UNIVERSITY OF CALIFORNIA Academic Senate

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting
October 9, 2026

In attendance: Alexander Sher, UCFW Chair; Julie Marek Bykowski, UCFW Vice Chair; Sheldon Zedeck, UCB Alternate; Andrew Waldron, UCD; Olivier Cinquin, UCI; Reza Ahmadi, UCLA; David Rouff, UCM; Weifeng Gu, UCR Alternate; Jeff Bowman, UCSD; Laura Plantinga, UCSF; Jiaying Liu, UCSB; Grant McGuire, UCSC; Vickie Mays, HCTF Chair; Jill Hollenbach, TFIR Chair; Amy Block Joy, CUCEA Chair

I. Welcome and Introductions

Chair Alexander Sher welcomed members and opened the meeting. Chair Sher reviewed the Committee's scope under Senate Bylaw 175 and the confidentiality of deliberations.

II. Consultation with Academic Senate Leadership

Susannah Scott, Academic Council Chair

- At the state level, SB 895 concerning the California Foundation for Science and Health Research has been signed and ss expected to go to the March 2027 ballot.
- At the federal level, litigation and policy developments involving civil-rights compliance, hiring processes, foreign influence on campuses, research contracts and grants, and proposed accreditation changes were noted. Potential implications for academic freedom and tenure were noted. UC has submitted a letter concerning proposed accreditation changes over the summer.
- A provost search is underway, with Ralph Hexter serving as interim provost.
- Faculty hiring has not kept pace with enrollment growth. The Regents are expected to revisit the issue; growth in clinical faculty was distinguished from growth in general campus faculty.
- The impact of artificial intelligence on instruction and broader societal concerns is under discussion by a Presidential Task Force, which has planned public forums during the year. Members emphasized the need for guidance for faculty and students and raised questions about faculty roles in teaching, grading, critical thinking, and analysis. The Committee agreed to add AI and university instruction to a future UCFW agenda and to invite Council Chair Scott, if possible.
- No new information was available on Gold Book revisions.
- The Total Remuneration report has been presented to the Regents in closed session. Its future use and review remain unclear. Members asked whether results would be broken down by

campus; the discussion indicated that the report was organized by job title in comparison with the market.

- The UCRP market value of assets was reported at 102%, while the actuarial value remained in the 80% range. Employer contributions are expected to be discussed by the Regents in November. An experience study due in May could also affect the discussion of the discount and contribution rates.

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

Jill Hollenbach, TFIR Chair

- Discussion of UCRP's funding practices and policies continued.
- Next steps for transparency concerning the Total Remuneration Study and the need to coordinate with Council Chair Scott were discussed.
- The need to address concerns about shared governance and the efficacy of consultations with the Office of the President and Human Resources was noted. Members discussed the need to restore collaboration and collegiality and raised the possibility of a UCFW memorandum or a short retreat.

IV. Consultation with FAAP and SWAP

Monica Varsanyi, Vice Provost for Faculty Affairs and Academic Programs (FAAP)
Amy Lee, Deputy Provost for Systemwide Academic Personnel (SWAP)

- FAAP plans to adapt its junior-faculty grant program to support early-career and associate/mid-career faculty, along with institutional faculty-development efforts such as writing and mentoring programs. Members raised the possibility of adding summer support for faculty to award programs. The rollout was expected to be more campus-centered. The current total program budget is approximately $3 million.
- The Presidential Task Force on Clinical Faculty Representation in Governance review is in progress. The Task Force produced five recommendations. Discussion covered full-time status and family-care considerations, the scale of the clinical professor population, Senate membership and representation, the burdens of the current reclassification process, local chancellor authority, and the proposal to remove the one-sixth cap. Members also discussed consistency across campuses and possible implications for professional-school faculty curricula and voting rights.
- Expressive Activity guidelines are expected to be released for systemwide review October 16. The guidelines were developed with UC Presidential Task Force co-chair Robinson-Dorn, and FAQs were expected to be available for a 90-day review.

V. Systemwide Review Items

- Proposed Revisions to APM 560 — Removal Policy
  Comments are due December 8, 2026. The proposed change adds Professors of Teaching to the eligible titles. The discussion indicated support for endorsement,
  Action: Analyst Feer was assigned to draft the response.

