

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

February 9, 2018

I. Announcements*Roberta Rehm, UCFW Chair**Sean Malloy, UCFW Vice Chair*

- The Academic Council received a presentation on the recently released report on the Office of the President's operations conducted by Huron, an external consulting company. The report contains several options for UC to consider; each is aimed at streamlining UCOP operations, lowering costs, and shrinking the headcount at UCOP. Nonetheless, Huron found UCOP to be "best in class" in many areas, and will use the UCOP model in its recommendations to other higher education institutions. Still, some of the options presented represent significant changes to UCOP operations, and the rationale of transferring FTE to the campuses for the sole purpose of shrinking UCOP eludes many, especially where systemwide programs are concerned. The Council is preparing a statement of principles to guide decision-making.
- The Gold Book Task Force is seeking access to the current draft revisions of the Gold Book.
- The Health Care Task Force (HCTF) report was given by Vice Chair Malloy:
 - The Blue&Gold rebid is still in progress. An external mediator has been brought in to elicit further concessions from the bidders.
 - The Executive Steering Committee does not seem to have effectively smoothed conflicts between the various health care stakeholders.
 - The Working Group on Retiree Health charge has been negotiated and is being rewritten to approach the topic broadly. The Senate has requested additional faculty members be appointed to the Group due to their subject-matter expertise.
 - The federal government is advertising providers' rights to refuse to provide care on religious grounds. This refusal could be for a particular service or for a particular population. Both systems and individuals can refuse to provide care. HCTF is investigating what standards UC affiliates are held to, what processes are in place for occasions when an objection is raised, and how patient dignity and continuity of care are protected.
 - There is still no official action from UCOP on equalizing the survivorship benefit for opposite-sex domestic partners, but reports suggest progress.
 - A new faculty representative to Regents committee on Health Affairs is being recruited.

II. Consent Calendar

Note: Item deferred.

III. Report: Task Force on Investment and Retirement (TFIR)

David Brownstone, TFIR Chair

- UCRP employer contributions were lowered to 14%, but additional borrowing from STIP was also approved.
- TFIR petitions UCFW to amend its charge to include ex officio representation from the University Committee on Planning and Budget (UCPB).
Action: UCFW approved the change unanimously.
- The Office of the Chief Investment Officer (OCIO) is reevaluating its investment strategy and fund management practices. The optimal size of the office is a subject of discussion, too. Lowering management fees paid to external parties is one goal, but in-house management could leave UC vulnerable to public attacks if the pension funding ratio declines disproportionately more than market fluctuations. The role of automation is also under scrutiny.
- Some faculty have reported receiving solicitations from local retirement planners. Neither UC nor Fidelity sells UCRP member information, so employees should be aware of possible scams. TFIR will work with Human Resources to strengthen verbiage on relevant communications.
- A faculty recall was miscoded in the Human Resources information system, and the remediation process was lengthy and difficult. The frequency of such errors is not known, nor is the amount of different types of errors known. The freeze on UC Path funding issued by the state will not help alleviate or prevent similar errors in the future.
- About a third of new faculty hires still default into the pension plan, leaving three months of contributions and service credit on the table. Greater encouragement to hiring deans and academic personnel departments may help.

IV. Consultation with Academic Senate Leadership

Shane White, Academic Council Chair

Robert May, Academic Council Vice Chair

- The state budget was lower than expected. UC may not achieve the 2:1 transfer ratio at each campus, so the state may withhold an additional \$50M. Still, UC will ask for a \$70M tuition buy-out, funds to address “overcrowding”, and funds for deferred maintenance.
- Many have transparency concerns with the Huron evaluation of UCOP. The Senate will submit three principles to help guide decision-making: 1) do no harm, 2) be mindful and deliberate with any major changes, and 3) keep Academic Affairs whole. Shifting functions to the campuses is unlikely to save money, given the costs of transitioning operations and FTE. That UCOP was widely lauded in the report may be overlooked given the politics of the situation. Many external audiences, and some internal ones, too, continue to conflate the president’s executive office with the systemwide operations housed in the Oakland offices. A renaming might help bring clarity.
- The second meeting of the Working Group on Retiree Health was held earlier this week. Changes to the charge are in-progress.

