

University Committee on Faculty Welfare

Minutes of Meeting

May 14, 2021

I. Announcements

Shelley Halpain, UCFW Chair

1. Academic Council of April 28, 2021

- Academic Freedom: An event at Merced was canceled by Zoom because they felt it infringed upon terrorist speech limitations imposed by the federal government. The University Committee on Academic Freedom is preparing a response.
- Safety Policies: The proposed revisions to UC police policies were received equally poorly by all Senate respondents. Collected Senate feedback has been transmitted to President Drake.
- Presidential Consultation: 1) As the budget outlook continues to improve, 3% salary increases for faculty and non-represented staff will occur. Limited one-time funds for deferred maintenance projects are guaranteed. 2) UC Health affiliations are complex and nuanced, and there is an acknowledged conflict between non-discrimination goals and market goals. The Regents will likely act over the summer. There are many considerations for decision-makers: improving the lives of the UC community, finances, research, education, and patient care and access.

II. Report: UCFW Task Force on Investment and Retirement (TFIR)

David Brownstone, TFIR Chair

1. Pension Choice Modeling

With Jim Chalfant and Dan Hare, TFIR Members, past UCFW Chairs, past Academic Council Chairs

TFIR will continue to work on the project and submit final recommendations soon. The quality of information available to those making their Second Choice and at the stage of hire must be improved. Options for service buy-backs remain limited, and the cost varies by circumstance. That Fidelity does not have fiduciary obligations as part of their contract with UC remains a concern for some.

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

Susan Carlson, Vice Provost

1. COVID Impacts to Advancement

Provost Brown has empaneled a 16-member working group to focus on COVID impacts to advancement, many of which were identified in UCFW's letter from last fall. Academic Council Vice Chair Horwitz and Davis Provost Mary Croughan will co-chair the working group, which is comprised of 9 Senate faculty, including UCFW Chair Halpain, and 7 academic administrators. All campus actions to date are being collated. A report is due to the Provost in December. Members noted that female faculty and those with caregiving responsibilities were being disproportionately impacted, but legal restrictions complicate targeted relief efforts. Junior faculty frequently lack the resume needed to successfully apply for bridge funding.

2. Upcoming Policy Work

Revisions to APM sections 025 and 671, which govern conflict of commitment, will soon be prepared in response to two factors: 1) national attention to foreign influence considerations requires an institutional response, and 2) several Regents responded negatively to a Pro Publica report of inconsistent filings by some UC researchers. A recent UC Health report that included some problematic vendor relations further complicates the issue. A discussion group will proceed and drafting group, with recommendations for review in Fall 2021 to be implemented in April 2022. Members noted the Regents push for more innovation and entrepreneurship might conflict with the present effort.

3. APP Personnel Changes

New hires for a director of Academic Labor and Employee Relations and for an Associate Policy Director will be announced soon.

IV. Consultation with Academic Senate Leadership

Robert Horwitz, Academic Council Vice Chair

- Feasibility Working Group: A working group of faculty experts to assess whether the Smarter Balanced Assessment can be used for UC admissions is being populated now and will work over the summer. Council Chair Gauvain and BOARS Vice Chair Sorapure are co-chairs.
- Reopening: Delivery of instruction standards and policy enforcement remain unclear. Conflicting county policies complicate a systemwide response. Whether vaccinated individuals will be asked to follow different policies from unvaccinated individuals, and how to enforce it, remains unclear. Faculty workload considerations need greater priority in discussions.
- Regents: 1) Details of the 3% salary increases are forthcoming. The UCOP budget shows increases for UC Health, UC Legal, and UC Investments, but not for Academic Affairs. 2) UC Health affiliations will not be discussed at the May meeting of the full board. 3) Cohort tuition discussions seem to suggest a misunderstanding of how campus cross-subsidies work in practice. 4) A hotline for individuals impacted the Accellion data breach will be launched soon. Cyberinsurance as a standard benefit is being discussed more frequently. 5) Regent Estolano will become board chair July 1, and Regent Leib will become vice chair. Regent Perez will become chair of the Health Services Committee, and Regent Park will become chair of the Academic and Student Affairs Committee.
- Academic Integrity: Cheating in online courses is a widespread concern. Assistance from UC Legal has been requested.
- Conflict of Commitment: The Academic Council is preparing a one-page FAQ to inform Senate personnel of the current state of affairs.

