

University Committee on Faculty Welfare

Minutes of Meeting

March 12, 2021

**I. Announcements**

*Shelley Halpain, UCFW Chair*

- Climate Crisis: Creative thinking is needed, and a humanistic approach is, too. Commuting counts toward carbon output, so lessons learned from lockdown should be assessed critically. Changes to research patterns may be evident, not just changes to teaching delivery. Many feel that faculty experts are not being fully utilized. Some have suggested creation of a dedicated systemwide Senate committee, while others think that each committee should employ a climate crisis and climate justice frame.
- Campus Safety: Updated policing guidelines are being circulated for systemwide review. Additional background will be made available to committee members.
- Bullying: A draft memo to the Academic Council calling for greater training and communications regarding anti-bullying was circulated prior to the meeting. Some members reported that campus colleagues were supportive of chairs/deans being involved, while others reported that comprehensive training and a neutral perspective would be needed. The administration has already taken note of raising complaints in this area.
  - Additional edits to the draft memo will be submitted electronically.

**II. Consultation with Academic Senate Leadership**

*Mary Gauvain, Academic Council Chair*

*Robert Horwitz, Academic Council Vice Chair*

- Presidential Authority to Cut Faculty Salaries: Members are concerned that recent machinations suggest the President alleges the authority to unilaterally cut faculty salaries, without declaration of a financial emergency. Although there are no immediate threats of cuts or widespread curtailment, the Senate should develop a strategy, in the event it should be needed.
  - TFIR and Analyst Feer will draft a memo for electronic approval.
- Reopening: Most planning continues to focus on medical aspects, not social aspects. Faculty expectations and the expectations of faculty are not aligning, which is being exacerbated by extreme local variation in policies. Shared Governance is needed broadly in these conversations. Members remain concerned with enforcement of any mandates, noting that their classrooms should not be scenes of conflict. Privacy concerns and consistent use of exemptions are also obstacles to any mandates. Many are concerned about asymptomatic

transmission and about new variants of the COVID-19 virus. Workload issues surrounding hybrid/asynchronous instructional delivery have not been resolved.

- Systemwide Human Resources: External consultants Mercer have delivered their report and recommendations to EVP Nava, and Senate review will occur in April.
- Legislation: Several pending bills in Sacramento seem to overreach into UC's academic autonomy. Transfer admissions, dual enrollment, and unionization are implicated, among other topics.

### III. Campus Updates

UCB: No update.

UCD: 1) Complaints about Senate protocol and bureaucracy have resurfaced. 2) COVID impact mitigation strategies have been slow to develop with the administration. Cooperation with the local CAP is going well. The Step+ system is being supported.

UCI: 1) A clear definition of bullying needed. 2) Online courses and academic integrity concerns are becoming more common. Chair Halpain noted that the Academic Council has heard reports and is cooperating with UC Legal to explore options. 3) The use of surveillance cameras on campus is being debated. 4) The future of an alternative medicine institute on campus is unclear; philanthropic concerns are being pitted against academic and scientific standards.

UCLA: 1) Local discussion have focused on COVID impact mitigation. 2) Service differentials for female faculty and those from underrepresented backgrounds are being assessed. 3) A discussion of off-scale practices is scheduled. 4) Enforcement of mandates during reopening remains unclear. 5) Many faculty have concerns about online courses and academic integrity.

UCM: 1) The inclusion of Teaching Professors on Senate committees is being discussed. 2) Concerns about data ownership between principal investigators and graduate students have arisen and clarification is sought.

UCR: 1) Local discussions have focused on COVID impact mitigation, and a town hall is being planned. 2) Resolution of the "trapped" dependent care funds is awaited. 3) As a result of the Campus Climate survey, new mentorship programs are under consideration. 4) Reopening discussions have ignored human impact considerations.

UCSD: Significant price hikes of 30-70% to graduate students for housing, dining, and hospitality, were announced without notice or consultation. Some students have already withdrawn due to expense concerns.

UCSF: 1) Local discussions have focused on COVID and advancement. 2) The impacts of the salary freeze, especially on female researchers, are under scrutiny.

