

University Committee on Faculty Welfare

Minutes of Meeting

January 12, 2024

**I. Chair's Announcements**

*John Heraty, UCFW Chair*

- A recent conference at UCSD focused on the Professor of Teaching series that will be discussed in the next item. Integration into departments varies widely by campus and department. The proposed amendments to Senate Bylaw 55 would give all such professors full departmental voting rights, but some have raised concerns about teaching faculty reviewing research faculty files. The status quo allows departments to opt to grant voting rights.

**II. UCFW Business**

1. Campus Updates:

Los Angeles: Access to and the affordability of on-campus elementary and secondary schools is limited as the cost is now ~\$40,000/year. A formal report was sent to the administration, but the response was disappointing as the administration does not view the issue as being with the faculty welfare bailiwick as it has no role in retention or recruitment. A meeting with the provost has been scheduled. The local committee was also told they had no role in the Geffen school since governance had been given the school of education – absent Senate consultation. Several members echoed both the housing and shared governance concerns, adding childcare access to the list. Junior faculty and faculty from underrepresented groups are especially impacted.

2. Systemwide Review Items

a. Revised Presidential Policy BFB-BUS-46 Use of Vehicles and Drive Authorization

Members noted that faculty should be considered infrequent drivers, not occupational drivers, in most instances. Defining frequent in this context could be difficult. The inclusion of any vehicle in the policy, not just fleet vehicles, seems odd to many.

UCFW will continue discussion of this item next month.

b. Proposed Revisions to Academic Personnel Manual (APM) Section 285 (Lecturers with Security of Employment)

The committee elected not to opine on this item.

**III. Consultation with Academic Senate Leadership**

*James Steintrager, Academic Council Chair*

*Steven Cheung, Academic Council Vice Chair*

1. Presidential Task Force on Instructional Modalities

How to ensure UC academic quality in online courses and degrees is at issue. Vice Chair Cheung will co-chair the group, which is expected to convene later this month. Enumerating quality indicators, considering an equivalent to the “campus experience” proposed in Senate Regulation 630.E, and the governance of UC Online are all topics for consideration.

2. RFP Update

The Senate has asked for consultation on the project to be early and often. Human Resources has agreed to ask for respondents to follow the 2014 total remuneration methodology, which includes maintaining the Comparison 8 and providing individual campus reports.

**IV. Report: UCFW Task Force on Investment and Retirement**

*Jill Hollenbach, TFIR Chair*

1. UCRP Default

TFIR received turnover data from HR’s actuarial services unit that indicates that up to 75% of new hires would benefit from defaulting into Savings Choice rather than Pension Choice. Changing the default would not meaningfully impact the funding ratio since future obligations would not be incurred.

2. RASC Retirement Counselors

Training is in progress and modules are being reviewed.

**V. Report: UCFW Health Care Task Force**

*Michael Ong, HCTF Chair*

1. Recalled Retirees

What enterprise guidance should be issued remains unclear. Whether retroactive penalties could be incurred is under investigation.

2. Insurance Negotiations

There is currently still no agreement between UC and Anthem, but if you have a UC plan, you will still be able to access health care. This type of brinkmanship is unfortunately fairly commonly encountered.

3. Delta Dental

The UCLA department of dentistry is also likely to leave the provider network due to low reimbursement rates.

**VI. Consultation with the Office of the President – Human Resources**

*Cheryl Lloyd, Vice President*

*Jay Henderson, Associate Vice President for Total Rewards*

1. RFP

The RFP has been posted, and a few responses have already been received. The RFP has four prongs, and while one goal is to respond to current needs, long-term concerns must also be considered. A second step in the RFP process will allow for refinement of instruments prior to contract finalization. Turnover and

current benefits are the current needs to be assessed, and the engagement survey has some urgency but the exit survey less so. Satisfaction of Via Benefits administration of out-of-state retiree health care will also be included.

Members agreed that long-term considerations should be a factor, and noted the proposal for a panel study for benefits. A comprehensive assessment that includes housing access, retirement readiness, and life changes over time is needed to inform UC policy.

Members also noted the need for a remuneration study for health sciences faculty and an overdue review of the Health Sciences Compensation Plan.

2. Delta Dental Access

Delta continues to meet its SLA regarding the percent of providers available statewide. Bay Area challenges have been noted, but retirements and insurance independence among providers are national trends. There are only four eligible insurers in California, and any network change would likely carry significant disruption. Members noted that better communication to employees is needed.

3. Delta Dental Data Breach

Guidance memos have been sent to the campus benefit coordinators, and impacted individuals will receive direct notice and an opt-in choice for 2 years of identity theft protection. Notification protocols slow the process. Members inquired if identity theft protection could be added to the standard suite of benefits offered, and VP Lloyd indicated that President Drake had already requested that such be costed out.

4. Recalled Retirees

Enterprise response strategies continue to be explored. Breaks in research and particularly patient care continuity are known variables.

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

*Doug Haynes, Vice Provost*

*Amy K. Lee, Associate Vice Provost*

1. COACHE Exit Survey

VP Haynes presented an overview of the preliminary results of last years administration. How best to aggregate data is still under discussion, as are how to employ “cross-tab” options. Whether UC should seek to collect supplemental data and how to do so may also be considered.

2. Academic Labor Issues

- SB 616 requires all employers in the state to offer paid sick leave to all employees, including part-time employees, by the end of the calendar year. Pay stubs must show sick leave accruals and the amount used. Compliance is a significant change for faculty who have not previously accrued sick leave. Members noted how difficult this will be to implement for faculty, some with 9-month appointments and some with 11-month appointments. How summer salary will be calculated in to be determined. Clear guidance and well-tested software will be needed.

- SB 525 would require something akin to effort reporting for certain health science fields in order to achieve an increase in their exempt salary thresholds.
- SB 791 would expand the legal requirement for new hires to attest they have had no sexual assault finding against them in the previous seven years to all employees, including students and international hires.
- AB 810 would expand the reference check for new faculty to all hires, including student employees and international hires.

### **VIII. New Business and Further Discussion**

1. Future consideration should be given to academic staffing budgets, particularly for TAs and Unit 18 lecturers. Local budget transparency is a concern at several locations, and some have formed task forces to investigate.

Adjournment: 3:30 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: John Heraty, UCFW Chair

#### Attendance:

John Heraty, Chair

Juan Pablo Pardo Guerra, Vice Chair

Nancy Wallace, UCB

Karen Bales, UCD

Lisa Naugle, UCI

Carla Janzen, UCSF

Jayson Beaster Jones, UCM

Abhijit Ghosh, UCR

Wendy Matsumura, UCSD

Megha Parekh, UCSF Alternate

John W. I. Lee, UCSB

Alexander Sher, UCSC

Michael Ong, HCTF Chair

Jill Hollenbach, TFIR Chair

David Kleinfeld, UCRS Advisory Board Faculty Representative

Joel Dimsdale, CUCEA Alternate