

University Committee on Faculty Welfare

Minutes of Meeting

July 9, 2021

I. Announcements

Shelley Halpain, UCFW Chair

1. Academic Council of June 23, 2021

- The Regents took action on UC Health affiliations. See Item II below.
- UC's constitutional autonomy seems to be under threat from legislative overreach.
- Results from the faculty online teaching experience survey are forthcoming.
- Reopening consultations are still progressing slowly.
- A review of the self-supporting graduate and professional degree program has been proposed by CCGA and UCPB.
 - Many campuses seek clarification on the use of DEI statements.
 - UC should be more welcoming to neuro-divergent students.
 - Responses to the president's safety plan were universally disappointed.
 - The campus funding formula (rebenching) must be reassessed.

2. Priorities for 2021-22

This year UCFW successfully addressed issues regarding equity, transparency, committee collaboration, diversity, shared governance, budget and curtailment, presidential authority, UC Health affiliations, COVID impacts, safety, a score of review items, and demographic and data tracking improvements. Some items to carry forward to next year include the financial awareness survey, addressing the salary gap, and thinking creatively about the climate crisis.

II. Report: UCFW Health Care Task Force

Lisa Ikemoto, HCTF Chair

1. HCTF of June 18, 2021

- UC Health affiliations: The Regents met June 23, 2021, to discuss this issue. HCTF opposed the president's proposal as being too much in the mode of the status quo. During the meeting, though, Chair Perez offered several amendments to the president's proposal, clarifying certain aspects of language. The Board adopted the amendments, although final language is being reviewed by UC Legal. More information is needed on other partnership opportunities, especially for campuses without medical centers. The financial impacts to UC Health are minimal, but the impact to individual convenience is hard to quantify. Much of the proposed text uses

non-medical terminology, such as “detrimental”, which will be tricky to operationalize in guidelines. Relations with UC Health need to be strengthened.

- Behavioral Health Working Group: The group is expected to report its findings at next week’s meeting. How to address endemic problems remains a challenge.
- UC Health Self-Funded Plan Survey: Analysis of the survey data continues.
- Requests for proposals for a pharmacy benefit manager and for a third party administrator for UC Care will be issued in the fall.

III. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. Pension Choice Modeling

Chair Brownstone presented an overview of housing issues to the Academic Council. Complicated tax laws remain challenges. Overall, employee financial awareness and savvy is lacking, and the university should offer a range of assistance options. Additional staff will be needed, and all employees need higher salaries. Access and equity issues remain concerns, as do differential local practices.

IV. Consultation with Academic Senate Leadership

Mary Gauvain, Academic Council Chair

Robert Horwitz, Academic Council Vice Chair

- Feasibility Study: The faculty expert working group has convened. Their report is due to the Regents in September for discussion in November.
- Reopening: Academic Personnel and Programs Vice Provost Carlson and interim Vice President for Human Resources Lloyd are co-chairing a vaccine mandate working group. It is hoped that implementation and enforcement, exemptions and operations questions will be answered, but a lack of shared governance and a lack of humanistic assessments make some dubious. Many campuses are moving faster than UCOP, and concern about contradictory guidelines has arisen. Multi-platform teaching may still be asked, and many are worried about variants impacting plans.
- Online Teach Survey: The survey received 4,300 responses, 65% of which were ladder-rank faculty. The analysis is ongoing and will be presented to the Regents later this month.
- Mitigating COVID Impacts to Faculty: The joint working group is still in the early stages of its work. Hopefully guidance will be ready for fall issuance.
- UC Legal: Options for handling online cheating and academic integrity with market vendors like Chegg and Course Hero are being developed.
- Accellion Data Breach: New structures and protocols are being enacted following the breach. Many future state concerns remain. Members noted that UC’s response of one-year of credit monitoring is an insufficient response to the magnitude of the breach. Cyberinsurance should be part of the normal benefits package.

V. Systemwide Review Items

➤ Determine committee position

- Proposed Presidential Policy: Fee Policy for Graduate Student In Absentia Registration
 - The committee elected not to opine on this item.

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

Susan Carlson, Vice Provost

1. COVID Impacts to Advancement

The working group co-chaired by Council Vice Chair Horwitz and Davis Provost Croughan has begun its work in earnest. Achievement Relative to Opportunity was the frame for early discussions. Interim recommendations will be issued next month, with more to follow in the fall. The next meeting will focus on research funding and teaching accommodations, looking out as far to 3-5 years. Members asked for guidance on COVID impact statements and for upcoming academic reviews. See also Item VII.3 below.

