

University Committee on Faculty Welfare

Minutes of Meeting

June 11, 2021

**I. Announcements**

*Shelley Halpain, UCFW Chair*

1. Academic Council of May 26, 2021

- The Council continued to discuss campus reopening and the role of faculty in enforcing mandate policies.
- The Council discussed proposed changes to systemwide Human Resources' organization structure.
- The Council endorsed a Planning and Budget memo calling for an analysis of re-benching impacts.

2. Priorities for 2021-22

Vice Chair Hollenbach noted that the long-term impacts of COVID will be a theme going forward, and faculty support would need reconceiving. Achievement Relative to Opportunity is one potential new framework. Child care will continue to be an issue. The impact of the Regents decision regarding UC Health affiliations will be monitored. The role of UC Health in the University as a whole needs assessment. Student loan debt and more housing assistance programs are increasing needed. The administrative burden on faculty continues to grow. Some think the task forces may have engaged in "mission creep." Shared Governance must be inculcated in new administrators. Traditional faculty recruitment and retention issues will be amplified post-COVID. Curricular interference from external groups is troubling. Faculty workload must be addressed.

**II. Consultation with Academic Senate Leadership**

*Robert Horwitz, Academic Council Vice Chair*

- Reopening: Senate-suggested guidelines have been endorsed by President Drake and should be used as leverage in local discussions, especially for teaching delivery decisions. Teaching on two platforms is teaching two classes and deserves twice the credit. Data from the online teaching experience survey is likely to bolster this position, too. A general lack of discussion and appreciation of Shared Governance in campus decision-making was reported. More and more, academic freedom issues are arising.
- Curricular Decisions: Proposed legislation and the attitude of some Regents has many concerned for the faculty's ability to determine its own curricula. UC's positions should be that

the system works, but needs more resources. Additional state requirements would only further complicate processes. Data are needed to support any position.

- 2021-22 Priorities: 1) Campuses are encouraged to establish climate crisis-dedicated committees. The systemwide Global Climate Leadership Committee will have a faculty co-chair next year to work with EVP/CFO Brostrom. 2) Relations with UC Health must be strengthened.
- Academic Integrity: The University Committee on Education Policy continues to pursue options to increase security for online courses to decrease cheating. UC Legal assistance has been requested, as an institutional response is needed rather than a series of individual actions.
- COVID Impacts to Faculty: The joint Senate-administration working group held its first meeting. UCFW Chair Halpain is one of ten Senate members.
- Regents: New leadership will be seated in July.
- Budget: The outlook is still positive. Non-resident supplemental tuition and non-resident enrollment caps are under scrutiny.
- Innovation and Entrepreneurship: A new Regents policy prioritizes patents and start-ups. Attempts to add such activities to academic reviews, however, should be resisted until more is known. Faculty review criteria should remain self-determined.

### **III. Consultation with the Office of the President – Office of the Chief Financial Officer**

*Nathan Brostrom, EVP and CFO*

*Jennifer Mays, Operations Manager, Office of Loan Programs*

#### **1. Shared Equity Loans**

Loan program assistance must be considered against federal and state regulations and tax codes. Many federal programs have 10-year forgiveness timelines.

Members suggested that UC faculty's low default rate under current programs should lead to lower interest rates. Use of the faculty recruitment allowance for housing assistance remains differential.

#### **2. Financial Priorities post-COVID**

Many UC projects require multi-year funding guarantees, but the state only approves one-year budgets. UC has engaged the state to consider 5-year planning budgets and to reconsider its use of earmarks. A cohort tuition proposal will be considered by the Regents later this summer. The final state budget must be signed by the Governor by June 30.

Members noted that research support is in jeopardy in many disciplines, leading to additional morale problems. Faculty in "soft money" positions are particularly hard-hit. Additional resources for faculty support, not just teaching relief, are needed.

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

*David Brownstone, TFIR Chair*

#### **1. TFIR of May 24, 2021**

One priority for 2021-22 include continuing to seek financial preparedness data, including student loan debt, housing gaps, retirement readiness. Another priority is to continue to press for improvements in RASC. New leadership in systemwide Human Resources may have a different response to Senate proposals.

Members noted that housing support should include more non-purchasing programs and more support for commuter programs.

2. Pension Choice Modeling

TFIR has engaged with Fidelity and systemwide Human Resources regarding communications on this issue recently. Recorded web presentations with improved scripts is one TFIR request.

Deans and recruiters will need a different presentation than prospective and new hires.

