



UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

November 8, 2024

Attendance: Juan Pablo Pardo Guerra, Chair; Karen Bales, Vice Chair; Nancy Wallace, UCB; Janet Foley, UCD; Ben Lourie, UCI Alternate; Jayson Beaster-Jones, UCM; Salman Asif, UCR; Laurie Freeman, UCSB; Yat Li, UCSC; Vickie Mays, HCTF Chair; Zoran Nenadic, UCRS Advisory Board Representative; Joel Dimsdale, CUCEA Chair

I. Consultation with Academic Senate Leadership

Steve Cheung, Academic Council Chair

Ahmet Palazoglu, Academic Council Vice Chair

- Funding for the Mortgage Origination Program (MOP) has run out at several campuses due to higher than usual demand, despite the program receiving extra funding each of the last two years. Locally, there are Supplemental Home Loan Programs (SHLPs), and it is expected that an additional allocation to MOP will be early in the new year. Additional ways to finance MOP are needed, and members are encouraged to think creatively. How systemwide allocations are determined could be clarified further, and communications about the program could be improved.
- Several executive searches are underway: 1) For the next president of the University. Regent Chu is chairing the Regents Special Committee and Chair Chueng is leading the Academic Advisory Committee. 2) For the Vice Provost for Faculty Affairs and Academic Programs (FAAP). 3) For the Associate Vice Provost for Education Abroad. 4) For the next chancellor for Santa Barbara. 5) And for the next Riverside chancellor.
- Seven of 9 UC undergraduate campuses now have the Hispanic Serving Institution (HSI) designation. The remaining two, Berkeley and Los Angeles, hope to meet the 25% threshold soon.
- Several workgroups are in progress: 1) The Academic Planning Council (APC) has empaneled a group to consider establishing a single systemwide academic calendar. Council Vice Chair Palazoglu is co-chair. 2) Another APC workgroup will consider possible changes to APM sections 015 and 016 (faculty code of conduct and discipline, respectively). The first part of the charge is to review policies regarding expressive activities in accordance with state legislation. The

second part of the charge to revisit possible changes to the review process when concurrent disciplinary investigations and merit reviews occur. Last year's review of the latter raised concerns about preserving the presumption of guilt. 3) A Senate workgroup on artificial intelligence will be led by immediate past Council Chair Steintrager and is mostly populated. Issues to be considered include academic instruction and integrity, tutoring, IP rights, and opportunities to ease the faculty burden.

- A proposal to expand the California State University's (CSU's) ability to offer doctoral degrees is being considered. It is stipulated that programs should not be duplicative with UC programs, and it is noted that not all doctoral programs are PhDs. The process of review is being developed.
- Members who completed the systemwide survey of instructor experiences are thanked. The analysis should be completed to supplement the upcoming total remuneration study.
- The Academic Council will receive a report on the graduate student experience at its meeting later this month.
- The RFPs for the total remuneration study and the benefits survey are in contract negotiation stages, and faculty reviewers for the implementation phase are being recruited.

II. Chair's Announcements

Juan Pablo Parda Guerra, UCFW Chair

A. Materials related to work-life balance considerations are available in BOX.

B. Task Force on Investment and Retirement (TFIR) of October 28, 2024

- Switching the enrollment default for the 2016 UC Retirement Plan (UCRP) Tier is still being evaluated by the administration. There may be political, rather than actuarial, considerations. Good market returns suggest employee contribution increases are unlikely at this time.
- The aforementioned RFPs will require nimble faculty participants. The Senate would be well served to have a "Rolodex" of experts.
- MOP was also discussed. Many think COLA-related housing considerations should become part of the compensation formula. Additional ways to securitize loans in the face of high volume and interest rate discrepancies are needed.

C. APC Workgroup Update

See above.

D. Senate Service Project

Analyst Kenneth Feer

The evaluation of Senate service, both at the local and the systemwide levels, is under scrutiny with the goal of enhancing recognition to expand the service pipeline. A few campuses have Senate orientations for new faculty, but it has been suggested that mid-career faculty might benefit from a re-orientation. Other campuses have a

Senate academy to train new-to-role representatives. Service recognition letters would improve evaluations.

Senate orientations and academies should include focus on the pension plan, benefits, and how the Senate works on change from the inside.

