

University Committee on Faculty Welfare

Minutes of Meeting

November 18, 2022

I. Consultation with Academic Senate Leadership

Susan Cochran, Academic Council Chair

James Steintrager, Academic Council Vice Chair

- At the Regents this week, Chair Cochran presented an analysis of the second survey of faculty workload under COVID. Earlier, the Regents held a retreat with the chancellors and various other executives, including Chair Cochran and Vice Chair Steintrager.
- At the October Academic Council meeting, 1) Regent Chair Leib visited. One notable topic was academic preparation after the rescission of standardized tests from admission requirements. 2) The abusive conduct policy response was approved and has been communicated to the administration. Many noted concerns about the potential loss of faculty autonomy in the grievance and disciplinary areas. Implementation of Senate bylaws will be complicated.
- On the climate front, a new group, Pathways to a Fossil Free UC, met and is focusing on campus and medical center decarbonization. Campus co-gen plants could be a challenge. The Global Climate Leadership Council is overseeing the new state grant program and coordinating systemwide efforts. A faculty-only group will be empaneled to monitor implementation of Climate Memorial approved last year.
- Labor issues were discussed. The Senate is emphasizing academic quality and faculty welfare issues. The issues are complicated and much messaging has been unclear.

II. Campus Safety Officer Orientation

Terry Dalton, UCFW Chair

Previously, UCFW was asked to help develop a curriculum to orient safety personnel to UC culture. A new director of systemwide safety has recently been named, and UCFW will invite him to a future meeting to discuss the project.

III. Report: UCFW Task Force on Investment and Retirement

David Brownstone, TFIR Chair

1. TFIR of October 29, 2022

- Plan valuation reflect market fluctuations, but the retirement plan is adequately funded. Retiree health is often singled out due to odd reporting rules from the federal General Accounting Standards Bureau. Some Regents frequently call for great employee contributions to the retirement plan, more closely on par with CalPERS. One Regent is CFO of CalPERS. The upcoming experience study should inform these discussions.
- The Academic Council approved and transmitted the request to change the new employee default in UCRP from Pension to Savings Choice.
- Constant education is needed regarding falling faculty salary competitiveness.

IV. Report: UCFW Health Care Task Force

Michael Ong, HCTF Chair

1. HCTF of October 21, 2022

- The Behavioral Health Working Group has completed its report. The provider problem is systemic and not limited to UC. The Group recommends asking UC Health for more provider assistance and training programs, monitoring insurance networks more closely, assessing the option of telehealth expansion, and guaranteeing quality of care. UCFW will endorse and transmit the report to the Academic Council.
- Open Enrollment will close soon. Rate increases vary by plan due to risk factors among the plan populations. The initial contract in the Medicare Advantage plan ended, so it saw a larger than usual increase. The new infertility benefit is limited, but represents an important first step.
- The Senate and UC Health continue to work to align positions on affiliations with health care providers with certain policy-based restrictions on care delivery. Discussions are focused on access to quality care, access for impacted populations, reporting mechanisms, and individual objectors.

V. UCFW Business

1. Consent Calendar: Draft Minutes of October 14, 2022

The minutes were approved as amended.

2. Chair's Updates

None.

3. Campus Updates

UCR: 1) The administration assures that the transition to new financial accounting software will be smooth.

UCM: 1) Impacts from the transition to new financial accounting software are still being felt. At least another year of pain is expected. 2) Grant spending overages will be charged to faculty, despite the system failure. 3) Joint work with committees on academic personnel regarding use of ARO principles is recommended.

UCD: 1) The administration assures that the transition to new financial accounting software will be smooth. Implementation has been delayed to work more with external consultants. 2) The local committee discussed the abusive conduct policy and labor issues. 3) Some have suggested

an education campaign to highlight faculty welfare work. 4) UC Path operations continue to be under scrutiny.

UCSC: 1) More information about zip loans is needed. The tax implications are unclear.

UCSF: 1) An orientation to senate operations for clinicians is being considered. 2) There is concern about retroactive corrections from the dependent care flexible spending account administrator following COVID impacts. Junior faculty are being asked to reimburse the plan. 3) COVID impacts to advancement should be monitored closely. Holistic assessment and shared lessons learned should be encouraged. 4) Some have proposed sabbatical eligibility for clinicians to help address morale concerns.

UCSB: 1) Concerns about the Retirement Administration Service Center continue, especially for survivor benefits. Some have suggested the creation of a dedicated fund to help impacted individuals.

UCB: 1) Concerns about the physical plant are increasing. Seismic risk and air quality are top of mind.

VI. Systemwide Review Items

➤ Determine Committee Position

- Presidential Policy on Vaccination Programs
UCD Representative Foley, Lead Reviewer
Note: Item deferred.

VII. New Business and Further Discussion

None.

Adjournment at 3:10 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Terry Dalton, UCFW Chair

Attendance:

Terry Dalton, UCFW Chair

John Heraty, UCFW Vice Chair

Nancy Wallace, UCB

Janet Foley, UCD

Phillip Bonacich, UCLA

David Jennings, UCM

Robert Clare, UCR

Juan Pablo Pardo-Guerra, UCSD

Elizabeth Rogers, UCSF

Subhash Suri, UCSB

Alexander Sher, UCSC

Michael Ong, HCTF Chair

David Brownstone, TFIR Chair

Jo Anne Boorkman, CUCEA Chair

Henning Bohn, UCRS Advisory Board Faculty Representative