

University Committee on Faculty Welfare

Minutes of Meeting

January 15, 2021

**I. Announcements**

*Shelley Halpain, UCFW Chair*

- The Academic Council endorsed a memo in support of budget stability for the California Digital Library.
- Chair Halpain joined the University Committee on Affirmative Action, Diversity, and Equity for their discussions of COVID impacts to faculty and of salary equity concerns.

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

*Susan Carlson, Vice Provost*

**1. COVID Impacts to Advancement**

VP Carlson noted that the Senate memo regarding COVID mitigation steps has been useful in facilitating many discussions around the Office of the President, but several issues remain unresolved. Campus actions vary due to budget liquidity, so calls for joint action systemwide and locally are welcome. Achievement Relative to Opportunity (ARO) is a new concept to UCOP, but it holds many promising ideas. A more consistent definition of excellence would help in academic reviews.

Members noted that unfunded mandates regarding teaching obligations are a concern, especially for those with dependent care responsibilities. Dependent care is still stigmatized with many groups, but UC has an opportunity to change that paradigm. Members are also concerned about the use of COVID impact statements and privacy implications. Many suggest that COVID impacts should be assumed and advocate a more humane approach. Bridge funding and other special programs all carry resource obligations. One approach may be broader use of the Advancing Faculty Diversity program; a new RFP is forthcoming. New federal funds may become available, too. Finally, members noted that morale and retention will require dedicated attention and action.

**III. Consultation with Academic Senate Leadership**

*Mary Gauvain, Academic Council Chair*

*Robert Horwitz, Academic Council Vice Chair*

- COVID Impacts to Faculty: The cost of mitigation is concern at all levels, and how to free up funds is being investigated.
- January Regents: The Feasibility Study will be discussed and next steps determined.
- Systemwide Human Resources: A comprehensive re-organization has been proposed.
- Systemwide Safety Symposia: Two web-based events will be held this spring, one for invited participants and one for the general public. Senate representatives are being determined.
- Vaccination Requirements: How UC should respond to individuals who refuse vaccination is still under discussion. A final policy is being drafted, but additional information and clear communications are also necessary. County health departments also have a role to play, and many logistical concerns are unspecified. Members noted that town halls and transparency have been helpful at several campuses.
- Global Climate Leadership Council: Shovel-ready projects are being touted, but more long-term strategies are needed. Mental health impacts from the climate crisis are unknown.
- Non-Senate Faculty: Morale among non-Senate clinicians requires attention and action.

#### **IV. Systemwide Review Items**

##### ➤ Approve draft responses:

- Proposed Revisions to Leave-Related Policies of the 700 Series of the Academic Personnel Manual (APM)  
Members suggested increasing the childbearing/child rearing leave to 12 weeks and bereavement leave to 7 days. Members agreed that UC was not being a leader in this area, but these changes are moves in the right direction.  
➤ Analyst Feer will revise the draft for electronic approval.
- Proposed Revisions to Senate Bylaw 336.F.8 (Evidentiary Standard)  
Members noted that the promulgation process and effective date remain unclear.  
➤ Analyst Feer will revise the draft for electronic approval.

##### ➤ Assign lead reviewers:

- Proposed Revisions to Presidential Policy: Business and Finance Bulletin, IS-12: IT Recovery  
➤ UCD Representative Filkov and UCSF Representative Hampson will serve as lead reviewers.
- Innovative learning Technology Initiative (ILTI) Review with Update  
➤ UCB Representative Odean and UCSD Representative Sinha will serve as lead reviewers.
- Presidential Policy on UC Research Data and Tangible Research Materials  
➤ Item deferred.

##### ➤ Determine committee position:

- Academic Planning Council Faculty Salary Scales Task Force Report and Recommendations  
*Chair Halpain, UCB Representative Odean, and UCSC Representative Orlandi, Lead Reviewers*

The scales need to be brought into alignment with the market, but many disagree with reducing/eliminating off-scales as part of the process. Greater transparency is needed, and campuses should monitor their own deans. Processes at some locations need to change, not policies. Many are concerned about the unofficial practice of soliciting outside offers as a negotiation tactic.

Members speculated about adding COLA-like calculations or geographic allowances for housing markets. Others noted that inversion and compression remain significant issues. Most agreed that off-scales can be a useful tool, if used properly. Equity reviews should be conducted regularly at various levels of analysis. The “loyalty penalty” should also be directly addressed. More consistent practices across the campuses would improve transparency and equity.

➤ Analyst Feer will draft a response memo.

