

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Videoconference

January 12, 2018

I. Announcements*Roberta Rehm, UCFW Chair*

The Academic Council met December 13, 2017. The Council continues to monitor events surrounding DACA and immigration issues. A proposed revision to the area 'd' (lab science) admission requirement was approved for consideration by the Academic Assembly. Nominations for next year's Council vice chair are being solicited; self-nomination is acceptable.

Salary Gap: UCFW sent a clear message to President Napolitano last month, and she says she is evaluating options. Provost Brown also spoke strongly in support of closing the salary gap. The Senate seeks to send a strong and consistent message to every stakeholder group evaluating faculty salary.

II. Consent Calendar

Note: Item postponed.

III. Report: Health Care Task Force (HCTF)*Lori Lubin, HCTF Chair*

Chair Lubin noted that HCTF will meet next week. The task force will consider several topics, including:

- Whether including UC-affiliated research projects in Open Enrollment communications, or other related University communications, should be continued;
- How the issues illuminated by the Blue&Gold health plan RFP process can be assessed and addressed;
- Outcomes of last fall's Open Enrollment;
- Customer satisfaction with the UC Care pharmacy transition;
- UC Care long-term finances and strategies;
- How to press forward on achieving domestic partner benefits equity;
- How to support Senate participants on the Working Group for Retiree Health.

IV. Report: Task Force on Investment and Retirement (TFIR)*David Brownstone, TFIR Chair*

- Exchange-traded Funds (ETFs): The Office of the Chief Investment Officer (OCIO) has proposed adding ETFs to the brokerage windows for the defined contribution (DC) plans. ETFs are inexpensive to run, and draft disclaimer is detailed. Only about 10% of University of California Retirement Program (UCRP) members actively use the brokerage window now. ETFs would not accrue any profit to Fidelity. TFIR agrees offering access is a good idea, and so supports the proposal.

Action: UCFW unanimously voted to advance the proposal to the Academic Council for endorsement.

- **Retiree Health Cost Analysis:** The projections generated last summer have been updated with the latest data from UCRP. TFIR continues to assert that there is no financial crisis here; in fact, costs have lowered according to the latest data. But the total cost to the employer of post-retirement benefits is nearly 20% of payroll, even though the retiree health portion is only 3%, approximately \$300M/year, on a pay-as-you-go basis.

TFIR suggests sending the revised projections to the Working Group on Retiree Health, which has its first meeting next week, emphasizing that 1) this is a manageable cost increase, and 2) retiree health is an anticipated benefit.

Action: UCFW unanimously voted to transmit the revised projections to the Academic Council for inclusion in Working Group background materials.

V. Consultation with Academic Senate Leadership

Shane White, Academic Council Chair

Robert May, Academic Council Vice Chair

- **University Governance:** Former Council Chair Dan Hare (UCR) has been named senior faculty advisor to the President; this represents reinstatement of the position, per the recommendation of the Senate. Chair White has been invited to more senior- and cabinet-level meetings, as has the provost. Whether invitation will lead to participation remains to be seen. President Napolitano continues to be the focus of scrutiny, both from within and without. Another public hearing in Sacramento is approaching, and additional state investigations are still in progress.
- **Budget:** The Governor's proposed budget holds funding for UCOP, including UCPath, flat. The Governor's proposed budget also only offers a 3% base budget increase, not the 4% promised previously.
- **Regents:** Regent Pattiz resigned over winter break following well-publicized scandals, and Regent Lozano resigned over winter break citing a potential conflict of interest. There are now four vacancies to be filled by Governor Brown.
- **Salary:** Framing the arguments for external audiences could be as important as securing senior manager buy-in.
- **Retiree Health:** The membership is still being finalized, as is the charge for the Working Group.

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

Susan Carlson, Vice Provost

Pamela Peterson, Executive Director

Academic Personnel and Programs has generated draft calculations of the cost to increase the faculty salary scales by various increments. Provost Brown has asked for a narrative background package that outlines known challenges, the recent history of faculty salary actions, and principles to support increasing faculty salaries for use in different venues, such as the Council of Vice Chancellors and the Academic Planning Committee. The outcomes of last year's salary action are still being collated, but preliminary findings suggest wide variance by campus.

The committee discussed how much could be asked for in one year, the likelihood a multi-year plan would be implemented fully, and the value of simplicity in salary recommendations.

Action: UCFW will continue this discussion off-line.

VII. Systemwide Review Items

1. Proposed Revised APM Sections 285, 210-3, 133, 740, 135, 235 (LSOEs)

Action: Dan Jeske (UCR) will serve as lead reviewer for this item.

2. Proposed Presidential Policy on Open Access for Theses and Dissertations

Action: Patricia Fumerton (UCSB) will serve as lead reviewer for this item.

3. Proposed Amendment to Senate Bylaw 128 (Conflicts of Interest)

Action: CK Cheng (UCSD) will serve as lead reviewer for this item.

VIII. Campus Updates

Note: Item not addressed.

IX. New Business

None.

Meeting adjourned at 1:15 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Roberta Rehm, UCFW Chair

Attendance:

Roberta Rehm, UCFW Chair

Sean Malloy, UCFW Vice Chair

Greg Downs, UCD

Jean-Daniel Saphores, UCI

David Lopez, UCLA

Dan Jeske, UCR

CK Cheng, UCSD

Elyse Foster, UCSF

Stefano Profumo, UCSC

Lori Lubin, HCTF Chair

David Brownstone, TFIR Chair

Dick Attiyeh, CUCEA Chair