

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

March 9, 2018

**I. Announcements***Roberta Rehm, UCFW Chair*

- Regent Ellen Tauscher met with the Academic Council during their meeting of February 28, 2018. Regent Tauscher has extensive experience in the federal bureaucracy, and Council members responded well to her approach to governance.
- The Academic Council unanimously endorsed the faculty salary recommendation, and verbiage is still being finalized prior to transmittal to the President.
- Considerable uncertainty surrounds the state budget. The next milestone is the “May revise”, and UC is developing contingency plans in case of further cuts. Many frame the budget as a zero-sum exercise, and given competing priorities, winners and losers seem inevitable. Focusing on the student experience, such as classroom overcrowding, may be a more successful method of framing arguments. Accordingly, students will rally for increased budget support in Sacramento.
- How to best proceed with selecting which Huron options to adopt and how to implement them is the subject of much concern at UCOP.

**II. Consent Calendar***Note:* Item deferred.**III. Report: Health Care Task Force (HCTF)***Lori Lubin, HCTF Chair*

- HCTF continues to monitor activities of the Working Group on Retiree Health. Two HCTF members are on the Working Group.
- HCTF will recruit new members following recent resignations due to increased professional duties. Nominations are welcome. Similarly, the Senate representative to the Regents Committee on Health has completed his term, and a replacement is sought.
- HCTF continues to investigate best practices for accommodating religious exceptions. The Office of General Counsel (OGC) has been contacted for additional guidance.
- HCTF will meet with EVP Stobo, UC Health, to discuss their operations and how greater independence for UC Health could impact other areas of the University.
- Opposite-sex domestic partner survivorship benefits equalization continues to wend its way through the bureaucracy. HCTF will continue to advocate for action.
- HCTF will query HC Health about their disposition of samples and specimens policy and associated communications.
- Corporate mergers could impact health care delivery, particularly in the pharmacy area. HCTF will monitor outcomes.

**IV. Consultation with Academic Senate Leadership***Robert May, Academic Council Vice Chair*

- Domestic Partner Equity: Senate leadership met with OGC and confirmed that UC should take action to protect the institution.
- Faculty Salary: The Academic Council remains hopeful that President Napolitano will take greater action this year. The Senate can help with external messaging.
- Retiree Health: The Working Group has met three times. The charge has finally been agreed to by all parties, and all aspects of retiree health are now on the table. One proposal is to have retirees pay for their own dental coverage; a change that would likely be enacted for active employees, too. To some, this shift represents a slippery slope. There are only two meetings remaining to develop recommendations. Senate participants are developing recommendations to set the tone and establish goals/benchmarks.
- Campus Policing: President Napolitano has announced the formation of a new task force to evaluate campus policing practices. The task force will be chaired by the Senior Vice President and Chief Compliance and Audit Officer, Alex Bustamante, and has a report deadline of December 2018. The Senate has been asked to submit two nominations, and other stakeholder groups have also been contacted. The short-term focus of the task force will be on use of force, complaint resolution, and community engagement.
- Budget: 1) UC is asking the state for a tuition buy-out for California residents, but non-resident tuition increases will be considered by the Regents next week. 2) The current budget proposal gives UC only a 2.7% budget increase, less than the agreed upon 4%. 3) Student advocates are partnering with the administration and the Senate to advance common goals in Sacramento. "Overcrowding" seems to be more easily saleable to legislators than "academic quality." 4) It is unclear whether UC's good faith efforts in the transfer arena will be sufficient to persuade the Department of Finance to release \$50M that has been sequestered. DOF will make its decision in April.
- OP Restructuring Project: The options contained in the Huron report have been operationalized as the OP Restructuring Project. The Senate is stressing that principles must guide decisions, and that UCOP is best in class in many areas. A lack of specifics hampers evaluating the various options.

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

*David Brownstone, TFIR Chair*

- The employer contribution to UCRP is back down to 14%, but plans to borrow from STIP through 2022 were approved, so UC will continue to make the actuarially determined contribution (ADC) necessary to achieve full-funding by 2030, per Regents policy.
- The University has long screened its investments for "social responsibility" concerns. Nowadays, such concerns are often referred to environmental, social, and governance (ESG) screens. TFIR is encouraging the Office of the Chief Investment Officer (OCIO) to speak more often and more publicly about their practices.
- OCIO is also working to minimize risk exposure in the stock market. The common practice of providing performance bonuses leads some to focus on 12-month outcomes to the possible detriment long-term outcomes.
- A draft UCRP primer was presented to UCFW. Recent interactions on campus led Chair Brownstone to develop a brief for faculty that helps to explain the differences between defined benefit plans, defined contribution plans, how they interact, and how individuals with multiple accounts might diversify their investments as opposed to how those with only one account could plan differently. Because UC cannot provide direct investment advice, how to promulgate some rules of thumb beyond individual interactions is unclear.

## VI. Systemwide Review Items

1. Proposed Amendment to Senate Bylaw 128 (Conflicts of Interest)  
**Action:** The draft memo was approved as noticed.
2. Proposed Revisions to President Policy on Supplement to Military Pay – Four-year Renewal  
Members wondered by domestic deployments were excluded, and why there was a 2-year limitation on medical disability.  
**Action:** The committee will return to this topic in April.
3. Sexual Violence/Sexual Harassment Implementation Guidelines  
Several gaps in the current guidelines were identified, such as adding requirements for better tracking of resolutions and for clarifying when timelines begin and end. Assistance navigating the process is needed, but that is complicated by differing staffing patterns and unclear ownership of the policy.  
**Action:** Analyst Feer will draft a memo summarizing feedback for consideration in April.

## VII. Campus Updates

- Tuition Remission: Although this could be under the family friendly umbrella, familiar arguments prevent tuition remission from gaining traction. Only a few faculty would be able to use the benefit, and advocating for other budget priorities at the same time could send contradictory messages to external audiences.
- Equifax and UC Path: Many are concerned that UC has contracted with Equifax for employment verification, especially following recent high-profile security breaches at Equifax. The current contract has not been shared, but it is nearly 5 years old so due for reconsideration. The ramping up of UC Path leads many to believe that UC can handle this job in-house.  
**Action:** UC Path leadership will be invited to a future meeting for consultation.
- Ethnic Classifications: The classifications available for Asian/Pacific Islanders fluctuate by form and sometimes by division. Greater clarity is needed for internal and external (NIH reporting requirements, for example) reasons.  
**Action:** Academic Personnel and Programs will be invited to discuss this topic with UCFW.

## VIII. New Business

*None.*

Meeting adjourned at 3:40 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 Downs, UCD  
David Lopez, UCLA  
Dan Jeske, UCR  
CK Cheng, UCSD  
DorAnne Donesky, UCSF  
Patricia Fumerton, UCSB

Stefano Profumo, UCSC  
Lori Lubin, HCTF Chair  
David Brownstone, TFIR Chair  
Dick Attieyh, CUCEA Chair