UCSB: 1) Suggestions from the recent COVID impact mitigation town hall include: research grants for caregivers; adjustment to treatment of external letters during reviews; more faculty advisors; more temporary work assignments and other work modifications; and special steps versus full promotion. 2)

A survey of fall reopening plans is being prepared. 3) Facilities must be retrofitted for COVID filtration. 4) An initial conversation with the campus sustainability was held.

UCSC: 1) A working group to implement COVID impact mitigation strategies has been formed. 2) Housing continues to deteriorate as Silicon Valley transplants are further stressing the market. 3) Stipend standards for graduate students are being finalized. 4) The chancellor has suggested moving the campus to semesters from quarters.

Chair: About half the campuses now have dedicated joint committees for COVID mitigation. The current moment may be a good time to press for other family friendly policies and practices.

CUCEA: The Emeriti Association has been working the Retiree Association (CUCRA) through the Joint Benefits Committee (JBC) to raise awareness of the retirement experience with administrators. The 2020 retirement experience was bad, and not just because of COVID impacts. The process is alienating, and local fixers are needed. Health Care Facilitators cannot access the necessary data, and it is not their job to do so. A JBC report on the issue is being finalized and will be shared. Poor training could be worse than delays.

#### **IV. Systemwide Review Items**

##### ➤ Determine committee position

- Presidential Policy on UC Research Data and Tangible Research Materials  
*Vice Chair Hollenbach, UCSB Representative Parks, Lead Reviewers*  
More background is desired. Campuses will be required to provide infrastructure to comply with the policy, including development of recordkeeping catalogs, nomenclatures, and systems. Privacy protections for human subjects are needed, as are, potentially, protections from some Public Record Act requests. The enforcement mechanism is unclear, and the section on personal device use needs clarification. Meta-data practices should be carved out, and the distinction between property and community property is vague.
  - Analyst Feer will draft a response for electronic approval.
- Proposed Presidential Policy BFB-BUS-43 Purchases of Goods and Services: Supply Chain Management
  - UCI Representative Dalton will send comments electronically for consideration.

##### ➤ Assign lead reviewers

- Proposed Revisions to Universitywide Police Policies and Administrative Procedures (the “Gold Book”)
  - UCM Representative Beaster-Jones and UCSF Representative Hampson will serve as lead reviewers.
- Proposed Presidential Policy on Classification of Gifts and Sponsored Awards
  - UCD Representative Filkov and UCLA Representative Li will serve as lead reviewers.
- Presidential Policy on Native American Cultural Affiliation and Repatriation (v. 3)

- UCR Representative Morton and UCSB Representative Parks will serve as lead reviewers.
- Proposed Revision to Senate Regulation 610 (Defining Residency)
  - UCB Representative Odean will serve as lead reviewer.

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

*Susan Carlson, Vice Provost*

*Kimberly Grant, Academic Policy and Policy Exceptions Director*

### 1. COVID Impacts to Advancement

UCFW asks what metrics UCOP and the campuses are tracking. Examples include number of children, caregiving responsibilities, sole provider status, childcare needs and preferences, commuting challenges, housing challenges, access to leave benefits, and more. Members noted that assistant professors with two year horizons at the start of COVID could be significantly impacted. Members also suggested focus be given to female faculty and those from underrepresented groups. How best to leverage upcoming surveys to generate more data was discussed, as was how best to leverage faculty pipeline programs to address identified needs. The provost's working group dedicated to this issue is still being populated.

### 2. Upcoming Policy Reviews

- APM 700 Series on Leave Policies: Feedback is being assessed, and APP expects a July 1 launch. Specifics for some programs, such as the new "Family Care and Bonding" option, are still being finalized. Pay rates for leaves, Family Medical Leave Allowance eligibility, and some federal guidelines are also changing and must be reflected in policy and guidelines. Members noted that additional resources and support for junior faculty will be needed. A fear of retaliation for seeking or taking leave is unfortunately legitimate, especially in the health sciences and medical centers. Salary advances and half-step promotions are possible relief measures.
- Emeritus Issues: A proposal to revise previous amendments to Regents policy governing the granting of emeritus status to reinstate automatic conferral on all Senate faculty upon retirement has received Academic Council endorsement and is moving through additional review processes. APM 120 conforming changes will follow, as passage is anticipated.
- APM 025 and 671: Conflict of Commitment and Outside Professional Activities: An upcoming audit report analyzing foreign influence in research will require careful assessment and thorough discussion.

