond will be on the March 3, 2020, ballot. If passed, UC stands to receive \$2B for seismic retrofitting and other capital improvements. The internal UC allocations have already been determined, but without Senate input.
- The Merced chancellor search is moving quickly.
- The Academic Assembly acted to delay full implementation of the recommendation to increase the area D (science) admission requirement for freshman from two courses with a third recommended to three courses, pending the state's ability to ensure each high school actually offers three qualifying science classes.
- An online degree task force has been empaneled and has just begun working.
- A task force on increasing faculty diversity has also been empaneled. That UC campuses compete with each other for relevant grants is one topic to assess.
- A task force to help identify a charge for an upcoming larger effort to address Climate Change has been formed. Candidates for the next body are sought.

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

- Susan Carlson, Vice Provost
- Pamela Peterson, Executive Director
- Gregory Sykes, Policy and Compensation Data Analyst

1. Faculty Salaries Market Proposal

a. Assessment of Comparator 8 Data

UCOP still uses the California Postsecondary Education Commission (CPEC) methodology to assess Comparator 8 compensation data. That methodology was designed to tell the legislature how much to increase the faculty salary budget by each year, based on projections of the weighted average of all ranks. Elite private universities are UC's main faculty poachers. Because they are also not known for transparency, sometimes data are incomplete and UCOP relies on trend data.

Data for health sciences comparator faculty is even more difficult to obtain, and the Health Sciences Compensation Plan's (HSCP) X, Y, and Z factors are not common across other institutions, making comparisons even more difficult. The Health Care Task Force will study this aspect of compensation more closely.

b. Principles behind the scales

Members agreed that the scales should be:

- Transparent and consistent;
- Flexible according to discipline; and
- Set to market, lest they become irrelevant.

Additional considerations include geographical variations in the cost of housing, and that those with off-scales may focus on preserving the salary differential with their colleagues instead of the goal of adjusting UC salaries to market. How much the scales should change over time to catch up is another outstanding question.

2. Use of Diversity, Equity, and Inclusion (DEI) Statements in Recruitment

- With Allison Woodall, UC Legal
- With Liz Yap, UC Legal
- With Abigail Thompson, UC Davis Mathematics

The press has reported that candidates for faculty positions at Berkeley were eliminated in a pre-review based uniquely on diversity, equity, and inclusion (DEI). While additional guidance from the campus provost is forthcoming, many are concerned that 1) the use of these statements is not consistent with policy (specifically with APM 210-1-d), and 2), even if so, it sends a chilling effect to potential applicants that could cause self-deselection and/or the perception of a “diversity hire” rather than an academically merited hiring.

A similar situation was reported at Davis. Nonetheless, use of DEIs remains inconsistent at present as not all departments are piloting them, and those that are have not shared their evaluation rubrics. The Davis faculty are expected to take a vote soon on whether DEIs should be mandatory.

The committee discussed whether Diversity should become a fourth category for faculty evaluation, along with teaching, research, and service. The committee also discussed how guidelines could be phrased to ensure that a factor could be weighted, but not presented in a binary fashion. Members noted different ways DEI statements could be used: as complements to research, teaching, and service statements; or alongside all the other pieces of a candidate’s file, rather than as a preliminary screening tool. Others noted that many younger faculty applicants may not have had the opportunity to develop a track record in this area, especially if they are not from the US. Members agree that a diverse faculty leads to better educational outcomes and better morale, but use of DEIs in this manner seems unlikely to solve the problem of systemic exclusion from the academy.

The Regents have set UC the goal of matching state demographics, and the state is supporting such efforts with micro-grants. The Academic Council opined last year on the use of DEIs, but policy and practice have not aligned, and many faculty do not agree with the document released by the administration following the Academic Council statement.

UCFW will return to this topic at its next meeting.

IV. Systemwide Review Items

1. Proposed revisions to APM 120 related to Emerita/Emeritus titles

Action: The draft response was approved as noticed.

2. Report of the Academic Council’s Standardized Testing Task Force

Action: Representatives Chew, Hsiai, Peterson and Kane will serve as lead reviewers.

3. BOARS Recommendation to Eliminate ACT Writing and SAT Essay Requirement

Action: Representatives Chew, Hsiai, Peterson and Kane will serve as lead reviewers.

4. Working Group on Comprehensive Access Chair’s Report of Findings and Recommendations, with Responses from Working Group Members and UC Legal

Note: See also Item II above.

