



UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

June 13, 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; Amy Adler, UCSD; John Saucedo, UCSF; Laurie Freeman, UCSB; Yat Li, UCSC; Jill Hollenbach, TFIR Chair (UCSF); Jo Anne Boorkman, CUCEA Vice Chair (UCD)

I. Consultation with Academic Senate Leadership

Steve Cheung, Academic Council Chair

Ahmet Palazoglu, Academic Council Vice Chair

- Jack Hu will serve as the new chancellor for UC Riverside, coming from the University of Georgia where he served as Provost. He will begin July 15.
- The search for the next UC Santa Barbara chancellor continues. The appointment will be made by President-designate Milliken.
- The Academic Assembly passed a resolution opposing the use and roll-out of Trellix and the new University IT security policy. Although many staff and faculty find fault with the process used to identify the third-party administrator and to develop and communicate the plan and policy, the Senate's best option is to ensure the next round observes the tenets of shared governance more closely. The Senate's relationship with Procurement is growing, which is a positive indicator on many fronts. The Senate's University Committee on Academic Computing and Communications (UCACC) is investigating closely. Members raised concerns about privacy encroachments and possible violations thereof and called for greater transparency regarding data usage, analyzers and software, and contractor oversight. Some members noted that some colleagues may be using work-arounds to avoid monitoring, such as using multiple devices, which could reflect negatively on those individuals despite publicly-stated and widely-held concerns. The variable work conducted by research and creative faculty seems to make this one-size-fits-all enterprise approach inappropriate in this instance.
- In May, the Academic Council 1) approved for systemwide review in the fall a proposal from UCSD and UCSF to create a new systemwide Senate committee to focus on climate change and environmental sustainability, and 2) reviewed

feedback from the systemwide review of the interim report from the workgroup investigating conversion to a single systemwide academic calendar. The feedback universally indicated that now was not the time for such an endeavor due to known and unknown costs. The workgroup should issue its final report next month.

- The workgroup assessing faculty discipline procedures presented their draft report to the Regents last month. The report addressed standardizing timelines and more standardized sanctions, if needed, that reflect 3 tiers of severity and include consideration of impact as well as mitigating or aggravating factors, as modeled by the Sexual Violence/Sexual Harassment policies. There is also consideration of a systemwide network of Privilege and Tenure committee members for challenging local cases or when additional faculty may be needed for a review. Calls for a real-time data dashboard were declined due to cost considerations, but chancellors will be asked to submit annual reports. A full systemwide 90-day review of the proposed changes will occur in the fall.
- The new University Committee on Adaptations to Disruptions (UCAD) has been meeting weekly, and UCFW Chair Pardo Guerra is a member. The group is focusing on 1) impacts to research and whether, and if so, how someone may transition to a new research focus and how the institution can help; 2) academic advancement impacts, including both short- and long-term outcomes; a joint Senate-administration task force is expected to be convened; 3) systemwide course articulation long-term, and short-term, remote course options for those on the cusp of graduation or program completion; and 4) possible program restructuring or resizing to better match budget priorities and funds availability. An interim report is expected next month.

II. Total Remuneration Study Update

Jim Chalfant, Faculty Representative to the Total Remuneration Advisory Committee (TRAC)

Dan Hare, TRAC Faculty Representative

Tim Groeling, UCPB Chair

Eva Nico, Strategic Advisor, Special Projects Management Office, UCOP

Jean Chin, Academic Data and Compensation Director, Systemwide Academic Personnel

The Senate representatives to TRAC prefer a methodology different to that proposed by the external consultants hired by systemwide Human Resources. The best way to value benefits for actives and retirees and the best benchmark with which to compare current compensation plans are at issue. Also in question is whether the goal of the study is to illustrate cost/value to the employer or the employee; either way, recruitment and retention are impacted.

Note: The committee considered this item in Executive Session; other than action items, no notes were taken.

- Greater coordination with TFIR is needed before formal communications with the administration are crafted.

III. Chair's Announcements

Juan Pablo Pardo Guerra, Chair

- An update from Health Care Task Force: 1) HCTF continues to build better relationships with Human Resources. They expect earlier access to rates under consideration, but the likelihood of influencing them is still low. 2) The 2026 plan design may be influenced by the recent benefits surveys, and subsidization issues are coming to the fore. Cost versus flexibility is one point under scrutiny. 3) Changes in third-party administrators are underway, but not all new contracts have signed. Some providers may still be negotiating rates, and some have raised continuity of care concerns for patients.
- Faculty continue to raise concerns regarding the new IT security policy and the use of Trellix as TPA. The institution seems to be valuing cybersecurity over privacy. The Senate hopes for earlier and more meaningful involvement as the process goes ahead in its next iteration.
Members reiterated concerns related to AI drawing conclusions were none exist, the move toward using multiple devices to circumvent the policy or otherwise applying the policy to personal devices, the fallacy of the opt-out option when departments installed the program remotely already, and that IT perhaps did not conduct sufficient due diligence to understand IP nuances or the impacts to legacy software systems and those who still rely on them, essentially presenting another unfunded mandate. The overall procurement process was indicted, and this process in particular was noted as having been more closed than others. That students are exempted from the policy seems to undermine the goal of overall security, and union-related issues have not been fully addressed. Multiple campus Senates have sent memoranda to their chancellors asking for a pause in implementation and other forms of redress.
- How best to include Senate service in academic reviews remains under discussion. A draft letter of recognition should be available for review next month.

