



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

Attendance: Karen Bales, Chair; Janet Foley, UCD; Ben Lourie, UCI; Reza Ahmadi, UCLA; David Rouff, UCM; Salman Asif, UCR; Julie Bykowski, UCSD; Alon Witztum, UCSF; Yat Li, UCSC; Vickie Mays, HCTF Chair; Jill Hollenbach, TFIR Chair; Zoran Nenadic, UCRS Advisory Board Faculty Representative; Amy Block Joy, CUCEA Vice Chair

I. Chair's Announcements

Karen Bales, UCFW Chair

- Consent Calendar
The following items were approved as noticed:
 - Minutes of February 2026
 - Draft Memo re UCPath/RASC Security
 - Draft Memo re RTAD Guidance
- Systemwide Review Items
 - Proposed Revisions to Senate Bylaw 192 and Regulations 636 and 761
 - The committee elected not to opine on this item.
 - Tribal Lands Workgroup Report
 - Members will consult with campus committees and revisit this item next month.
 - “Gold Book” Signup
Although the item still has not been sent for formal review, UCFW will consider the draft revisions next month. Each of the chapters has been assigned to a member who will serve as lead reviewer for preliminary discussion.
- Campus Updates
 - Los Angeles (LA): Local discussion focused on GLP-1 medication coverage, costs, and variability across plans.
 - Davis (D): The local committee is building a positive relationship with UC Davis Health leadership. Concerns about appointment delays and under-advertised liaison services are being addressed.
 - Irvine (Irv): 1) Pension and RASC security concerns remain. 2) Merit and dean evaluation changes were deemed acceptable. 3) Small salary increases and variable equity adjustments are under consideration. Differential impacts to those in the Health Sciences Compensation Plan (HCSP) and “soft money” were noted, and different calculation practices for off-scale and above-scale faculty cause additional confusion.
 - Santa Cruz (SC): Parking fees without Senate consultation, and the local committee is preparing a resolution in protest. Negative impacts include the fees being an additional barrier to campus access and chilling impacts to in person attendance for both courses and faculty meetings.

- San Francisco (SF): 1) Parking concerns are a perennial issue at UCSF. 2) After the UCSF Faculty Association union negotiated rate increases and comparable changes for off-scale compensation for its members, the Senate is exploring options for HSCP members.
- Riverside (R): 1) Salary equity issues (compression/inversion) are growing acute, complicated by those who receive outside offers to leverage during retention negotiations. 2) Workload concerns are also growing due to increased class sizes.
- Merced (M): 1) Strike-related concerns are being discussed and contingency plans are being developed. 2) Healthcare access issues remain.
- San Diego (SD): Childcare access, affordability, and limited hours are affecting recruitment.
- Task Force on Investment and Retirement (TFIR) Update
Jill Hollenbach, TFIR Chair
TFIR is awaiting a memo from UC Legal and Human Resources that will explain their reluctance to switch the default option for eligible new hires from the defined benefit (pension) plan to the defined contribution plan, despite Senate analyses showing that for most new hires, the latter is financially more beneficial. A new argument against the change involves the legal and technical intricacies in making the default effective on the first day of hire rather than the 90th day, which allows for an active election to be made by any given individual. Many on TFIR think this administration position contradicts earlier indications that the switch seemed likely be approved, and a memo opposing the denial is being drafted.
Members noted the need for clear rationale, if denied, and the importance of faculty onboarding and education, especially in this area.
- Labor-related issues were discussed in Executive Session, and no notes were taken.

II. Consultation: Office of the President – CFO Division

David Phillips, Associate Vice President, Capital Programs, Energy, and Sustainability

AVP Phillips indicated that addressing housing concerns has been identified as a strategic goal by the CFO division, though focus remains on student housing per campus direction. Workforce housing challenges include: limited supply and low turnover, high development costs, and the difficulty of pricing below the market.

Members noted that recent shifts from an ownership to a rental model have done little to alleviate congestion and have taken place with little or no Senate consultation. Renewal practices have also changed, again without consultation. AVP Phillips noted that workforce housing is not a revenue generator for the campus (a new “goal” in the post-COVID era) and that the systemwide office responds to the requests of the campuses. Changes to MOP funding may offer additional opportunities, and UCFW will hear from the Office of Loan Programs directly in April regarding those changes. Buyers and renters should also be affiliated with the University, but this principle has not always been closely followed in the past and so opportunities for University personnel have further delimited. Members noted that the opportunity costs between early-career support for and the long-term benefits to individuals and the University should be better articulated and that the University should work to balance moral and legal concerns for limited resources according to more robust metrics. Future decision making should involve more frequent and in-depth local Senate consultation.

III. Consultation with the Office of the President: Faculty Affairs & Academic Programs (FAAP) and Systemwide Academic Personnel (SWAP)

Monica Varsanyi, Vice Provost, FAAP

Kelly Anders, Executive Director, SWAP

- VP Varsanyi provided a preview of Mortgage Origination Program (MOP) changes, targeted for July 1 implementation, which are expected to include a proposed shift to 7-year fixed rate (from 1- or 5-year terms). Concerns about mid-contract changes are being investigated, and a risk analysis is forthcoming. The proposed changes will not open the program to more employee categories nor are they intended to address any backlogs. Changes to funding sources are anticipated, and market competitiveness remains an important factor.
- Labor-related issues were discussed in Executive Session, and no notes were taken.

IV. Consultation with Academic Senate Leadership

Ahmet Palazoglu, Academic Council Chair

Susannah Scott, Academic Council Vice Chair

- The proposal to create a California-based research fund, similar to the NIH, is expected to be on the November ballot, but it would be more limited in scope than the federal version. Members would like to see at-risk research specifically included. The UC Advocacy Network has prepared guidance to help advance the measure.
- The administration is seeking an injunction in the UCLA DOJ case alleging antisemitic practices at UCLA. The campus's rating from the Anti-defamation League is up from previous years.

V. New Business

- Labor issues discussed again in executive session and no notes were taken.

Adjournment: 3:40 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Karen Bales, UCFW Chair