Action: The committee unanimously endorsed the HCTF memo. Analyst Feer will draft a cover memo to the Council for electronic approval.

5. UC Washington Center Review

Action: The committee elected not to opine on this item.

6. Proposed Revisions to APM240 (Deans) and APM 246 (Faculty administrators)

Action: The draft response was approved as noticed.

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

- David Brownstone, TFIR Chair

1. TFIR of January 27, 2020

Chair Brownstone reported on the recent TFIR discussion on divesting the pension fund from fossil fuel companies, as has been done with the endowment. While the transaction cost of divestment is small, there is no guarantee that new investments will out-perform the status quo portfolio. Nonetheless, some note the importance of symbolic steps to support moral positions, and some companies might change their behavior if enough stockholders divest. Because some of UC's holdings are managed externally, ensuring compliance with divestment directives could be difficult.

2. Qualified Longevity Annuity Contracts (QLACs)

The Office of the Chief Investment Officer (OCIO) has asked for TFIR and UCFW's support for a new product to be added to the retirement portfolio. Qualified Longevity Annuity Contracts (QLACs) would offer additional financial security in retirement for the segment of UC employees that expects to live into their 80s and whose pension income is capped by PEPPRA. QLACs must be fully funded by age 62, and drawdowns cannot begin until age 78. At current rates, a QLAC annuitant who purchased the maximum allowable amount (\$135,000) could expect around \$1700/month in additional income. QLACs are exempt from the minimum required distribution (MRD) rule, but payouts are taxed at the time of drawdown. Fiat Lux may underwrite the risk that the insurance companies selling the QLACs go bankrupt. Only UC as an institution of higher education is large enough to offer this benefit, as the group rate requires at least 100K employees in the pool. Communications will be essential, and TFIR has conditioned their support upon review of educational materials developed for the program. This change would need to be approved by the Regents, too.

Action: The committee unanimously adopted the TFIR position. Analyst Feer will draft a cover memo to the Academic Council for electronic approval.

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

- Mark Peterson, HCTF Chair

1. HCTF Meeting of January 24, 2020

Chair Peterson reported on several items of interest to the committee:

- Personnel issues in the human resources office have led to confusion and concern about management practices.
- Some in UC want to expand the UC medical center profile, seeking to replace Kaiser in the market.
- HCTF continues to monitor implementation of the new Medicare plan.
- Concerns about access to mental health providers continue. The provider cost and the insurance company's reimbursement caps are not aligned, especially in urban areas. Tracking use of out-of-network providers is challenging since many do not submit claims since they pay out-of-pocket.

- Concern about the development and roll-out of the new Aflac-plan during last fall's open enrollment have been addressed with human resources. Work flow and communications improvements are being discussed.
 - Changes for the prescription formulary seem to have gone smoothly so far.
2. Health Sciences Compensation Plan
HCTF is working with Academic Personnel and Programs as well as UC Health to identify what metrics UC currently tracks for HSCP faculty, what additional metrics are needed, and how HSCP is administered at each medical center.

VII. Child Care

Chair Saphores thanked members for uploading their local child care access data to the UCFW Box.

Action: A statement calling for greater access to affordable child care close to campus will be developed for electronic approval and then sent to the Academic Council for endorsement.

VIII. Climate Change

1. Divestment
UCFW members agreed to develop a statement calling for the pension fund to be divested of fossil fuel holdings. Transparency and timing remain obstacles.
Action: UCFW unanimously approved the developed statement for transmittal to Academic Council for endorsement.
2. UCSD Climate Task Force
This task force issued its recommendations to the campus community. There are 35 specific actions, and local personnel will press the administration for action.
Members have solicited feedback from campus sustainability officers to a series of questions designed to illustrate campus commitment to action. The survey will be collated, and the results shared.
UCFW will liaise with UCORP and UCEP, among other Senate committees, do develop a unified, multi-pronged plan for action.

IX. Campus Updates

Note: Item not addressed.

Adjournment at 3:55 p.m.

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
Moradewun Adejunmobi, UCD
Ken Chew, UCI
Tzung Hsiai, UCLA
Jayson Beaster-Jones, UCM
Abhi Ghosh, UCR
Adam Aron, UCSD via Zoom
Jill Hollenbach, UCSF
Cynthia Skenazi, UCSB viz Zoom
Nico Orlandi, UCSC Alternate
Mark Peterson, HCTF Chair
David Brownstone, TFIR Chair
Caroline Kane, CUCEA Chair