

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

December 8, 2017

**I. Announcements**

*Roberta Rehm, UCFW Chair*

*Lori Lubin, HCTF Chair*

- HCTF continues to monitor the RFP/re-bid process for the Blue&Gold insurance plan. A separate RFP for prescription services is expected to follow.
- The UCFW Gold Book Task Force will convene on December 19, 2017.

*Note:* The remainder of this item occurred in executive session, during which no notes are taken.

**II. Consent Calendar**

*Note:* Item deferred.

**III. Consultation with the President**

*Janet Napolitano, President*

President Napolitano thanked UCFW for the invitation and the opportunity to discuss issues of common import. She praised the faculty as being the heart and brains of UC, and acknowledged that quality of life issues are important to maintaining the health of the faculty corpus. As UC approaches its sesquicentennial in 2018, it behooves the University to consider how it became and will continue to be the best public research university in the world.

UCFW members encouraged President Napolitano to focus salary arguments on the next generation of faculty. It is the next generation of faculty who will maintain academic excellence and bring increased diversity to the University. Members noted that quality is slow to build, but quick to erode. Indeed, entire departments and research teams have been poached by competitors because UC could not match cash compensation offers. No axis of diversity will see improvement if UC continues to offer below market salaries. In some disciplines, new graduates out-earn their faculty advisors and mentors.

The common practice of securing an outside offer to use as leverage in salary negotiations disproportionately benefits white men. The practice also often leads to departures if UC cannot match the offer, and those vacancies often persist due to failed recruitments. As a result, the student academic experience suffers.

President Napolitano noted that progress in this area will require the successful lobbying of the state to provide additional funds to UC, a prospect which seems dim at present. Members asked for an acknowledgement of the salary gap and a commitment to work together to develop a remediation strategy.

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

*Susan Carlson, Vice Provost*

*Pamela Peterson, Executive Director*

- The committee debriefed the President's consultation in executive session, during which no notes are taken.
- A second systemwide review of proposed changes to the Lecturer with Security of Employment (LSOE) series is forthcoming. Changes from the first review include revisions to the proposed scales, greater flexibility in naming conventions, more guidance regarding assessment of research/creative output, and grandfathering options for incumbents.

#### **V. Consultation with Academic Senate Leadership**

*Shane White, Academic Council Chair*

*Robert May, Academic Council Vice Chair*

- The charge and membership of the retiree health working group continues to be negotiated. Systemwide Human Resources and the Controllers office will provide staff support.
- The impacts of the recent state audits continue to be felt. A new report on the operations of the Office of the President is expected soon. The Senate is seeking to reframe the President's Executive Office as separate from the systemwide operations housed in Oakland, like human resources, student affairs, and pension management. The Senate will further seek 1) restoration of the priority of Academic Affairs in decision-making, 2) reinstitution of the position of faculty advisor to the President, and 3) invitation of the Council chair to the President's cabinet.

#### **VI. Report: Task Force on Investment and Retirement (TFIR)**

*David Brownstone, TFIR Chair*

- Chief Investment Officer Bachher reported to the UC Retirement System Advisory Board on December 1, 2017, that increased investments in emerging markets may be on the horizon.
- Discussions of the assumed rate of return continue. The current assumed rate of 7.25% seems to many to be an aspirational target.
- The investment philosophy for OCIO's in-house managers is being discussed by TFIR. Quantitative investing is a current trend, but its long-term efficacy is unclear.

#### **VII. Campus Updates**

*Note: Item deferred.*

#### **VIII. New Business**

*None.*

Adjournment 3:15.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Roberta Rehm, UCFW Chair

Attendance:

Roberta Rehm, UCFW Chair  
Sean Malloy, UCFW Vice Chair  
Caroline Kane, UCB  
Greg Downs, UCD  
David Lopez, UCLA  
Dan Jeske, UCR  
CK Cheng, UCSD  
DorAnne Donesky, UCSF  
Stefano Profumo, UCSC  
Lori Lubin, HCTF Chair  
David Brownstone, TFIR Chair  
Dick Attiyeh, CUCEA Chair