

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting**November 17, 2023****I. Chair's Announcements***John Heraty, UCFW Chair*1. Academic Council of October 25, 2023

- The Council continues to consider how the Senate can best advance achieving global climate goals.
- The impact of state legislation prescribing a transfer pilot program for UCLA continues to be discussed.
- The state budget continues to include the Compact's base-budget increase.
- Greater granularity is needed to assess the impacts and develop responses to the new graduate student landscape. A systemwide joint administration-Senate workgroup has been empaneled and will report to the Provost's Academic Planning Committees. Composition of the workgroup is being scrutinized.
- External and internal stakeholder groups continue to press the Senate to be innovative and develop fully online degrees that meet UC's academic quality standards.
- The Regents approved additional internal borrowing from the Short Term Investment Pool (STIP) to help fund the UC Retirement Plan, as well as a scheduled increase in employer contributions to the Plan of 0.5% annually for the next 8 years. No increases in employee contributions are scheduled at this time, though many expect the issue to return frequently.
- Significant increases in health care premiums for 2024 have raised concerns about respect for Shared Governance in the benefits realm. See also Items IV and V below.
- A joint administration-Senate report on the Future of UC Doctoral Programs is being reviewed. Roles and expectations will continue to be clarified and refined.
- A joint administration-Senate workgroup on faculty workload has met twice. The increase in faculty administrative burden was new information to a surprising number of administrative workgroup members. The negative cumulative impact on faculty of poor enterprise or campuswide software investments, increasingly complicated hiring and purchasing practices, and the lack of directly accessible and able staff support are having negative impacts on course delivery and mentoring, both formal and informal, among other aspects of the University's atmosphere as an academic community.

2. Approval of October Minutes

The minutes were approved as amended.

3. Senate Service

Members are encouraged to think of ways to memorialize the benefits of Senate service and the accomplishments the Senate achieves. The goal is to improve recruitment of more faculty into Senate service.

II. Consultation with Academic Senate Leadership

James Steintrager, Academic Council Chair

Steven W. Cheung, Academic Council Vice Chair

- The Regents this week approved a 4.2% increase to faculty base salaries for next year. The standard discussion of application to off-scale salaries is yet to come. So is the allotment of funds for the equity component still to be determined. Discussion of the July versus October implementation date also continues.
- The Regents avoided increasing UCRP contributions by employees, but some feel strongly that UC employees should contribute at a rate more comparable to that of other state employees, such as those in CalPERS and CalSTERS. The Plan's relative funding ratio seems to be a separate concern, though.
- Academic Freedom concerns have heightened in response to current events and international conflicts. The tone of campus dialogue seems fragile. The Senate will continue to call for thoughtfulness and not haste. Given the level of tension, it is unsurprising that few, if any, public statements by UC leaders have been widely well-received.
- The specifics of Senate participation in the upcoming remuneration and benefits RFPs continue to be under discussion. See also Item V below.

III. Report: UCFW Task Force on Investment and Retirement

Jill Hollenbach, TFIR Chair

1. TFIR of October 23, 2023
 - For some important UC leaders, illustrating and inculcating the value of including Senate expertise on administration projects, especially in their nascent stages, continues to be a challenge.

IV. Report: UCFW Health Care Task Force

Michael Ong, HCTF Chair

HCTF Members

1. HCTF of October 20, 2023
 - Additional background information on the sharp increase in health insurance premiums was provided. Standard lags in health inflation and various federal government interventions during the COVID crisis compounded. Utilization trends by plan account for additional variance in plan

increases, especially in the Health Savings Plan. Additionally, Human Resources applied increases on a percentage basis across the paybands this year, rather than by a flat dollar amount.

- Communications related to benefits, be they Open Enrollment or contract administration with vendors, would benefit from greater observance of Shared Governance principles. Recent systemwide communications have been sporadic and vague, while local communications have been inconsistent by location. Distinguishing between UC's insurance networks and UC's hospital and provider networks has proven increasingly difficult for many.
- Similarly, the impact to employees and retirees of now-routine brinkmanship negotiation tactics between UC as an enterprise, on the one hand, and specific UC Health locations, on the other, must inform current and future discussions and tactics. A recent example illustrates the reduction of retirees to pawns in a contract dispute, forcing this group to make potentially life-altering decisions at the 11th hour and 59th minute of Open Enrollment, with zero regard for that vulnerable population's ability to react instantly, especially without full details of the implications of their decisions. Considering UC's status as a public trust, this abandonment – the latest in a series – is viewed by many as unconscionable and as a betrayal both of individuals personally as well as of long-standing institutional principles. Further, it reflects a failure of Shared Governance in addition to a failure of the administration to be oversee and coordinate its arms – again, yet another in a series. In this most recent example, many find determining the worse actor difficult. See also Item V below.
- The Retirement Administration Service Center web portal will be closed from December 15, 2023-January 2, 2024, for software migration. Standard telephonic service will be available.

V. Consultation with the Office of the President – Human Resources

Cheryl Lloyd, Vice President

Jay Henderson, Associate Vice President, Total Rewards

1. Open Enrollment Concerns

Note Item IV above. VP Lloyd acknowledged that more than one local/regional hospital and insurer contract dispute had complicated Open Enrollment. Internal discussions include adjusting deadlines to avoid overlap as well as how best to respond to each situation. The need to improve the quality and rate of communications seems clear, especially to vulnerable populations; local rumor mills far out-paced official issuances, which given the short time-frame, enflamed the panic instincts of many. Members suggested that better plans to “grandfather” coverage for those impacted by similar incidents in the future should be developed and clearly, widely, and perhaps frequently communicated.

