



UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

July 11, 2025

Attendance: Juan Pablo Pardo Guerra, Chair (UCSD); Karen Bales, Vice Chair (UCD); Nancy Wallace, UCB; Janet Foley, UCD; Ben Lourie, UCI; Jayson Beaster Jones, UCM; Salman Asif, UCR; Julie Bykowski, UCSD Alternate; Laurie Freeman, UCSB; Yat Li, UCSC; Jill Hollenbach, TFIR Chair (UCSF); Joel Dimsdale, CUCEA Chair (UCSD)

I. Chair's Announcements

Juan Pablo Pardo Guerra, UCFW Chair

Chair Pardo Guerra thanked the committee for their hard work and dedication during this tumultuous year.

- The Senate representatives to the Total Remuneration Advisory Committee (TRAC) continue to press for a different methodology than that preferred by the contracted consultants. How to treat members not in the 2016 UCRP Tier when considering recruitment versus retention is one item of discussion. Some have begun to wonder whether the Senate might withhold its endorsement of the study if shared governance is not more fulsomely observed.
- Systemwide Human Resources and representatives from Mercer Consulting will join below to discuss the in-progress negotiations for 2026 benefits rates, following a presentation to HCTF last month. The cross-subsidy rates between paybands and plans and the amount of transparency regarding the same are under scrutiny. UC Health has been asked to give another "friends and family" discount to charged services. The brinksmanship from some insurers regarding contract renewal continues to worry members.

II. Consultation with Academic Senate Leadership

Steve Cheung, Academic Council Chair

- The search for a new chancellor for UCSB continues with a new search firm. The interim chancellor is along-standing provost.
- The new Vice Provost for Faculty Affairs and Academic Programs, Monica Varsanyi, has started and will join the Academic Council later this month. VP Varsanyi will co-chair a joint Senate-administration task force assessing (online)

undergraduate degree programs with incoming Academic Council Vice Chair Susannah Scott (UCSB).

- The Academic Assembly: 1) approved the new chair and vice chair for the University Committee on Committees; and 2) approved a resolution opposing the new cybersecurity policy and Trellix as the TPA. The President has received the transmittal but has declined to halt implementation, per communications shared via the Chief Information Officer.
- The Academic Council: 1) communicated UCFW's and HCTF's concerns regarding benefits rate-setting methodology to HR; 2) sunsetted the Special Committee on Transfer Issues since it had finished consolidating biological sciences transfer pathways, the remaining part of its original charge. Residual duties have been assigned to the Board of Admissions and Relations with Schools, and overlapping leadership should ensure no loss of momentum; 3) heard from the Provost announcement of a new junior faculty excellence in research program scheduled to launch in the fall; 4) supported in large part the systemwide feedback on the proposed revisions to APM 360 (Librarians) clarifying certain roles and terms; and 5) received the interim guidelines for faculty discipline changes; a full 90-day systemwide review will occur in the fall.
- The University Committee on Adaptations to Disruptions is preparing its interim report for presentation to the Academic Council later this month. Research disruptions and academic personnel review considerations have received the most attention to date.
- The state has proposed delaying funds promised in the budget compact due to poor returns so far.
- The administration has approved a 3.2% increase to the scales.
- The Regents will consider changes to the Tuitions Stability Plan including a new inflation benchmark, changes to the increase cap, and reducing the return to aid minimum.

Members again noted the widespread dismay regarding the new cybersecurity policy and the contractor chosen to implement it. Chair Cheung indicated that there was little flexibility in the implementation timeline due to this being a high priority for several Regents. The Senate would be best served by focusing on ways to improve subsequent rounds of procurement and by holding the administration accountable for data usage and transparency practices in the meanwhile. Members noted that the overall, privacy concerns in the current environment cannot be dismissed and that some may be likely to leave the University rather than comply. That Trellix provides a single point of access raises rather than alleviates security concerns for many. Balancing enterprise liability regarding medical records and payroll data, for example, and individual liberty must certainly be a challenge, and rebuttals must be crafted in practical terms, not just principle-based arguments.

III. Consultation with Systemwide Human Resources

Maynard Jenkins, Senior Executive Director, Benefits Programs and Strategy

Susan Pon-Gee, Executive Director, Health and Welfare Benefits

Laura Tauber, Executive Director, Self-Funded Health Plans

Dan Gibbons, Senior Director, Self-Funded Health Plans

Laronne Faulkner, Senior Director, Systemwide HR

From Mercer Consulting: Chuck Hartwig, Yamile Bruzza, Rebecca Trautman, and Dave Moody

From HCTF: Rick Kronick, UCSD; Gerald Kominski, UCLA; Dylan Roby, UCI; Patrick Romano, UCD; Vickie Mays, HCTF Chair (UCLA)

HR continues to advocate for the change to a portfolio/market-based strategy for benefits rate-setting. The lack of comparators with a similar payband structure makes finding direct comparisons difficult, but the goal remains to smooth increases as much as possible while making costs per plan more evenly distributed by average cost.

Enrollment in plan by payband is relatively even; for example, 38% of employees in UC Care are in payband 2 and 30% in payband 3, while payband 4 has 20% and payband 12%. Network disputes with insurers seem to have become standard in the post-COVID market, so mid-year disruptions remain a possibility.

Members noted that plan design changes, such as higher copays or coinsurance minimums, may defeat the purpose of smoothing premiums and further lead to delays in employees seeking care. HCTF Chair Mays indicated that the task force's ability to make informed recommendations is limited due to lack of access to data and the now looming decision deadline. SED Jenkins said the prospective changes are in response to directions to address a financial problem the University is facing, so changes to prescription coverage, out-of-pocket maximums, and more must all be considered.

After the consultants and guests left, UCFW debriefed on the matter. The out-sized cost of GLP-1s is a cost driver, but one that is time-limited; still, greater transparency regarding cost metrics, timelines, and employer-employee trade-offs is needed. Labor considerations further complicate the situation. The delegations for approval of rates and plan design also needs clarification as decision-trees keep changing. Greater consideration and transparency for retiree health concerns is also warranted.

IV. Campus Concerns

- Cybersecurity: Members again noted publicly reported security concerns regarding the selected TPA and wondered how security concerns were weighed against privacy concerns among decision makers. Several noted an increased tendency for UCOP to adopt a corporate or financial perspective recently as opposed to a principle-based perspective, and the current political environment is surely adding to this inclination. The possibility that student or non-affiliated individuals' data or identities may be compromised through sender or recipient tracking concerns many. Variable implementation practices by campus undermines the stated goal of enterprise security. Coercive enforcement (enroll

or be barred from essential functions and/or applications) harms morale and raises suspicions.

V. Systemwide Review Item

- Proposed Revisions to APM 230 (Visiting Appointments)
The proposed revisions are in response to a finding by the California Public Employee Relations Bureau recognizing the union members of individuals previously known as Visiting Professors of Math, now to be known as Math Fellows. The committee supports the proposed revisions so long as this is a singular instance and not a “slippery slope.”
 - Analyst Feer will draft a memo conveying the committee’s consensus.

VI. Further Discussion and New Business

- The San Diego campus seems to be terminating emeriti campus emails, negatively impacting their ability to manage benefits and engage in mentorship. The reason why the accounts are being closed is unknown.
- The committee further considered possible responses to the Total Remuneration process to date and how to adjust the focus of the study to the employee experience rather than the employer cost.

Adjournment 1:30pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Juan Pablo Pardo Guerra, UCFW Chair