



**University Committee on Faculty Welfare (UCFW)  
Meeting Minutes  
February 13, 2026**

Attendance: Karen Bales, Chair; Sasha Sher, Vice Chair; Keith Gilles, UCB; Janet Foley, UCD; Ben Lourie, UCI; Reza Ahmadi, UCLA; David Rouff, UCM; Salman Asif, UCR; Julie Bykowski, UCSD; Alon Witztum, UCSF; Matt Helgeson, UCSB; Yat Li, UCSC; Vickie Mays, HCTF Chair; Jill Hollenbach, TFIR Chair; Zoran Nenadic, UCRS Advisory Board Member; Joel Dimsdale, CUCEA Chair

**I. Consultation with Academic Senate Leadership**

*Susannah Scott, Academic Council Vice Chair*

- The Governor's proposed budget appears favorable; however, the Legislative Analyst's Office anticipates lower revenue. Further clarity is expected in the May budget revision.
- The Regents approved revisions to APM 015 and APM 016. Work is now underway on guidelines defining what constitutes a policy violation.
- The Provost is organizing a math congress in March, partially prompted by findings from a report from Institutional Research and Academic Planning (IRAP) and a report on math preparedness from UCSD.
- Work continues on developing international and governmental partnerships modeled on the UK approach.
- The Academic Assembly recently approved an amendment to SBL 140 renaming the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) to the University Committee on Diversity and Equity (UCoDE).
- On labor matters, a strike authorization vote is underway across three unions under the UAW umbrella. Divisions are encouraged to share communications from the Provost and Academic Council leadership as guidance.
- Committee discussion addressed the cost of graduate student compensation, including insurance and tuition remission structures, and the importance of maintaining institutional competitiveness while supporting graduate student well-being.
- Updates were provided on UCAD and UCAD+ initiatives; UCAD has concluded, and its final report has been posted. UCAD+ recommendations are expected in May and will proceed to systemwide review.
- Members raised ongoing security concerns related to PATH and RASC systems, including delayed implementation of promised improvements and lack of communication regarding alerts.

**II. Chair's Announcements**

*Karen Bales, UCFW Chair*

- Consent Calendar: The minutes from the December 12, 2025 were approved as noticed.
- Proposed revisions to the committee's public-facing description were discussed. New language reads:  
The UCFW consults, evaluates, makes recommendations, and reports on the welfare and

working conditions of active and retired faculty, including salaries, benefits, insurance, family and dependent care, retirement, housing, and other conditions of employment.

### **III. Update: Task Force on Investment and Retirement (TFIR)**

*Jill Hollenbach, TFIR Chair*

- Discussion continued regarding the Total Remuneration Study methodology. No consensus with the administration and their external consultant has been reached. Deloitte continues to advocate for the Projected Unit Credit (PUC) method, which focuses on employer costs rather than employee value. Two additional analyses proposed by the Provost remain pending. Concerns were raised about lack of transparency in Deloitte's methodology and the absence of formulas behind shared results. Members discussed implications for:
  - Retention of mid-career faculty,
  - Underestimation of pension value under the 2016 tier, and
  - Potential increases in out-of-pocket costs if benefits are undervalued.
- TFIR also continues to consider the pension default options and administrative response to the issue. Members noted the symbolic and psychological value of pension benefits and variability in onboarding practices across campuses as further issues to be considered.
- Security breaches affecting retirees were discussed, with calls for improved processes to ensure individuals are made whole.
- Concerns were also raised about the complexity of the Return to Active Duty (RTAD) process and lack of knowledgeable staff available to help retirees/emeriti in a timely fashion.

### **IV. Systemwide Senate Review Item**

- Establishment of a Systemwide Academic Senate Committee on Climate Change and Sustainability
  - The committee elected not to opine on this item.

### **V. Consultation with Systemwide Human Resources**

*Dianna Henderson, Vice President*

Note: This item was not addressed during the meeting.

### **VI. UCFW Business**

- UCAD+ Working Group 2: Current direction favors guidelines related to Achievement Relative to Opportunity (ARO) rather than changes to the Academic Personnel Manual (APM). Members emphasized the importance of clear definitions, consistency across campuses, and avoiding optional implementation. Discussion highlighted the need for stronger institutional signaling and long-term policy integration.
- "Gold Book" Review: Planning began for the upcoming review process, and members will sign-up for two subsections each to serve as lead reviewers on and will consult local campus experts to inform their findings.
- Safety Concerns at Campuses and Medical Centers: Members discussed increasing safety concerns across UC facilities, particularly at off-campus clinics, outpatient centers, and satellite facilities; the lack of consistent documentation, tracking, and notification of incidents; their limited authority to address repeat patient safety risks; and jurisdictional complexities involving multiple security agencies. Suggestions included pre-establishing memoranda of understanding (MOUs) for off-campus incidents; improving alert systems

and communication procedures; and expanding discussions in upcoming safety workshops.

- **Campus Updates**

- **Berkeley:** No major updates.
- **Los Angeles:** Budget concerns; childcare support and housing challenges. Housing will appear on the March agenda.
- **San Diego:** Math Congress planning; childcare concerns.
- **Santa Barbara:** Health benefits issues; request for data on utilization and service access.
- **Davis:** Efforts to improve affiliate experiences.
- **Irvine:** Development of guidelines for department chairs.
- **Riverside:** Labor issues and potential strike responses.
- **Santa Cruz:** New on-site childcare facility expected to open soon, though faculty and staff costs remain high.
- **Merced:** Concerns about healthcare access and provider availability under UC Care.
- **San Francisco:** Faculty survey identified workload and equitable compensation as top priorities; HSCP analysis may be needed.

## **VII. Consultation with Faculty Affairs and Academic Programs (FAAP) and Systemwide Academic Personnel (SWAP)**

*Monica Varsanyi, Vice Provost, FAAP*

*Amy Lee, Deputy Provost, SWAP*

*Kelly Anders, Executive Director, SWAP*

- The Expressive Activities Workgroup will convene soon, with four meetings scheduled over the coming months. Draft recommendations expected by April 7 for systemwide review.
- PFP (President's Postdoctoral Fellowship Program): More than 2,000 applications were received this year, and the hiring incentive remains in place. However, the search waiver exemption was removed. Campuses may use the Target of Excellence option on an opt-in basis.
- Labor-related activities were discussed in executive session; no notes were taken.

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

- **Committee Chair Guidelines:** One division raised the question of committee chair guidelines that were revised without consultation by the divisional leadership and asked if other divisions operated similarly or more transparently. Members compared governance processes across campuses and raised questions regarding transparency and enforceability.
- **Data Breach Notification Practices:** Members reported a Blue Cross data breach involving a third-party document processing vendor that reportedly affected records from late 2024 through mid-2025. Slow and inconsistent notification of the breach is a concern, and further follow up with Human Resources was suggested.

Adjournment: 3:15 PM

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Karen Bales, UCFW Chair