Members noted that future incidents are likely to occur, since health care reimbursement rates are unlikely to keep pace with actual costs, especially for institutions obliged to act in the public interest. Because costs are unlikely to decrease, options for increasing medical center revenues are limited. Increasing reimbursement rates from insurance companies is one lever available to the medical centers, but the human cost, both to UC employees and retirees, as well as the citizens of California, must be considered meaningfully in these business and contractual

decisions. As noted, UC serves the public trust, and as such, should be held to the highest standards regarding the execution of its Constitutional and ethical rights and duties. Members also noted the need to ensure that HR personnel were fully prepared to address these and other last-minute issues that may arise, and VP Lloyd noted that RASC has recently improved its staffing ratio as well as its training protocols.

2. RFP Updates

VP Lloyd noted that there were four studies being considered under the current draft RFP: total remuneration for faculty and staff, benefits priorities for faculty and staff, engagement survey for faculty and staff, and an exit survey for staff (the COACHE/APP faculty exit survey project will continue in parallel). The current ask to the Senate is to submit nominees to review the draft RFP before it is sent to vendors. Once vendor responses are received, further nominees will be solicited to craft the particulars of the study by reviewing the responses and making additional requests and refinements for the final study. Members sought further clarifications on the final time frames involved and budgets approved, but those remain to be determined.

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

Amy K. Lee, Associate Vice Provost

Kelly Anders, Director

1. Total Remuneration and the Comparison 8

Even though the Comparison 8 can provide longitudinal data, applicable federal regulations have changed, which may impact what vendors are able to provide. Reliance on publicly available data, such as the AAUP data set, may be more viable. APP has already been invited to join the HR-led efforts on the Total Remuneration and benefits survey items. Members emphasized the utility of longitudinal data vis-à-vis setting a new benchmark, especially at the end of the COVID pandemic.

2. Policy Reviews and Updates

- APM 210 (Mentoring subsection): Feedback from the systemwide review is being reviewed, and the proposal will be revised. Next steps are still to be determined, including whether to seek a second systemwide review. The goal is to have the new policy in place for July 1, 2024.
- APM 710 (Leave subsections): Proposed conforming amendments to comply with new state laws regarding caregiving will soon be implemented.
- New APM 672 (Negotiated Salary Program): Feedback on the proposed new APM is due next month. The goal is also for July 1, 2024, implementation to allow for a smooth transition for those currently the Negotiated Salary Trial Program.
- APM 016 (Code of Conduct): Draft revisions for management review should be circulated soon.
- APM 285 (LSOE): A formal proposal to change the title to Teaching Professors is forthcoming.

- APM 758 (Other Leaves): Draft technical/conforming revisions will soon be circulated for management review regarding updates to reproductive loss leave. Relevant state legislation sets minimums, but employers may offer more.

VII. UCFW Business

1. Campus Updates

Note: Item deferred.

2. Systemwide Review Items

- Proposed Revisions to Academic Senate Bylaw 55 (Departmental Voting Rights)

UCM Representative Beaster-Jones, Lead Reviewer

Overall, it is recommended that UCFW support standardization of Departmental Voting Rights for Teach Professors and PSOEs/LPSOEs. Some members relayed questions about the timing of implementation and whether a ramp-up period might be useful. Others noted widely varying numbers of such Professors by campus, making it hard to project long-term impacts, despite the positive contributions made by them. Familiar concerns about voting on files outside of one's specialty were also reported.

- Proposed Revisions to Presidential Policy on Vaccination Programs

UCSC Representative Sher, Lead Reviewer

It is recommended that UCFW generally support the revisions. Wary members encouraged greater recognition of opt-out procedures and clarity as to whether mandates would be used at the medical centers. The University should facilitate access to vaccinations, especially for mandated individuals. Ensuring that faculty who experience negative reactions to vaccines do not suffer any negative work consequences should also be stated explicitly, and appropriate guidance issued.

- Proposed Academic Personnel Manual (APM) Section 672 (Negotiated Salary Program)

UCSF Representative Mosti, Lead Reviewer

It is recommended that UCFW oppose this program. Identified issues with its predecessor pilot program remain unaddressed, most notably the inequitable access to extra-mural funding opportunities by discipline and the inequitable award of extra-mural funds by race, gender, and other demographic factors. The program should be cost-neutral to departments, and efforts to address salary inversion and compression must be identified and made available. Many noted that the program further diverts attention from the inadequacy of the salary scales, and frustrates efforts at market benchmarking and equity evaluations. The impact to graduate student support in the new construct must be given greater consideration, as well. Lastly, universities should not be required to cover payroll shortfalls if a grant is rescinded. Nonetheless, UCFW recognizes that in certain disciplines, the program could enhance recruitment and retention efforts.

VIII. New Business and Further Discussion

- Housing: 1) MOP processing has reportedly slowed to the point that faculty are losing bid opportunities. 2) Faculty HOAs would benefit from greater Shared Governance.

Adjournment 3:45 pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: John Heraty, UCFW Chair

Attendance:

John Heraty, UCFW Chair

Juan Pablo Pardo Guerra, Vice Chair

Nancy Wallace, UCB

Karen Blaes, UCD

Lisa Naugle, UCI

Carla Janzen, UCLA

Jayson Beaster-Jones, UCM

Abhijit Ghosh, UCR

Wendy Matsumura, UCSD

Caterina Mosti, UCSF

John W. Lee, UCSB

Alexander Sher, UCSC

Michael Ong, HCTF Chair

Jill Hollenbach, TFIR Chair

Jo Anne Boorkman, CUCEA Chair

Richard Kleinfeld, UCRS Advisory Board Representative