

University Committee on Faculty Welfare

Minutes of Meeting

July 10, 2020

**I. Chair's Announcements**

*Jean-Daniel Saphores, UCFW Chair*

1. Agenda Overview

Members are thanked for their service this year.

There are proposed changes to the task force charges allowing for a break in service and increasing the service maximum. An electronic vote will be held next week.

2. Consent Calendar: Draft Minutes of June 12, 2020

*Note: Item deferred.*

**II. Systemwide Review Items**

1. Proposed Revised Presidential Policy on UC Seismic Safety

UC is lagging California and industry standards, so they are raising minimum standards. The policy lacks, however, a human training component, and some feel the timeline is too long. In particular, UCFW's UCR representative (Professor Abhi Ghosh) noted that each campus should organize drills to train campus communities on how to react safely in case of earthquake. Analyst Feer will draft a memo for electronic approval.

2. Recommendations of the University Task Force on Disciplinary Standards

Many are concerned with a lack of specificity in the recommendations, that does not seem to help make any progress towards consistency when SVSH sanctions are applied. The need to balance transparency and privacy was cited as an obstacle, although members suggested that the systemwide Title IX coordinator could provide an anonymized report of cases on an annual basis. Specific guidelines with a range of specific penalties are needed to help Chancellors apply fairly UC's SVSH policies.

**III. Consultation with Academic Senate Leadership**

*Kum-Kum Bhavnani, Academic Council Chair*

*Mary Gauvain, Academic Council Vice Chair*

- Presidential Search: The Regents announced that Doctor Michael Drake will be the next president of UC. He has experience in the UC system, including time as chancellor of the Irvine campus. He comes back to UC after serving as President of the Ohio State University. His

background in health sciences is appreciated by many. The Senate is hopeful that Shared Governance will be well respected.

- Budget: The governor has signed a budget, but it still has contingencies pending federal action. No decision has been made regarding layoffs, pay cuts, or furloughs; but chancellors are expected to make announcements soon. Out-year projections are also in flux as the levels of persistence of the virus and economic turmoil are unknowable.
- Reopening: A recent spike in infection rates has scuttled the plans developed in June. Health concerns are unabated, and changing health guidelines and federal policies further complicate the planning process.
- Affirmative Action: The Regents endorsed support of ACA 5, which calls for the repeal of Prop 209. The Senate supports the move.

#### **IV. Report: Health Care Task Force**

*Mark Peterson, HCTF Chair*

##### **1. HCTF of June 26, 2020**

- Health Benefits Advisory Committee: The high cost of the self-funded plan has caused some to entertain greater cross-plan subsidies, particularly with Kaiser. However, since the post-COVID landscape is unclear, significant change is discouraged. UC Health EVP Byington has stated her interest in expanding UC Health to all campuses, beyond telehealth options. There is also some discussion of making the UC plans available to the general public.
- COVID-19 Testing: The costs of widespread testing remain unclear. Many experts project years of restrictions. Arriving at a consistent plan is difficult given local needs.
- UC Plus: This Aflac benefit has shown a loss-ratio that is better than expected. HCTF will continue to monitor performance and satisfaction.
- Fertility Coverage: HCTF has proposed expanding coverage to include in vitro fertilization. Data to date look promising, and if the costing holds up, it could be offered as soon as 2022.
- Retiree Health Liability: No changes are proposed, but vigilance is needed as retiree health is frequently targeted for quick cost savings.
- 2021 Premiums: Negotiations continue between UCOP and the providers.
- The 95% Rule: HCTF is now soliciting additional information from Academic Personnel.
- RASC: RASC leadership will join HCTF at their July 31 meeting to discuss software issues, staffing needs, and other technical concerns.
- Employee Surveys: HCTF will meet with representatives from the third-party vendor contracted by UC Health to administer an employee preference survey regarding health benefits.

#### **V. Report: task Force on Investment and Retirement**

*David Brownstone, TFIR Chair*

1. TFIR of June 22 and 26, 2020

- Borrowing: UC is borrowing to help cover operations costs due to low interest rates. The chancellors will determine how each campus spends its share.
- UCRP Fund Performance: Preliminary data show UC failing to meet its 6.75% rate of return benchmark for the year. Because the unfunded liability is likely to increase as returns lag, more pressure can be expected from those who want to increase employee contributions to the plan. The Regents set the allocation policy.
- UCRS Saving Plan Fund Indices: Many funds still have fossil fuel stocks, unlike the endowment and pension funds. Whether to press for divestment or at least disclosure is still under discussion, but many members agree that fossil fuel-free indexes should be the default..

**VI. Policing at UC**

*With Carroll Seron, Professor Emerita in Criminology, Law, and Society, UCI*

The Academic Council has issued a statement, despite some calls for a more deliberative process.

Professor Seron poses several questions to guide discussion: 1) Is it time to conduct a full review with external experts? 2) It is time to just start over? 3) How are decisions made and communicated regarding demonstrations and building closures? 4) What additional training requirements are needed? 5) What changes are needed to external support contracts? 6) Are focus groups helpful in this area? 7) What changes to police contracts are needed?

Some members suggest that an analysis of 911 calls is needed to determine what resources and responses are necessitated. Some suggest that listening tours could help persuade those who do not believe these problems exist on their campus, but others note that testimonials could be harmful to some participants. The misconduct review process should be more transparent, and some campuses have called for audit procedures to be reviewed. Proposed changes should be mindful of the unique needs of medical centers versus general campuses. Departments could undertake self-studies and strengthen cultural competency training. Some suggested that policing concerns should be added to climate surveys and the like. A number of members also suggest holding listening sessions on each campus so members of minority groups (e.g., Blacks, Latinx, LGBTQ members...) can tell their stories.

Chair Saphores will draft a memo to the Academic Council sharing the dialogue frame and calling for broader discussions systemwide.

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

*Susan Carlson, Vice Provost*

*Gregory Sykes, Academic Policy and Compensation Data Analyst*

1. Salary Funding Assumptions

Analyst Gregory Sykes will share the assumptions so that similar proposals can be more easily generated in the future.

2. Systemic Discrimination and Prop 209

UCFW has identified several possible next steps and encourages VP Carlson to share them with UCOP colleagues. Short-term needs are better data regarding retention efforts and student behavior patterns. Changes to the COACHE exit survey could also help capture more experiences. “Box checking” exercises are no longer sufficient institutional responses, and actions must be the new focus, especially in lagging disciplines and among reluctant administrators.

3. Incentives to New Faculty

Not all recruits are aware of housing incentive programs or of flexible uses of start-up packages. Adding information to a central resource, like UC Recruit, could be helpful, despite local differences. An assessment of deans’ actions in this area is needed.

**VIII. Campus Updates**

1. Fossil Free Banking and Research Funding Sources

Following the tobacco divestment model, advocates propose calling for an RFP for systemwide banking business and greater scrutiny of research funds. Some are concerned that the line between fossil free and carbon complicit is vague and moving. Disclosure requirements are different from divestment directives. Some worry that any loss of research funding could have deleterious consequences. The scope of fossil fuel funds in research is unclear at present. Some worry about a slippery slope of fund cancelation, and seek clarity for how far downstream one must go to be fossil free. UCFW will advance the banking call.

Adjournment 4:05 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

Huiying Li, UCLA Alternate

Jayson Beaster-Jones, UCM

Abhi Ghosh, UCR

Adam Aron, UCSD

Jill Hollenbach, UCSF

Cynthia Skenazi, UCSB

Grant McGuire, UCSC

Mark Peterson, HCTF Chair

David Brownstone, TFIR Chair

Harry Powell, CUCEA Chair