- President Napolitano has agreed to take action on the faculty salary gap. The Senate should submit discrete recommendations and act to set the narrative.

V. Consultation with Systemwide Title IX Coordinator

Kathleen Salvaty, Systemwide Title IX Coordinator

The systemwide Title IX Coordinator is a new position, established July 1, 2017, created in part in response to the revised Sexual Violence and Sexual Harassment (SVSH) policies adopted by UC earlier that year. The new SVSH policy and guidelines are intended to bring consistency across the campuses, although some notable differences remain, such as the existence of charges officers, or committees, on some campuses. Although several timelines were prescribed for administration actions, none were submitted for Senate actions. A state audit on SVSH claims involving faculty and staff is in progress.

Members encouraged the office is to track punishments, both formal and informal. Members also suggested appointing a process guide, separate from a personal or legal advocate. Developing and promulgating “sentencing guidelines” might also help achieve consistency and transparency.

Action: Representatives Fumerton (UCSB) and Saphores (UCI) will draft specific recommendations for future discussion.

VI. Systemwide Review Items

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

Dan Jeske, UCR, Lead Reviewer

This version of proposed revisions seeks to clarify review criteria, nomenclature, and series changes. It allows for local flexibility in developing and using a working title, which to many, seems to contradict the original impetus for the revisions.

Action: Analyst Feer will draft a memo indicating that UCFW will not oppose the revisions.

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

Patricia Fumerton, UCSB, Lead Reviewer

Action: UCFW elected not to opine on this item.

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

CK Cheng, UCSD, Lead Reviewer

The proposed amendment is a good response to the current political environment. It could be strengthened by including a broader definition of conflict of interest than the financial focus of the cited UC policies.

Action: Analyst Feer will draft a memo of support, calling for a broad approach to COI issues.

4. Proposed Revisions to President Policy on Supplement to Military Pay – 4-year Renewal

Action: Caroline Kane, UCB, will serve as lead reviewer.

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

Pamela Peterson, Executive Director

Kimberly Grant, Director of Policy

Gregory Sykes, Academic Policy and Compensation Data Analyst

UCFW and APP discussed how to frame a recommendation to fund closing the faculty salary gap. One aspect of the proposal must be a degree of local flexibility. Members asserted that any plan should have, at most, a three-year horizon. Another aspect of the recommendation should be recognition of off-scale salaries. Remediation of inversion, compression, and equity concerns should be funded separately. Data projections show how the gap could be closed in two or three years. UCFW supports the two-year option as it can be most easily communicated.

Action: Chair Rehm and Analyst Feer will draft a memo for Academic Council endorsement recommending a three-year plan, sending 6% to the scales, and 3% to off-scales, for a total increase of 5.3% (versus the planned 3%), plus 1.5% for discretionary use may be allotted from the 3% to off-scales.

VIII. Campus Updates

- Reports of classroom student intimidation by outside actors has prompted a clarification of UC policies regarding visitors. Application must be uniform, and all faculty need to be aware both of the policies and actions they can take in real time. A clear regulation may be needed.
- The future well-being of Unit 18 lecturers seems to be in flux. For now, impacted individuals should work through their union.

IX. New Business

None.

Meeting adjourned at 3:50 pm.

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 Down, UCD

Jean-Daniel Saphores, UCI

David Lopez, UCLA

Dan Jeske, UCR

CK Cheng, UCSD

DorAnne Donesky, UCSF

Patricia Fumerton, UCSB

Stefano Profumo, UCSC

David Brownstone, TFIR Chair

Dick Attiyeh, CUCEA Chair