IV. Consultation with Systemwide Human Resources

*Maynard Jenkins, Senior Executive Director, Benefits Programs and Strategy
Mercer Consulting*

SED Jenkins updated the committee on the Active Employee Health Plan Assessment Project which is being assisted by Mercer Consulting. The goal of the Project is to make UC's 2 HMO plans and 3 PPO plans more equitable, financially sustainable, and market competitive by benchmarking against market aligned costs. Mercer has evaluated enrollment trends by plan, pay-band, and other axes, including risk adjustment versus adverse selection. The recent whipsaws in the premium changes and plan costs

illustrate the need for longer-term planning and cost smoothing. The Project is being undertaken from the employer perspective and in some ways reflects the CalPERS approach which splits the HMO and PPO pool populations and shows an upward subsidy between plan types. The market being used for comparison in the Project is national, with only USC and CSU being in California, but all comparator points are other institutions of higher education. This new, market-based approach should allow UC to continue to offer a choice of affordable, stable plans.

Members asked about the costs to the employees, not just the cost to the employer, as a basis of decision-making, but SED Jenkins noted that such information is often not publicly available whereas the employer contribution rate by university is known.

Members also asked if each dollar of health care spend buys an equivalent amount of care under each plan regardless of geographic location in the country. Mercer representatives indicated that employees usually only consider their immediate out-of-pocket expenses while the employer does not want to over subsidize vis-a-vis competitors.

Members asked how much impact expensive items, such as GLP-1s, were having on costs and cost projections. HR indicated that plans might adjust their BMI minimums for new prescriptions or alter practices due to co-morbidity considerations or use for non-weight loss goals. How the Benefits Survey results will factor into long-term planning requires clarification.

V. Campus Updates

UCM- 1) The local faculty welfare committee, academic personnel committee, and the Vice Provost for Academic Personnel sent a memo to the campus reintroducing achievement relative to opportunity (ARO) principles. 2) A task force to reconsider student evaluations of faculty will be convened over the summer. 3) An incident at a graduation involving a faculty member who confronted President Drake about UC's involvement in funds and companies supplying money to the state of Israel and was subsequently escorted off the campus has raised many alarms. Faculty welfare, academic freedom, and freedom of speech are all implicated, and de-escalation tactics do not seem to have been employed. A deeper investigation is underway.

UCD- 1) Contingency planning for different levels of funding cuts are underway, but the campus is already so lean with personnel, only programs are left to be cut. Tenured faculty can be reassigned and expectations of more teaching seem likely if grant money runs out.

UCSC- 1) ARO assessment techniques are being adapted from the COVID-trajectory to new federal funding concerns. A forum to share best practices is expected in the fall. 2) The campus provost will retire soon, and a national search will commence. 3) The new child care center should be open in the fall. Construction is on schedule, but cost overruns are already nearly 50%. Title V certification would allow for state-grants to offset fees, but the center would need to meet higher standards for curricula, teacher training, and child-adult ratio.

UCI- 1) Previous rumors of pending program closures have been replaced by talk of more modest across-the-board cuts for now. 2) Compliance with digital accessibility requirements per new ADA regulations could prove onerous and expensive.

UCSD- 1) The local librarians opposed the proposed changes to APM 360, but the faculty welfare supports the changes. Where the divide lies is still unclear to many on the campus. 2) The administration is modifying down acceleration recommendations to regular merits, seemingly asserting that a recent increase in accelerations is akin to grade inflation. That the practice is changing without discussion is of concern.

UCSB- In addition to topics outlined above, the campus is considering 1) the impacts of cuts to graduate student admissions and the decreasing funds available for the graduate students who are on campus; 2) impacts to teaching loads and class sizes while ensuring faculty podium rights are protected; 3) the motivations behind the removal of EDI references and employee contact information from certain UCSB websites; and 4) the reasons why the chancellor search is still on-going.

UCB- 1) The campus anticipates fewer adjunct faculty across the board. 2) ARO was handled differently during COVID because the campus has a unique academic review system, which is now running nearly 2 years behind. Grasping the magnitude of loss in grant funding has proven a challenge. 3) Faculty welfare continues to lose traction in the face of other demands on the campus, such as that the student bereavement policy may now include the loss of pets, or that now nearly 37% of the student body is considered disabled, leading to the need for more funds to support accommodations and to calls for more mandatory trainings for faculty (also unfunded). Specific guidance is needed, even though the landscape continues to change.

VI. Further Discussion and New Business

- Members are encouraged to complete the Senate Service Experience Survey.
- Whether the current federal climate will lead to a spike in retirements is unknown yet since it is a lagging indicator. Data from RASC will be shared when available.

Adjournment 3:00pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Juan Pablo Pardo Guerra, UCFW Chair