

University Committee on Faculty Welfare

Minutes of Meeting

March 8, 2024

I. Consultation with Academic Senate Leadership

Steve Cheung, Academic Council Vice Chair

- Proposed amendments to Senate Bylaw 55 (Departmental Voting Rights) and APM Section 285 (Lecturers with Security of Employment) are both still pending. The former was tabled at the Academic Assembly to allow for additional local discussion. Passage would require a 2/3 majority of present Assembly members. The latter will soon be taken up by the Academic Council.
- The proposed APM 672 (Negotiated Salary Program) was modeled after the Y component of the Health Sciences Compensation Plan. Initially a pilot program, the Senate's equity-based feedback has not changed over a decade. Academic Personnel and Programs is reviewing the Senate's feedback and will respond when ready.
- The proposed Regents policy on website use is still pending. Previous questions about who decides by what standard remain largely unanswered.
- The Regents declined the Senate's recommendation to create a campus experience requirement via Senate Regulation 630.E. Senate leadership is engaged in follow-up discussions to determine next steps.
- The workgroup on instruction modalities and online degrees continues to work. Recent discussions focused on impacted majors and experiential differences.
- Proposed Assembly Constitutional Amendment (ACA) 14 would require UC to follow state labor standards, which could negatively impact clinical training and certain research enterprises. UC has submitted a letter of opposition, and the Senate will coordinate with State Government Relations.
- The state budget outlook continues to be gloomy. Rainy Day fund usage is being considered. The May Revise is the next milestone in the process. Anticipated raises may be in jeopardy, despite overall inflation and health care cost spikes.
- The Senate awaits the provost's response to requests for greater structural support working with unionized student employees as well as a greater role in future negotiations.

II. Chair's Announcements

John Heraty, UCFW Chair

1. Oracle Next Steps: Whether the Office of the President can lead in this area is unclear. Local fixes will likely vary due to legacy systems and other differences, but the coordinated sharing of best practices would be helpful. The fixes that work for UCOP to generate enterprise summary reports will not work for end users and PIs. Some campus leaders still do not recognize the urgency of the situation.
2. Future of Graduate Education Preliminary Recommendations: The committee noted several issues impacting the quality of graduate education. Workload concerns for new process steps were noted, as were now familiar questions of distinguishing credit-bearing academic research work from compensable research assistant work. Many suggested that graduate education is too variable to be subject to a one-size-fits-all approach. The unknown impacts of the relevant union contracts will further complicate efforts to plan. Legal guidance may be needed in several areas.
3. RFP Update: No new information of use is available. The lack of transparency is concerning to many.

III. **Report: UCFW Task Force on Investment and Retirement**

Jill Hollenbach, TFIR Chair

1. TFIR of February 26, 2024
 - Performance at the Retirement Administration Service Center (RASC) continues to improve. The retirement counselors are performing well so far, but locally-based counselors seem unlikely. CEM benchmarking has been enlisted to ensure that RASC is at market standard.
 - The memo requesting reconsideration of changing the UCRP default was approved for transmittal to the Academic Council.

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

Michael Ong, HCTF Chair

1. HCTF of February 16, 2024
 - HCTF will meet with new UC Health EVP David Rubin next week regarding the UC Health strategic plan.
 - The Health Sciences Compensation Plan is overdue for a total remuneration study, but it will be complicated and therefore likely costly, too.
 - Retiree health coverage has been impugned lately, but how to measure performance and satisfaction, and compare it to what, is unclear. Funds to fix any identified problems will also be difficult to secure.
 - Concerns with Delta Dental continue to be reported. Expansion of Preferred Provider Tier enrollment might be reintroduced as one alternative to off-set provider withdrawal.

V. **UCFW Business**

1. Systemwide Review Items

- Systemwide Senate Review of Proposed Regents policy on Use of University Administrative Websites
The draft memo was approved as noticed.
- Revised Presidential Policy BFB-BUS-50: Controlled Substances Use in Research and Teaching
In addition to unclear distinctions between certain types of related substances noted previously, another consideration is the classification of cannabis and how to study its cultivation and medicinal properties. Analyst Feer will revise the draft memo for electronic approval.
- Proposed Revisions to Academic Personnel Manual (APM) Section 285 (Lecturer with Security of Employment Series)
The draft memo was approved as noticed.
- Second Systemwide Senate Review of Proposed Senate Regulation 424.A.3 (Area H)
Three areas of concern in the UCFW bailiwick were identified. 1) Certain faculty pay a “race tax” for additional labor, and quality training in high school could help reduce that tax downstream. The recognition of work of faculty of color and the recognition of privilege that some students bring with them would help all involved in the education process. 2) Faculty safety has been implicated insofar as those involved in developing the proposal have reported being the victims of harassment through email, course infiltration, and media attention. Institutional service should be supported institutionally. 3) A general lack of collegiality should be of concern to all, and a specific lack of respect to faculty in one discipline not be countenanced by silence.
A few members echoed concerns in the packet regarding under resourced schools.
Analyst Feer will draft a memo for review next month.
- Final Report of the University of California Systemwide Advisory Workgroup on Students with Disabilities
The cost impacts of the recommendations are unknown. Some wondered if there would be a similar report on faculty with disabilities.
Discussion will continue next month.
- Statement on UC Quality from the University Committee on Education Policy (UCEP)
UCFW appreciates UCEP’s leadership in this area.
Analyst Feer will draft a memo for electronic approval.

VI. New Business and Further Discussion

None.

Adjournment: 12:30 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: John Heraty, UCFW Chair

Attendance:

John Heraty, Chair

Juan Pablo Pardo Guerra, Vice Chair

J. Keith Gilles, UCB Alternate

Karen Bales, UCD

Lisa Naugle, UCI

Carla Janzen, UCLA

Jayson Beaster Jones, UCM

Wendy Matsumura, UCSD

Cat Mosti, UCSF

John W. I. Lee, UCSB

Alexander Sher, UCSC

Michael Ong, HCTF Chair

Jill Hollenbach, TFIR Chair

David Kleinfeld, UCRS Advisory Board Faculty Representative

Jo Anne Boorkman, CUCEA Chair