

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

November 8, 2019

## I. Consultation with Academic Senate Leadership

*Kum-Kum Bhavnani, Academic Council Chair**Mary Gauvain, Academic Council Vice Chair*

- Presidential Search: The Regents Special Committee met with constituent groups on November 6. The Senate's Academic Advisory Committee is still being populated, and the roster will be public when finalized.
- Pension Contributions: *Note: See Item III below.*
- Working Group on Comprehensive Access: UCI Chancellor Gilman will chair the group. The ask is to develop UC principles to guide future medical center efforts at partnering with religiously-affiliated groups. The final report is due in the spring. Some Senate representatives have raised transparency concerns, and they note that previous efforts in this area failed due to a lack of consultation.
- Admissions Audit: UC's internal audit Phase II is in progress. The state will begin its audit in January.
- Elsevier: Negotiations continue in an effort to secure a contract with Open Access provisions.
- General Obligation Bond: A bond has been approved for the March 2020 ballot. \$2B would be allocated to UC for seismic/capital projects.
- Cohort Tuition: A proposal will be discussed by the Regents next week. Up to six years has been suggested as the cohort lifespan.
- Merced Chancellor Search: The search is underway and proceeding apace.
- Child Care: Campus task forces are developing a proposal for enhanced child care options, and it should reach the Senate this winter.
- Standardized Testing Task Force: The STTF is working diligently. Consider public attention and political pressure are on the University in this area. A final time line has yet to be determined.

## II. Chair's Announcement

*Jean-Daniel Saphores, UCFW Chair*

1. Agenda Overview
2. Meeting Goals

The priorities presented last month have been charted in topic groups; members should volunteer for their preferred topic. Separately, a Teaching Evaluation Task Force is being led by the University Committee on Education Policy.

3. Campus Public Safety Advisory Boards

The focus of discussions should be public safety, not law enforcement. Members should assess the state of their local board, including mission, membership, and governance.

### III. Report: Task Force on Investment and Retirement

*David Brownstone, TFIR Chair*

1. TFIR Meeting of October 28, 2019

- Divestment from Fossil Fuel Companies: The Chief Investment Officer reports that the cost of full divestment would be about \$6B; the portfolio has ~\$100B, of which ~6% is in fossil fuel companies. Where to reinvest and by when are under discussion.
- Employee Contributions to UCRP: The Regents are scheduled to discuss this at their meeting next week. There are currently 4 options of various rate increases and varies rates of increase for both the employer and the employees. Several union contracts expire in 2022, so new rates need to be set soon. TFIR notes that investment uncertainty is a greater risk to the plan funding ratio than employee contribution rates.

2. Fidelity Planning Tools: TFIR and Human Resources have been dialoging with Fidelity about improvements to the retirement readiness function. Cost negotiations and service level agreements are part of the considerations.

3. Deferred Annuities in UCRS: TFIR is supportive of a proposal from the CIO to add deferred, qualified annuities to the menu of options for those who use the Defined Contribution Plan. UC can leverage its scale to make the option cost-beneficial to interested parties. Proposal specifics are still being finalized.

4. Charge Revisions: *Note: Item deferred.*

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

*Susan Carlson, Vice Provost*

*Pamela Peterson, Executive Director*

1. Market-Based Salary Proposal

The Comparison 8 salary lag was 7.5% at the close of 2018, and new trend data have just been circulated. The salary proposal has not yet been costed out, and there are multiple ways of implementation. Issues still to be resolved involve the treatment of off-scales and how equity gaps can be best addressed. UCFW will continue to discuss these issues.

2. Changes to Granting of Emerita/us Status

Revised text for APM 120 is being prepared for review.

3. Teaching Professor Utilization and Guidelines

Revisions designed to clarify “professional activity” have instead raised further questions. The prescriptive tone suggests specific weightings in local reviews, but campus flexibility should be

retained here. The role of deans is also less clear. UCFW will confer with the University Committee on Academic Personnel and continue discussion in future meetings.

4. Non-Senate Faculty in the UC Medical Centers – Morale and Pay

Many in the health sciences have concerns about the administration of “soft money” policies and the onus on those faculty to secure external funds. Service is uncompensated for these faculty, and some assert that teaching is, as well. Access to climate surveys is needed.