2. Family Leave Policy

The policy is active, but some operational concerns with UC Path remain since the academic appointment process is complicated. Additional guidelines will follow.

3. Vaccination Policy Working Group

The group has about 30 people, including some Senate division chairs and UCFW Chair Halpain. The group is updating the February 2021 policy, and should report next week. This group is developing employee policy only; a separate group is developing student policy. Guidelines will be issued for: 1) religious exceptions, 2) medical exceptions, such as disability or pregnancy, and 3) flat refusals.

Members remain concerned about classroom management and privacy issues. Hybrid and asynchronous course delivery must also be addressed.

VII. UCFW Business

1. Standardized Faculty On-boarding

Members suggested amendments to the draft memo, such as including financial on-boarding, an overview of the faculty recruitment allowance program, and opening the process to graduate students and post-doctoral scholars. An equity and transparency frame must be emphasized.

- Analyst Feer will revise the draft for electronic approval.

2. Child Care Next Steps

- The draft memo was approved as noticed.

3. COVID Impacts to Advancement

The scale of the problem must be known so that adequate resources can be requested. Separating research funding from salary issues can be complicated, especially for junior faculty and those on soft-money. More bridge funding is needed, and administrators know that it is cheaper to retain faculty than to recruit new faculty. Staffing shortages and new software

systems exacerbate faculty workload issues. Staff know that the only way to earn more money is to move from job to job, and position/vacancy control programs are additional challenges. Staff requests for greater job flexibility should be honored.

VIII. Campus Updates

UCB: 1) Calls for better fire insurance programs are being issued. 2) Housing issues are challenging. Short-term and long-term plans are being developed, but “town/gown” relations are tense regarding this topic.

UCD: 1) A step-plus system is under pilot program evaluation. Salary inversion and off-scale amounts were shocking to many. Balancing departmental flexibility with standardized practices may be tricky. 2) The parking payment system is under scrutiny. Balancing departmental flexibility with standardized practices may be tricky. 3) Local Senate operations and procedures need reconsideration.

UCI: 1) Post-COVID work flexibility discussions are common. 2) Parking and eco-passes have returned.

UCLA: 1) Housing affordability and proximity are lacking. More MOP funds/programmatic assistance are needed. 2) On-campus elementary schools are raising prices and forcing some out. North/South campus (STEM/humanities) pay gaps are implicated, too. 3) A working group to develop on-campus day care options has formed.

UCM: A proposal to subject post-doctoral scholars to full faculty review is being evaluated.

UCR: Merit and promotion post-COVID is the dominant topic. Half-steps have momentum as a solution, for now.

UCSD: 1) Discussion of COVID impacts continues. 2) Staffing shortages and new systems difficulties are common. 3) Concerns about graduate housing costs and stipends remain.

UCSF: 1) A town hall to address the data breach and IT security is scheduled. 2) A COVID impacts committee is being convened. 3) The campus will closely monitor the affiliations issue.

UCSB: 1) More town halls on reopening are being scheduled. The campus visitor policy needs clarification. 2) RASC delays are still being reported. 3) Discussion of the President’s Safety Policy was contentious. 4) A local staff survey showed that 70% want for telecommute flexibility post-COVID. 5) Fire insurance concerns have arisen. 6) Water usage cutbacks have been ordered, but governance of the situation is unclear.

UCSC: 1) Local housing is unaffordable. A cost of living analysis is forthcoming. 2) Development of the new child care facility continues to be fraught.

UCRS Advisory Board: 1) The pension plan funding ratio is hale. 2) RASC improvements have been slow, but pressure to improve will be maintained.

IX. New Business

None.

Adjournment: 3:10 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Shelley Halpain, UCFW Chair

Attendance:

Shelley Halpain, UCFW Chair

Jill Hollenbach, UCFW Vice Chair

David Hollinger, UCB Alternate

Vladimir Filkov, UCD

Terry Dalton, UCI

Huiying Li, UCLA

Jayson Beater-Jones, UCM

John Heraty, UCR Alternate

Kim Cooper, UCSD Alternate

Lindsay Hampson, UCSF

Lisa Parks, UCSB

Nico Orlandi, UCSC

Lisa Ikemoto, HCTF Chair

David Brownstone, TFIR Chair

Harry Powell, CUCEA Chair

Henning Bohn, UCRS Advisory Board Representative