

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

January 10, 2020

I. Chair's Announcements*Jean-Daniel Saphores, UCFW Chair*

1. Agenda Overview
2. TFIR Report

David Brownstone, TFIR Chair

TFIR has not met since the last report at the December UCFW meeting. The Regents have deferred discussion of employee contributions to the pension plan until May or July. TFIR will discuss further fossil fuel divestment steps with the Chief Investment Officer.

3. HCTF Report

Mark Peterson, HCTF Chair

- Negotiations between local provider groups and hospitals in the Santa Barbara area have yielded a one-year contract extension.
- HCTF has written to Human Resources outlining their concerns with the process by which the new AFLAC plan was launched last year. HCTF will monitor plan performance closely.
- HCTF next meets January 24, and will consider retiree health, "active" health plan offerings, and Medicare tracking data.

4. Child Care Next Steps

Not all campuses have completed the spreadsheet yet. A summary of the data collected and proposed solutions will be sent to Council so that campuses lacking access will have more leverage locally.

5. Decarbonization Next Steps

Adam Aron, UCSD Representative

The types of additional data needed to persuade colleagues and administration that urgent action is needed remain unclear. Nevertheless, constant agitation on this issue is needed until it becomes a standard consideration in every discussion. UCFW should define a climate goal for this academic year.

II. Consultation with Academic Senate Leadership*Mary Gauvain, Academic Council Vice Chair*

- Climate Change: The Senate leadership is committed to action on this issue. All generations are suffering from climate anxiety and responsibility.

- Unit 18 Negotiations: Talks continue, but progress has been slow. Any potential strike would follow notice requirements, so others will have time to make preparations.
- Presidential Search: The process is underway. A third party is running campus forums with limited notice and limited opportunities for community members to speak. The Academic Advisory Committee will meet next week to further clarify roles and expectations.
- Vice President for Research: The search is expected to close soon.
- Native American Grave Protection and Repatriation: UC and California tribes continue to negotiate terms.
- Admissions: 1) Area D has been renamed “science” from “lab science”, and the eligible course list has been expanded. A Senate proposal to increase the minimum requirement to 3 courses instead of 2 with a 3rd recommended has been deferred pending further assessment of access concerns raised by the Provost. A Public Policy Institute of California (PPIC) report analyzing the possible disparate impacts of the course minimum increase is expected soon. 2) The Standardized Testing Task Force report will soon be sent for an expedited 45-day systemwide Senate review.
- Elsevier: No new information is available at this time.
- Santa Cruz Teaching Assistant Strike: The Council has discussed the situation and posted a statement online. That the strike is considered “wildcat” complicates the situation significantly.

III. Teaching Evaluation Task Force Interim Report

Last year, this task force was empaneled. The interim report has 5 recommendations regarding critical areas like transparency, use of multiple methods of evaluation, assessment of status quo biases and failings, a developmental approach to improvement, and using a holistic view of teaching in evaluations. Members agreed that use of more metrics than student opinions is long overdue. Members also noted that resources would eventually be needed to enact change, and that such would only follow commitment by administration to redressing these issues. Members look forward to additional data and best practices in the final report.

IV. Systemwide Review Items

1. Proposed Revisions to APM120 Related to Emerita/Emeritus Titles

Caroline Kane, CUCEA Chair and Lead Reviewer

These revisions are presented as being conforming amendments to changes to the governing Regents policy, 1203. Some of the revisions are helpful, but some seem unrelated to the changes in the Regents policy. Previously, all Senate faculty were granted emerita/us status, but now only ladder-rank faculty with Professor or Assistant Professor titles are automatically granted emerita/us status. The rest have to petition individually, even though submission of a vitae was already standard procedure. If the intent of the changes was to bring greater scrutiny to the use of emerita/us titles for senior managers, this language is over-inclusive and should be re-revised. The impact will be to create a second, lesser class of membership in the Senate, especially in the health sciences.

Additional concerns with the proposal include: designation of a gender neutral term, why non-tenured and non-Senate faculty have listed criteria for disqualification but there are none for tenured and Senate faculty, why deans and faculty administrators must now also petition despite being ladder-rank faculty, and how much discretion is granted to the chancellors (or other leaders).

2. Proposed Revisions to APM240 (Deans) and APM 246 (Faculty Administrators)

Ken Chew, UCI Representative

Grant McGuire, UCSC Representative

These changes are designed to achieve consistency regarding pay and compensation. UCFW should support these changes.

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

Susan Carlson, Vice Provost

1. Faculty Salaries and the Scales

Vice Provost Carlson reported that off-scale usage has increased to the point where nearly 98% of ladder-rank faculty now receive some off-scale salary. The stated goal of UC is to bring equity within disciplines and across campuses, but recent changes to pay practices have out-paced formal policy change.

Members believe the scales are good and should be preserved, even if the Comparison 8 do not have a clear parallel. Most other institutions have only 3 categories of faculty- assistant, associate, and full; the role of peer review is also inconsistent. Lots of human capital has been spent on this topic over the years; another task force is already working on salary scales. UC pay policies should be streamlined for transparency and simplicity while maintaining robustness. Members noted the disconnection between the review process on the one hand and salary practices on the other. The practice of securing an outside offer as leverage in salary negotiations continues to favor white men. Disciplinary differences also impact decisions- such as the time required for humanists to write a book alone.

The scales are intended to avoid compression and inversion, but they have become untethered from the market. Further assessment of the Negotiated Salary Trial Program and its impacts on discipline discrepancies is also needed.

2. Exit Survey Overview

Vice Provost Carlson presented a brief overview of the findings. A full discussion will be scheduled for a future meeting.

VI. Consultation with the Office of the President – Office of Sustainability

Matthew St. Clair, Director of Sustainability

Roger Bales, Senate Representative to the UC Global Climate Leadership Council

An overview of UC's enterprise actions on climate was presented. Emissions inventories have been reported since 2008, and the Regents receive annual reports on climate activities. Some campuses have

created climate dashboards. The division of Agriculture and Natural Resources is launching a new program similar to the Master Gardeners called Climate Stewards.

Members noted that some practices only defer impact, rather than solve problems. A critical mass of public pressure is necessary to overcome institutional inertia and issue complexity. Conversion of plants and facilities is an engineering challenge, especially for wet labs.

VII. Campus Updates

Berkeley: Many on campus are concerned over the use of Diversity, Equity, and Inclusion statements and are calling for further discussion.

Davis: Information Technology and Human Resources will discuss disposition of electronic materials and such when a faculty member passes away. There are also concerns about the inconsistent use of DEI statements.

Irvine: Nothing to report apart from what was already discussed.

Los Angeles: (absent during this item)

Merced: Best practices are sought for when faculty and graduate students disagree over the use of shared research.

Riverside: Assessment of a recent campus climate survey is underway.

San Diego: Faculty morale is a primary topic of local discussion.

San Francisco: Confusion over use of maternity/family leave versus medical leave during pregnancy requires redress.

Santa Barbara: 1) Child care issues remain a topic concern. 2) Changes to admission application reading process are being considered.

Santa Cruz: The teaching assistant strike is dominating campus conversations. The downstream impacts are unknown.

Adjournment at 2:25 pm.

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

Jill Hollenbach, UCSF

Cynthia Skenazi, UCSB

Grant McGuire, UCSC

David Brownstone, TFIR Chair

Mark Peterson, HCTF Chair

Caroline Kane, CUCEA Chair