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

*Lisa Ikemoto, HCTF Chair*

### **1. HCTF of December 18, 2020**

- Behavioral and Mental Health Access: HCTF established a working group to conduct an in-depth assessment.
- Disability Insurance: 1) Faculty utilization data are forthcoming. 2) Enrollment difficulties have also been reported since two-steps seem to be necessary: enrollment during one’s Period of Initial Eligibility and a phone call to “activate.” 3) Reports of discrepancies in health science coverage have been reported.
- Retirement Administration Service Center (RASC): More personnel changes have been made, and action plan for implementing future changes is being developed. New processes have been put in place, and software improvements are planned over the next several months. UCOP is searching for additional funds for additional local retirement counselors. The unit is shifting to a specialist model, with limited cross-training. Survivor benefits, at least, require specialists. Hopefully recruitments for leadership positions will begin soon.
- Comprehensive Access and UC Health Affiliations: The issue is both where UC employees can receive care through UC-sponsored insurance, and where UC hospitals and medical centers affiliate for the provision of care and medical education and training. An ACLU public records request revealed the UC Health had several affiliations with hospitals than follow Catholic Ethical and Religious Directives (ERDs), or other, similar non-scientifically based policies, which limit the types of care available, such as prohibiting certain reproductive services, and which limit the types of patients served, such as excluding LGBTQ+ individuals. In 2017, a previous HCTF issued a report, which was endorsed by that UCFW and Academic Council and forwarded to the President, stating that such affiliations stand contrary to UC values and should be abandoned. The Senate has learned that the issue will be considered by the Regents this spring. UC Health does not seem to have taken action to phase out the indicted affiliations. Some locations do not have access to non-Catholic hospitals.

## **VI. Report: UCFW Task Force on Investment and Retirement**

*David Brownstone, TFIR Chair*

- Budget Update: Chair Brownstone joined the University Committee on Planning and Budget (UCPB). The governor's preliminary budget asks for a \$136M increase to UC base funding, but that would still be a net decrease after last year's \$302M cut to the base budget. Shovel-ready deferred maintenance projects are likely to be included in the final budget.
- COVID Financial Impacts: The Chief Financial Officer (CFO) has proposed up to \$3B in borrowing, half in taxable bond for construction projects, and half for COVID mitigation. Interest rates are low, 1.5%, so the market is attractive.
- Employee Retirement Contributions: Stocks are up, and thus the Market Valuation of Assets is up, alleviating the impetus to raise employee contributions. Half of normal cost would be 10%, not the current 8%. The CFO will continue to contribute the Actuarially Determined Contribution (ADC) with additional borrowing from the Short Term Investment Pool (STIP) and the Total Return Investment Pool (TRIP).
- Fossil Free Fund: Development of this fund continues. Federal regulations are implicated, so planning must be careful.

## **VII. COVID Impacts to Dependent Care, Work-Life Balance, and Advancement**

*Members*

Dedicated local COVID mitigation committees are suggested, as is liaising with local committees on academic personnel. Action needs to be taken quickly.

## **VIII. Campus Updates**

UCM: The local child care center is finally reopening.

UCR: 1) Discussions of how to implement curtailment continue. 2) A campus climate survey report has been released. Responses from the administration and Senate executive committee have been requested. 3) Policing and safety concerns are concerns across the campus.

UCSD: The EVC has convened a steering committee to provide guidance for evaluating applications for COVID-related Active Service/Modified Duty (ASMD).

UCSF: The salary freeze since March 2020 is having deleterious impacts due to chair leeway in awarding exceptions. An equity assessment is needed across schools, and greater shared governance needs to be brought to bear in the process. Data collection has proven difficult, and administrative oversight seems lacking.

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

- Climate Action Options: Many have already requested greater telecommute flexibility, even if some relationships may suffer. Some have suggested “meatless Mondays”. Less travel for Senate service could lead to more volunteers coming forward. Changes to parking pricing practices can incentive less commuting. Faculty expertise must be involved more meaningfully. Changes to the auto fleet and grounds keeping practices should be made. Hospitals are significant carbon emitters, but remediation is difficult. Campus energy generation should also be carefully assessed.
- Bullying: Greater understanding of the differences between bullying and harassment is needed.

Adjournment: 3:40 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Shelley Halpain, UCFW Chair

Attendance:

Shelley Halpain, Chair

Jill Hollenbach, Vice Chair

Terry Odean, UCB

Vladimir Filkov, UCD

Terry Dalton, UCI

Carolyn Frank, UCM Alternate

Pat Morton, UCR

Shantanu Sinha, UCSD

Lindsay Hampson, UCSF

Lisa Parks, UCSB

Nico Orlandi, UCSC

Lisa Ikemoto, HCTF Chair

David Brownstone, TFIR Chair

Harry Powell, CUCEA Chair