5. Post-Doc Pay Policies

*Note: Item deferred.*

## V. Consultation with the Office of Loan Programs

*Ruth Assily, Director*

1. Affordability Options

Director Assily presented an overview of the Mortgage Origination Program (MOP), including options for down payment assistance. The Supplemental Home Loan Program (SHLP) is mostly funded by the campuses, and offers 5% or \$75K. Packages are available during both recruitment and retention. The campuses set their own allocations, averaging about 70/30. A second MOP is available at campus discretion.

Members suggested greater flexibility in the use of the faculty recruitment allowance to further supplement down payments. Tax implications would have to be known in advance. Members also suggested greater use of shared equity programs or forgivable loan programs. Director Assily noted that her office traditionally does not support shared equity programs as they tend to impede refinancing. Shared appreciation loans were tried in the 80-90s, but with mixed results. All options may be considered, and the implications of different models will be explored.

Members asked if the demographic profile of loan recipients was known. Anecdotes suggest not all faculty are made aware of the options during their recruitment. Director Assily noted that communications are a local responsibility.

MOP loans average \$800K. In San Francisco, though, the loan average is \$1.27M due to real estate limitations. Applicants must make \$175K/year to make minimum payments. About 60% of new recruits use the program.

2. Campus Planning

Housing efforts are led and planned by the campuses. The Capital Financial plan will be discussed by the Regents next week.

## VI. Climate Change

1. What to do in practice about climate change?

*With Andrew Baird, UCORP Chair*

The University Committee on Research Policy has drafted a statement and seeks support from UCFW. The statement calls for 1) full divestment from fossil fuel companies, 2) concrete measures at the campus level, and 3) education support. Some campuses are also drafting

resolutions. UC must be a bold leader in this area by developing action plans, engineering solutions, setting priorities, and narrative driving.

## **VII. Report: Health Care Task Force**

*Mark Peterson, HCTF Chair*

### **1. Open Enrollment Highlights**

Open Enrollment began last week. HCTF is working with Human Resources to track the impacts of Medicare program changes, funding flows, plan migration, and customer service satisfaction. A new AFLAC-type plan is on offer, and HCTF will monitor its progress closely.

### **2. Improving Medical Center Faculty Morale**

This issue is complicated and nuanced, and part of a national trend of physician burnout. Soft-money concerns exacerbate morale issues. A pay practices report for the Comparison 8 is expected in the spring.

### **3. Charge Revisions**

Chair Saphores has proposed changes to the HCTF charge, including specifying diversity goals, instituting “term limits”, and changing the size of the task force. Members will vote by email.

### **4. Health Benefits Survey**

HCTF is working with UCOP and the external vendor on the survey structure and design. It has been a slow, iterative process.

## **VIII. Chair’s Announcements (continued)**

1. Overview of topics for the year
2. Teaching Evaluation Task Force
3. Divesting from publicly traded fossil fuel companies

## **IX. Systemwide Review Items**

1. Proposed Revised Presidential Policy on Copyright Ownership  
UCM Representative Beaster-Jones will serve as lead reviewer.

## **X. New Business**

### **1. Data for administrative burden**

Opportunity costs must be included in all analyses. As a loss of support staff, what duties are faculty now performing – reimbursement processing, compliance form processing, grant and application tracking, even custodial duties and arranging access for disabled students. Centralized generalist support staff often do not have the training and expertise needed.

### **2. Child care data needs**

A spreadsheet showing options by campus shall be updated and discussed at a future meeting.

**XI. Campus Updates**

Many campuses report performance issues associated with UCPATH.

Adjournment at 3:50 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Jean-Daniel Saphores, UCFW Chair

Attendance:

Jean-Daniel Saphores, UCFW Chair

Shelley Halpain, UCFW Vice Chair

David Steigmann, UCB

Moradewun Adejunmobi, UCD

Ken Chew, UCI

Peng Hu, UCLA Alternate

Tea Lampiala, UCM Alternate

Abhi Ghosh, UCR

Adam Aron, UCSD

Jill Hollenbach, UCSF

Cynthia Skenazi, UCSB

Grant McGuire, UCSC

Mark Peterson, HCTF Chair

David Brownstone, TFIR Chair

Caroline Kane, CUCEA Chair