## VI. Report: UCFW Task Force on Investment and Retirement

*David Brownstone, TFIR Chair*

### 1. Financial Preparedness

*With Jonathan Glater, UCLA*

Student loan debt impacts one's ability to save meet living expenses, to say nothing of saving for retirement. The Public Service Loan Forgiveness program is difficult to navigate, and repayment options in the market are confusing. Some employers offer loan repayment programs, but duration and total cash are limited. The largest student loan debts are often with doctors and lawyers, but not all doctors and lawyers are successful. Equity should be a primary concern, but defined on what access is unclear. How much public service, and of what type, should eliminate student debt? The governmental relations teams should press for swifter, more meaningful relief and more accessible programs. Cultural sensitivity should also be maintained; some cultures eschew public discussion of personal finances, as do some workplace cultures. The larger benefits landscape must also be kept in mind, and other pipeline programs should be leveraged.

➤ Analyst Feer will draft a memo for transmittal to the Academic Council.

2. TFIR of February 22, 2021

- Retirement Administration Service Center (RASC): TFIR met with acting Vice President Lloyd to discuss recent improvements at RASC and remaining improvements to be completed. Several recruitments are underway, and systemwide is supportive of additional campus-based counselors although resource concerns remain.
- Shared Equity Mortgages: TFIR hopes to schedule CFO Brostrom, whose office oversees loan programs, for an upcoming meeting. Additional down payment assistance programs would be welcome. Members noted that low salaries and the erosion of benefits support make recruitment and retention difficult, especially in UC's expensive markets. Current interest rates further complicate discussions.

## VII. Report: UCFW Health Care Task Force

*Lisa Ikemoto, HCTF Chair*

1. HCTF of February 19, 2021

- Behavioral Health Access: HCTF's Behavioral Health Working Group will consult with the Employee Assistance Program professionals and Health Care Facilitators to supplement data requests.
- UC Health Strategic Plan: A revised plan is being finalized, and HCTF will analyze it closely.

2. UC Health Affiliations and Comprehensive Access

Many continue to frame the issue as one of revenue seeking versus serving the underserved, rather than as a question of consistency with long-held UC values against discrimination. The UC Health impact report has not been shared, but all indications are that financial gains from expanded affiliations are minimal to UC. This issue is dovetailing with UC Health strategic efforts to drive more UC employees into their self-funded plans and exacerbating benefits oversight tensions with systemwide Human Resources.

The Academic Council will discuss this issue later this month, and make a decision next month as to how to respond to current reports. Transparency is needed at every level of decision-making. Access should not be used as a rhetorical cudgel. Other ways to expand access have not been meaningfully explored. Pending court cases and legislation could further impact UC position.

## **VIII. UCFW Items**

### 1. COVID Impacts to Faculty

- Members should continue to brainstorm mitigating responses the administration can take.
- Child care availability varies widely by campus. Whether a central advisory body would be useful is unclear. The metrics by which “adequate” child care would be achieved are undefined, and the minimal amount of institutional support necessary is undetermined. Staff and students also have child care needs, and child care should not be separated from other benefits and perquisites. Better communication of currently available resources is also needed.

## **IX. New Business**

*None.*

Adjournment: 4:00 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Shelley Halpain, UCFW Chair

### Attendance:

Shelley Halpain, Chair

Jill Hollenbach, Vice Chair

Terry Odean, UCB

Vladimir Filkov, UCD

Terry Dalton, UCI

Huiying Li, UCLA

Jayson Beaster-Jones, UCM

Pat Morton, UCR

Juan Pablo Pardo-Guerra, 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