V. Systemwide Review Items

➤ Determine committee position

- Proposed Presidential Policy on Classification of Gifts and Sponsored Awards
UCD Representative Filkov and UCLA Representative Li, Lead Reviewers
 - The draft response was approved as amended.
- Presidential Policy on Native America Cultural Affiliation and Repatriation (v. 3)
UCR Representative Morton and UCSB Representative Parks, Lead Reviewers
 - The draft response was approved as amended.
- Proposed Revision to Senate Regulation 610 (Defining Residency)
UCB Representative Odean, Lead Reviewer

The intent of the revisions is to redefine residency to all remote attendance. Some wonder if this change could be a “slippery slope” to other residency considerations or other unintended consequences. Many think that considering this issue after the pandemic lockdown impacts are more fully understood is warranted.

➤ Analyst Feer will draft a response memo.

- Proposed SARS-CoV-2 (COVID-19) Vaccination Program Policy
UCD Representative Filkov, UCM Representative Beaster-Jones, UCSF Representative Hampson, and UCSB Representative Parks, Lead Reviewers

Several questions about the proposed policy arose, including:

- The criteria for and monitoring of exemptions must be clear. Stigmatization of the unvaccinated should be considered. Privacy concerns are legitimate.
 - Direct outreach to vaccine hesitant communities must occur.
 - The timelines must be known well in advance for adequate planning.
 - The broader context of instructional delivery remains unaddressed.
 - The role of non-pharmaceutical interventions must be clear. Some faculty will require microphones if they must be masked, for example. Language instruction may require additional considerations.
 - How non-FDA approved vaccines in use internationally will be handled must be clear. Boosters must be addressed. Confusion about emergency use authorization remains.
 - What constitutes acceptable documentation of any vaccination must be clear.
 - How visitors to campus will be handled must be clear.
 - “Adverse event” reporting is problematic. Some feel the campus community broadly should always be notified, but others think this risks fear-mongering. Messaging around “breakthrough” infections hampers vaccine efforts in many communities.
 - Why this potential vaccine requirement is being treated differently than extant vaccine requirements is unclear to some.
 - Detailing UC legal duties, and informal obligations, could help contextualize the proposal.
- Analyst Feer and Chair Halpain will draft a response memo for electronic approval.

➤ Assign Lead Reviewers

- Proposed Revisions to Presidential Policy: UC Health Participation in Activities under the End of Life Option Act
Item deferred.
- Proposed Presidential Policy: Fee Policy for Graduate Student In Absentia Registration
Item deferred.

VI. Report: UCFW Health Care Task Force

Lisa Ikemoto, HCTF Chair

1. HCTF of April 16, 2021

- UC Health Strategic Plan: Hopefully the experiences under COVID will bring the medical centers and the general campuses closer.
- Health Insurance Portfolio: Handling of the discontinuation of the Western Health Advantage plan in the Davis/Sacramento area has highlighted strategic differences between the approach to benefits advocated by systemwide Human Resources and that by UC Health's Self-Funded Plans. Financial incentives to drive enrollment into certain plans over others, and one campus receiving unique treatment, are concerning to many. A continuing lack of financial transparency complicates evaluation, though.

VII. COVID Impacts on Advancement

1. Campus Updates on Local Mitigation Efforts

Chair Halpain is a member of the Provost's working group and encourages members to send feedback and ideas for consideration by the group. Local efforts and concerns to date include:

- Delays to scheduled town halls and perceived administration foot-dragging are undermining good statements at several campuses. Dedicated response task forces are encouraged.
- Junior faculty need targeted assistance.
- Online dashboards for resources are needed.
- Additional CAP guidance is desired. Use of half- or special steps is reported at several campuses.
- Active Service/Modified Duty exceptions are being implemented inconsistently as they are at deans' discretion. The use of COVID impact statements is particularly problematic.
- Additional resources to support mediation efforts are needed. Department differentials are exacerbating inequities.
- Child care access issues and housing access issues are worsening.
- More data are needed to support claims in every area.

2. Childcare Gaps Next Steps

The on-going disparities across the campuses and lack of central leadership in this area remain obstacles. Expertise is needed to set minimum standards for capacity, affordability, training and credentialing. Members suggest a working group in the next academic year, and perhaps reframing the issue as a benefit. Student basic needs, staff success, and UC's overall

demographic profile are impacted by child care considerations. Federal legislation may lend further impetus to calls for action. Additional resources must also be secured. Child care should be singled out as a top priority.

VIII. UCFW Items

1. General Campus Updates

UCLA: A town hall regarding the data breach was recently held.

UCM: Software changes have slowed work and driven staff away, further adding to the faculty workload. Several campuses reported similar issues.

UCSC: A salary analysis with housing costs and other cost-of-living considerations is being generated.

2. APM 210 and Mentoring

Item deferred.

3. Standardized Faculty On-boarding

Item deferred.

IX. New Business

None.

Adjournment: 3:40 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