

University Committee on Faculty Welfare

Minutes of Meeting

May 10, 2024

**I. Chair's Announcements**

*John Heraty, UCFW Chair*

- The state budget May revision is due out today.
- Academic Personnel and Programs (APP) has convened an advisory group that includes 14 faculty to prepare for the next round of academic labor negotiations. For now, the group is meeting biweekly.
- The graduate student union may hold a vote to authorize a strike in the next few weeks. Faculty need better guidance regarding strike activity since the line between institutional and personal liability remains unclear. An outcome review of the last strike is needed and overdue.
- Implementation of timesheets for faculty is ahead.
- Proposed ACA 14 would require UC to follow standard state labor laws. The cost of compliance is unknown.
- The Senate maintains its position that current guidance regarding website usage is sufficient. The Regents will consider their proposed policy later this month.
- First round responses to the Total Remuneration + RFP are scheduled to be evaluated later this month. Compliance with the methodology request is front of Senate reviewers.
- Home insurance coverage denials have been reported in older homes. Better guidance is needed so homeowners can navigate the system.

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

*Jill Hollenbach, TFIR Chair*

1. TFIR of April 19, 2024

- Performance of the Retirement Administration Service Center (RASC) continues to improve. See also Item V below.
- An analysis of the Health Sciences Compensation Plan is needed and overdue. It is hoped that UC Health can help coordinate the project.
- Relevant UCOP leaders will review the proposal to change the UCRP default option to Savings Choice. The preferences of other employee groups and the Regents must also be considered.

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

*Michael Ong, HCTF Chair*

1. HCTF of April 19, 2024

- Access to Tier 1 providers in UC Care continues to be an issue, especially at Merced and Santa Cruz.
- UC Health EVP Rubin discussed whether practitioners “acquired” when UC buys hospitals should be considered clinicians or faculty.
- Delta Dental access issues remain, especially in the Bay Area.
- The state has created a new board to enforce an annual 3.5% cap on medical inflation, with a plan to ramp down to 3%. How this will be implemented is unclear at present.
- Members asked about the likelihood of expanded access to IVF treatments. Chair Ong indicated that cost concerns and matching benefits in all plans need to be addressed. If benefits were to be expanded, many think behavioral and mental health would receive priority, although there is consideration of creating a specialty drug tier in the pharmacy plans.

**IV. Oracle Financial Systems**

One campus remediation workgroup has 15 departments involved because the problem impacts systems throughout the university. Top-down compliance expectations seem to have driven decision-making, rather than end-user facility. A 1-2 year transition period might have been a better option since many locations still have DIY and legacy systems combined with spotty record-keeping that often gets lost during data migrations. Some best practices are available, but specific fixes may vary by location and even department. Research funding impacts can have significant negative consequences, including delays in publishing and advancement. This seems to be the latest in a series of products being selected that do not meet UC needs absent significant after-the-fact customization and employee difficulty.

**V. Consultation with the Office of the President – Systemwide Human Resources, Retirement Administration Service Center**

*Bernadette Green, Executive Director*

Director Green presented an overview of RASC operations and improvements over time, noting SLA performance metrics were being met and the positive impact of the newly reinstated retirement counselors. One lagging area remains survivorship benefit processing, and an internal review is underway. RASC is cooperating with the benefits unit to find solutions to the recalled retiree issue. Two customer satisfaction assessments are being planned: one to evaluate transactional services and a broader survey to assess overall customer needs.

**VI. Consultation with the Office of the President – Office of Community Safety**

*Jody Stiger, Systemwide Director*

Director Stiger provided an update on the encampments, which are mostly peaceful at present. Only UCPD is on the campuses, but CHP may be called in to help block building take-overs. Emergency services coordinators are in contact with each twice daily, and a systemwide management response team meets daily, too.

Members noted that experiences and official reporting do not align, questioning how information was collected post-incident. What is peaceful may depend on one's lived experience.

Members also wondered how decision-making delegations occur. At least one campus's response is being investigated at the president's request.

Members asked how many graduate students were involved in arrest procedures, but that data is not available. Given pending strike action, more information is needed.

Members asked how risk assessments were conducted and what efforts at de-escalation are standard. UCPD conducts assessments and makes recommendations to risk services or the chancellor/designee. It is unclear why negotiations to take down an encampment were successful at one campus but not others.

The "Gold Book" remains UC's policy standard for policing, but it is undergoing revision. It includes protections for press and legal observers, as well as procedures and prohibitions.

Coordination with other law enforcement agencies through "mutual aid" agreements is regulated by the state, but contracts are individualized. It is important to note that there are difference levels or states of emergency. Sharing non-affiliates may be best coordinated with municipal or county agencies.

## **VII. Consultation with Academic Senate Leadership**

*James Steintrager, Academic Council Chair*

*Steve Cheung, Academic Council Vice Chair*

- A peaceful resolution to the encampments is desired, but the situations are difficult. Consistency and compassion are needed.
- HCTF Chair Ong will be the next faculty representative to the Regents Health Services Committee.
- Proposed revisions to Senate Bylaw 55 (Departmental Voting Rights) did not pass the Academic Assembly by just one vote. There was vigorous discussion, but it seems unfamiliarity with the title at multiple locations doomed the proposal. The revisions can be resubmitted in the future, and the status quo allows for departments to grant such voting rights on an annual basis.
- The Council supported calls for more negotiations with library services and Taylor and Francis in the hopes of achieving more open access support and greater fair use rights for authors. Generally, cost off-sets for publishing are needed in most areas.
- A new policy directive from UCOP seems to call for 100% cybersecurity compliance lest one face dire administrative consequences. While data breaches are dangerous and expensive, this directive seems impossible to fulfill. The Senate committee on academic computing will investigate the matter and report back.
- Guidance for faculty in the midst of student worker strikes is being developed. Faculty workload and resource concerns are being considered.

- The Regents are expected to vote on the proposed website usage policy next week. The Senate still believes that current guidelines are sufficient. Implementation concerns remain unaddressed in the current version of the proposal.

## **VIII. New Business and Further Discussion**

### **1. Campus Climate**

Members reported that protesters at each campus have issued similar demands. The administration response to the protests is under scrutiny, with some locations considering votes of no confidence. Peaceful protesters should not be suspended, even if some are quite loud. The lingering impacts of police actions could be significant and influence potential strike votes. Many worry that faculty will be left to muddle through the aftermath on their own – again. At one campus, most UCPD members live more than 90 minutes from campus, which impedes emergency response and identification with the campus.

Other issues impacting campus climate include: housing affordability, how start-up funds are allowed to be used, and decreasing emeriti access to research facilities and funds.

Adjournment: 3:35 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: John Heraty, UCFW Chair

#### Attendance:

John Heraty, Chair

Juan Pablo Pardo Guerra, Vice Chair

Nancy Wallace, UCB

Karen Bales, UCD

Jack Lerner, UCI Alternate

Fran Olsen, UCLA Alternate

Jayson Beaster Jones, UCM

Abhijit Ghosh, UCR

Cat Mosti, UCSF

Laurie Freeman, UCSB Alternate

Alexander Sher, UCSC

Michael Ong, HCTF Chair

Jill Hollenbach, TFIR Chair

David Kleinfeld, UCRS Advisory Board Faculty Representative

Jo Anne Boorkman, CUCEA Chair