III. Health Care Task Force (HCTF) Update

Vickie Mays, HCTF Chair

A. HCTF of October 18, 2024

- This year's Open Enrollment rate increases were jarring to many, and complaints from many groups have been filed. Plan migration results will be telling and could lead to different plan options in the future. Restoring Senate consultation regarding rate setting and associated communications is needed.
- In addition to the total remuneration study and the benefits survey RFPs, there are others for the self-funded plans and likely soon for the Medicare Advantage plan. Still others are in the queue for out years. The expertise of faculty on methodology issues has been recognized.

B. Joint Benefits Study

Joel Dimsdale, Council of UC Emeriti Associations (CUCEA) Chair

1. The Retirement Administration Service Center (RASC) would benefit from a common set of metrics, including dispersion. Current reports include only means.
2. Clarity on the processes regarding return to active duty (RTAD) are still needed. A workgroup is being set up, and the Senate might invite itself to the conversation. CUCEA has 2 representatives.
3. Concern about health coverage and support for out of state retirees continues. The university's contribution has not changed in a decade, while health care costs have. While this will be covered in the upcoming total remuneration report, a statement of principles regarding retiree health coverage expectations could help advocates.
4. For future RFPs, earlier inclusion of faculty experts would help establish better weights for the evaluation process and help clarify expectations.

IV. Consultation with the Office of the President – Systemwide Academic Personnel (SWAP) and Faculty Affairs and Academic Programs (FAAP)

Doug Haynes, Interim Vice Provost, FAAP

Amy Lee, Deputy Provost, SWAP

Kelly Anders, Executive Director, SWAP

- #### **A. Interim Vice Provost Haynes reported on items of interest:**
- 1) The Presidential Post-doctoral Fellowship Program (PPFP) turned 40! Along with the Advancing Faculty Diversity (AFD) program, it is one of the most successful programs in recruiting junior faculty.
 - 2) The APC workgroup on APMs 015 and 016 is underway. The first part

of the charge has December 20 deadline per President Drake and in accordance with legislative expectations.

- B. Deputy Provost Lee reported on items of interest: 1) In accordance with new federal grant administration and other contractual requirements, greater leave reporting compliance is needed, specifically for union members. The university's time and attendance system and its time reporting systems will be considered, and templates and guidelines for principal investigators and instructors of record will be developed. A faculty advisory group will be consulted on relevant drafts. 2) State Assembly Bill 1905 goes into effect January 1, 2025, and SWAP is developing guidelines for its two main areas of impact: a) Before an employee can be given a letter of reference, human resources must confirm that they are not a respondent in a sexual violence/sexual harassment (SVSH) case. This restriction does not apply to academic reviews, and whether it applies to graduate students is unclear as of yet. b) Informal settlements of SVSH cases filed by students is prohibited, and any sexual violence case cannot be settled informally. Formal settlements would require chancellorial (non-delegable) approval and notification to the Regents.
- C. Executive Director Anders reported on several items of interest: 1) Also in conformance with new state laws going into effect January 1, 2025, all employees must have enumerated sick leave accruals, so a faculty "leave" bank is being developed; medical center employees are included. Six days of flexible sick leave should allow attendance to medical appointments or assist family members, for example; but the bank is "use it or lose it" - balances do not carry forward to the next calendar year. Guidelines and communications are being developed. 2) Other state legislation expands background check requirements, specifically for SVSH violations, and they also go into effect January 1, 2040: a) State Senate Bill 791 requires new hires to submit a disclosure statement certifying that they have received no guilty SVSH findings within the last 7 years. b) Assembly Bill 810 changed the definition of what must be disclosed to include misconduct. c) Although the scope was largely narrowed to tenure track faculty and athletic staff positions, the University's concerns focus on the burdensome implementation needed to contact so many prior employers, though in most cases contacting at least one prior employer would be standard procedure. International applicants may have different privacy expectations and legal rights. Any disclosures need not necessarily be disqualifying, but they would have to be considered in the review process. It is also expected that if the University acts in good faith, any failure of a prior employer to respond will not be held against the University or the applicant. Members noted that further delays to faculty recruitment and hiring processes could have deleterious impacts.