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

*Lisa Ikemoto, HCTF Chair*

1. HCTF of May 21, 2021

- HCTF continued discussion of the UC Health/Greenwald benefits survey. Correlations between income and health care usage were noted. Access to and satisfaction with behavioral health was rated low by all respondents. Additional ethnographic breakdowns were requested.
- Improvements to the benefits decisions support tool are needed.
- Medical insurance for out-of-state retirees continues to be an issue for some.
- UC Health unveiled a 5-year benefits roadmap to the Regents. They emphasize increasing access to primary care in Merced and Santa Cruz. Assessing the exact needs to be met and how best to meet them should involve faculty experts.
- The Regents will hold a special session on June 23 to decide upon UC Health affiliations.
- Benefits administration at UC continues to be bifurcated between systemwide Human Resources and UC Health.

**VI. UCFW Business**

1. APM 210 and Mentoring

A proposal is being developed by a sister Senate committee to encourage consideration of mentoring in academic reviews. Need for codifying recognition for such efforts is shown in campus climate surveys. Since it is not itemized, many faculty are reluctant to present mentoring activities during reviews. All informal teaching should be valued, but detailed effort-reporting requirements should be eschewed. Non-scholarly support should also be recognized. Policies should make space for this type of recognition without punishing its absence. Some raise privacy concerns should details of non-scholarly support be sought.

➤ Chair Halpain and Analyst Feer will convey the committee's opinions to the proposers.

2. Standardized Faculty On-boarding

UCFW seeks to ensure that all new hires get the information regarding benefits and perquisites, as reports suggest females and those from underrepresented groups often receive considerably less such information than others. Members noted that much useful information is needed

during recruitment and negotiations. Push-back on advertising programs with limited funding can be expected, but the quality of information available needs improvement. Best practices from departments and institutions that do this well are sought. Local differences must be noted, and local resources must be made easily accessible. How DEI statements will be used should be clarified.

- Chair Halpain and Analyst Feer will revise the draft memo.

### 3. Child Care Next Steps

Short-term care issues should be separated from long-term systemic issues. The entire UC community needs better child care, especially infant care. Back-up care programs were overwhelmed during COVID, in some cases leading to price gouging. Individual selection of care giver, rather than agency assignment, is important for many. Creative thinking is needed: undergraduates can child sit as part of work-study; an app for one-off sitters could be created; a summer “day camp” model could be followed.

- Chair Halpain and Analyst Feer will draft a memo to the Academic Council calling for greater priority of child care, and caregiving in general.

## VII. **Systemwide Review Items**

### ➤ Determine Committee Position

- Proposed Revisions to Presidential Policy: UC Health Participation in Activities under the End of Life Option Act

- The committee elected not to opine on this item.

- Presidential Campus Safety Plan

The document presents principles, rather than a plan, but the principles represent a good step to reform vis-à-vis the recently reviewed “Gold Book”. Indeed, many campuses reported a “whiplash” effect because this document is so different. Nevertheless, in many ways it continues to present more incremental reforms, rather than paradigmatic change. Relations with municipal and county officials must be maintained. Although oversight and transparency are desirable, the many dotted reporting lines suggested are confusing and worrisome. Embedding UCPD in all service-providing units, such as social workers, pantry workers, disability services, was proposed without consultation with those units, and when asked, they responded quite negatively. The overall lack of details is concerning.

- Chair Halpain and Analyst Feer will draft a response memo for electronic approval.

### ➤ Assign Lead Reviewers

- Proposed Presidential Policy: Fee Policy for Graduate Student In Absentia Registration
  - UCSB Representative Parks will serve as lead reviewer.

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

*Susan Carlson, Vice Provost*

1. APM 700 Series (Leave Policies)

The revised policies will go into effect July 1. More pay for family care and bonding, and greater leave times for bonding and bereavement have all been received well.

2. International Travel

New guidance for employees abroad is being developed. Temporary federal programs have been extended through 2021.

3. Advancing Faculty Diversity

Nineteen proposals were received this year, and funds exist to grant about half.

4. COVID Impacts to Advancement

The joint working group has started to prioritize its actions to develop an ARO conforming model and to support more bridge funding for research and teaching support. Partial sabbatical credit as a service reward is also still under consideration. The AS/MD program is approved though spring 2022, and utilization data should be available later in the summer.

Members noted that the application process for bridge funding can be onerous, and that programs are expensive, so amortizing costs may be needed. Prioritizing faculty support funding needs is necessary. This actions should be framed as reward for hard work during a crisis.

Retention and morale issues will continue to worsen, especially if identifiable COVID-related impacts are not addressed.

**IX. Campus Updates**

*None.*

**X. New Business**

*None.*

Adjournment: 3:50 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Shelley Halpain, UCFW Chair

Attendance:

Shelley Halpain, UCFW Chair

Jill Hollenbach, UCFW Vice Chair

Terry Odean, UCB

Vladimir Filkov, UCD

Terry Dalton, UCI

Huiying Li, UCLA

Jayson Beaster-Jones, UCM

Pat Morton, UCR

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