- Proposed Revisions to Presidential Policy — Relocation Assistance Act Policy for Real Estate Acquisitions and Leases
  Comments are due December 9, 2026. Members discussed potential effects on university-affiliated residences and university-owned housing, including faculty property on leased land, displacement connected with construction, and conversions from ownership to rental housing. Questions included whether existing protections were adequate, how market value would be determined, what constitutes a replacement or comparable dwelling, and who qualifies as a displaced person. The Committee discussed inviting the Office of Legal Affairs to a future discussion, particularly to address lease terms.
  Action: UCLA Representative Ahmadi was assigned as lead reviewer for November.
- Presidential Task Force on Clinical Faculty Representation in Governance
  Comments are due November 12, 2026. Vice Chair Marek Bykowski served as lead reviewer. Members discussed the task force's five recommendations. Issues raised included possible differences in privileges across campuses, uncertainty about how many faculty might move to the proposed Clin X series, the burdens of switching series, the risk of parallel governance processes for faculty performing similar work, and collective-bargaining implications. Members discussed whether the proposed mechanism would provide an effective governance voice and raised questions about the proposed special Senate committee, including its reporting lines and membership. The proposed 80% effort commitment was also raised as a possible equity issue for other faculty series.
  Action: Members agreed to consult locally and report input from divisions at the November 6 meeting.

VI. Campus Updates

- Childcare
  UCLA: Members discussed the closure of a child-care facility and the lack of nearby alternatives for affected families. Concerns included impacts on junior and women faculty, affordability, access, capacity, and shared governance.
  UC San Diego: Members expressed concern that childcare had not been prioritized, citing implications for equity, recruitment, and retention. Childcare was noted as absent from the Total Remuneration Study.
  UC Santa Cruz: A first campus facility opened with capacity for 100. Members raised concern about a late change to the planned faculty/staff-to-student allocation.
  The Chair asked what UCFW could do to encourage improvement. Suggestions included comparing campus practices, updating and sharing the prior campus survey, accounting for waiting-list data limitations, coordinating with staff and students, and engaging labor as a potential ally. The topic will return in November.
- Local retirement counselors
  Members discussed access to pre-retirement and early-planning assistance, including partner access and local funding decisions. Retirement Administration Service Center (RASC) services were available at most campuses, but only two campuses have funded local counselors. UCSB had established a part-time recall position after several years of advocacy, though the funding model remains fragile.

- Survivors' access to university resources
  The Chair described concerns about family members' access to research records and personal materials following a faculty member's death or separation from the University. Members were asked to review local practices and policies, including access to email, research files, draft articles, and Google Drive. Deactivation timelines reportedly varied from three to 30 days across campuses. Members discussed advocating for 30 days of access as a best practice and whether the issue could be included in the Senate newsletter.
  Access to offices, laboratories, parking, and other resources for emeriti was also raised.
- MOP communications and other campus issues
  Members noted a change from fixed rates to variable rates effective July 1 and were asked to check with local offices regarding implementation details, awards, and evaluation processes.

VII. Health Care Task Force (HCTF) Update

Vickie Mays, HCTF Chair
Chair Mays reviewed the task force's charge, membership, and current priorities: access, timeliness, high-value care, benefits delivery across plans, affordability, and meeting members' needs. HCTF plans to work with Systemwide Human Resources, including labor relations, Procurement, UC Health, and standing Senate committees, including UCFW and UCPB, on benefit issues, requests for proposals, and service delivery.
Members reported continued contraction of the Delta Dental provider network. Delta had been selected again through the prior year's RFP, with an expectation that it would change some practices to bring providers back into the network. Members were asked to keep HCTF informed of local issues so the Committee could help hold the plan accountable. Chair Mays noted that the available plan was considered the best option among those reviewed, but concerns remained, particularly in the Bay Area. Network conditions vary by geography. Members also noted that the Select provider network reimburses at a higher level while retaining some coverage.
Members asked about GLP-1 coverage. The response noted declining costs and increased competition and delivery options; members were advised to check open-enrollment materials for the formulary applicable to their plan.
HealthNet will continues as the Blue and Gold plan insurer for 2027. HCTF has a representative on the RFP process for a replacement third-party administrator or insurer after that period. Members raised concerns at UC Merced and UC Santa Cruz and asked how they could participate.

The committee adjourned at 3:15pm.

Minutes prepared by Kenneth Feer, Principal Analyst
Attest: Alexander Sher, UCFW Chair