

University Committee on Faculty Welfare

Minutes of Meeting

January 13, 2023

I. Consultation with Academic Senate Leadership

Susan Cochran, Academic Council Chair

James Steintrager, Academic Council Vice Chair

- Impacts of the recent strike were considered. Workplace and classroom morale have been impacted. More frequent and more accurate communications are needed across the board in the area. Attestation forms will soon be issued, and pay adjustments may be incurred. Tuition and fees are not considered wages, but student FTE rates must be considered. Faculty stepped up again, but the reward and recognition are not commensurate. Cascade impacts to productivity should be monitored, too.
- A new systemwide provost, Katherine Newman, started on Monday.
- A recent report from the state's Legislative Analyst Office suggests UC's capital needs are not as great as projected because of the coming growth in online course delivery. The report reflects several fundamental misunderstandings of current higher education. How to better inform the LAO is under discussion.
- The governor's proposed budget reflects decreased tax revenue. The 5% multi-year compact increase was included, but deferred maintenance and one-time funds were omitted or "small batched."

II. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. TFIR of November 28, 2022
 - In furtherance of the call to change the pension default choice, additional data on separations and length of employment have been requested from UCOP. The President has not yet decided whether to advance the request to the Regents.
 - TFIR calls for a new total remuneration study as well as a comprehensive benefits survey. The total remuneration study needed to complement the in-process UCRP Experience Study. Total remuneration data are relevant to pension contribution rates, especially. A comprehensive benefits study may never have been conducted by UC, and faculty expertise should be leveraged at all stages of the process.

- UCFW will call on the Academic Council to support both projects.
- The last Congress passed legislation called “Secure 2.0”. The exact implications are still unknown, but it includes provisions that may allow the redirection of pension contributions to student loan debt. The addition of Roth accounts to the UCRP suite also seems timely.

III. Report: UCFW Health Care Task Force

Michal Ong, HCTF Chair

1. HCTF of December 16, 2022
 - UC Health EVP Byington has announced her intention to step down at the end of June. A national search is expected, and Senate representation on the search committee is also expected.
 - Public service obligations are being cast in conflict with the expectations of affiliations with medical providers with certain policy-based restrictions. Many semantic issues are still in dispute, but the joint Senate-administration Joint Clinical Advisory Committee is working on the question.
 - An RFP for the HealthNet insurance contract has been deferred. Further work on infertility benefits is expected, too.
 - A cost benefit to a Virtual First product could not be demonstrated, so it was not adopted.
 - Concierge service for UC Care has launched. HCTF will monitor the program closely.
 - Concerns about providers leaving the Delta Dental network have been received. Provider participation data shows no overall shift in the number of providers, although participating providers do change. Better alternatives to Delta are uncommon.

IV. Consultation with the Office of the President – Chief Operating Officer, Office of Systemwide Safety

Jody Stiger, Director

Mr. Stiger stated his intention to establish a systemwide safety advisory board once his office is fully staffed and functioning. He has been visiting the campuses to observe local conditions and practices. Meetings with the campus chiefs and responsible executives suggest each campus is on the correct path, but better communications are needed. Most audiences are supportive of current efforts once aware of them. UC remains committed to reimagining policing, where others seem to have lost momentum. Further revisions to the “Gold Book” will occur, and a call for volunteers will be sent. Previous Senate comments on the “Gold Book” are on file. On-going training and reviews are needed for all safety personnel. Meetings with the most critical groups are being planned.

Members noted that although many campus safety personnel are campus alumni, they often have long commute times.

V. UCFW Business

1. Consent Calendar – Draft Minutes of November 11, 2022

- The minutes were approved as noticed.

2. Chair's Updates

- More discussion of the impacts of the recent strike occurred, largely focusing on the zero-sum funding situation and tough choices that will have to be made as a result.
- The University Committee on Planning and Budget has asked UCFW to support a memo to Council calling for changes to faculty salary administration. First, to resume implementing faculty salary increases on July 1, and second, to standardize implementation of off-scale salaries across the campuses. Differential implementation leads to equity issues and can complicate retirement and pension preparations. The scales must be strengthened.

3. Campus Updates

- UCSF: 1) Individual well-being is being considered opposite FTE. Many work 60+ hours a week, but are only counted as a single FTE, whereas represented colleagues only work 40 hours to be counted as a full FTE. 2) Concerns about debt capacity in the health systems are increasing.
- UCD: 1) People are encouraged to use their vacation time, not just to bank it while doing research, etc. 2) Strike discussions have noted generational differences in perspectives and work-life balance issues for faculty. Some suggest faculty woes are partially self-inflicted.

VI. Systemwide Review Items

➤ Determine committee position

- Presidential Policy on Vaccination Programs

UCD Representative Foley, Lead Reviewer

This policy combines previously stand-alone policies, but the enforcement concerns from the current policies remain. The flu shot deadline should be earlier in the fall. Greater flexibility may be needed for international students and scholars. That boosters can be opted-out of concerns many, and some think mandatory boosters are needed. Some doubt the scientific efficacy of boosters preventing transmission, not just mitigating symptoms. Other public safety policies are not optional. Voluntary reporting exacerbates enforcement challenges.

How long-COVID should be handled also needs to be addressed.

- Analyst Feer will draft a memo calling for mandatory boosters of the most recent complete series available.

- Proposed Revisions to Presidential Policy on Sustainable Practices

UCSD Representative Pardo-Guerra, Lead Reviewer

The proposed revisions reflect current public standards, which is to say, they reflect a perspective from five years ago and do not place UC in a leadership position in the critical area. The proposal also seems to ignore the local realities of campus locations, such as a lack of public transit.

Many oppose “off-sets” as being ineffective. Replacing HVAC systems would improve efficiency and save money, even if full deferred maintenance cannot be afforded at

present. Faculty leaders in this area have not been included. A cost analysis is also needed.

- Analyst Feer will draft a memo of transmittal calling for bolder leadership.

VII. New Business and Further Discussion

None.

Adjournment 3:30 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Terry Dalton, UCFW Chair

Attendance:

Terry Dalton, UCFW Chair

John Heraty, UCFW Vice Chair

Nancy Wallace, UCB

Janet Foley, UCD

Ken Murphy, UCI Alternate

Philip Bonacich, UCLA

Robert Clare, UCR

Juan Pablo Pardo-Guerra, UCSD

Elizabeth Rogers, UCSF

Subhash Suri, UCSB

Alexander Sher, UCSC

David Brownstone, TFIR Chair

Michael Ong, HCTF Chair

Jo Anne Boorkman, CUCEA Chair

Henning Bohn, UCRS Advisory Board Faculty Representative

Terry Hendershott, UCRS Advisory Board Faculty Representative