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

Cheryl Lloyd, Vice President

Jay Henderson, associate Vice President, Total Rewards

Hyun Swanson, Executive Director, Retirement Program Service

Maynard Jenkins, Senior Executive Director, Benefit Programs and Strategy

Susan Pon-Gee, Executive Director, Health and Welfare Benefits

Laura Tauber, Executive Director, Self-Funded Health Plans

A. UC Retirement Plan (UCRP) Default

Executive Director Swanson reported that the Senate proposal to change the default option for new hires in the 2016 UCRP Tier from Pension to Savings and to begin matching employer contributions on day one is being costed-out by the administration. Since this change would need to be verified by the Regents, other pension-related matters may be packaged for efficiency.

B. Setting Insurance Rates

Senior Executive Director Jenkins reviewed the risk adjustment process that seeks to smooth rate increases across the plans. This year's large rate increases were a combination of several factors: 1) Nationally, health care premiums increased 7%, and in California, our nearest comparator, CalPERS, increased 10.6%. 2) The risk profile of the self-funded plans has continued to increase faster than benchmarks due to high pharmacy and in-vitro fertilization costs and self-selection trends in the high utilization UC population. 3) State budget requirements involving minimum pay rates at medical centers and mandatory seismic retrofitting further increased cost demands. 4) Delayed impacts from COVID are still being realized. Overall, UC increased institutional support to 6.4% this year, and on average supplements 82% of premium costs. Specific contribution rates by plan and pay band will be shared after the meeting.

For Open Enrollment and the Period of Initial Enrollment (PIE) for new hires, it was noted that the AI support tool tends to recommend on base cost, so members should be mindful of their expected needs when choosing a plan.

C. Out of State Retiree Support

VP Lloyd noted that Deloitte had conducted an analysis of similar employers' programs and found that UC's is comparable. Efficacy varies by state and by individual needs. The level of funding is determined by the Chief Financial Officer. Members noted that the level of support had not increased in 10 years while real costs have.

D. Current RFPs

VP Lloyd reported that the project budget had been approved and that Procurement was in final negotiations with the preferred vendor regarding the contract. Once signed, HR will contact the Senate for faculty advisors on the implementation of the total remuneration study and benefits survey sections.

Members again noted the value of faculty expertise and of its "time value".

E. Benefits Executive Steering Committee (ESC) Successor

The ESC was formerly advisory to the president, but will now be advisory to the VP HR. A revised charge and membership will soon be circulated. At present, the incumbent Senate representative is the lead contact when the group is convened on an ad hoc basis.

F. Return to Active Duty (RTAD)

Members requested the addition of an active faculty member to the workgroup developing the relevant guidelines.

VI. Campus Climate

Several issues were identified for clarification. 1) The time, place, and manner (TPM) policies need further specification regarding content, not just timing. 2) Disparate impact considerations should be fore fronted. The needs of trans students, DREAMERs, and members of different religions, for example, may not be suitably addressed by a single policy. 3) Impacts to faculty regarding selective enforcement of academic freedom standards and disciplinary procedures have already been noted. 4) Institutional positions regarding liability may have chilling effects despite their intent. Working more closely with chancellors and campus chiefs is one way to improve the process, but could be a double-edged sword. Working with international colleagues could become more difficult given current trends. Transparency leads to trust, which is currently eroding.

VII. Campus Updates

UCSD: 1) Interim student conduct procedures are being reviewed on a hasty timeline, but due diligence is being applied to the proposed changes. 2) To help meet enrollment growth goals, the University Now initiative is considering adding the Chula Vista University innovation district, and the Senate is evaluating financing and teaching impacts.

UCM: Many faculty have reported receiving threats in student evaluations and other feedback. Some have suggested an administrative filtering process and many expect the problem to worsen going forward.

UCSC: 1) Housing and MOP-related issues are at the top of mind. 2) The local PPFP has been suspended due to budget considerations, but the Senate is asking for reconsideration.

UCI: 1) A new faculty housing project has begun construction. 2) A new campus funding model is being developed which would shift allocations from an incremental model to a more formulaic model based on productivity. The impacts are unclear at present, especially if some programs are deemed not to be “mission critical”.

UCSB: 1) Several looming changes seem to have taken a toll on campus morale. The potential impacts of national and international events, union issues, local leadership at several levels, and other possible changes are cumulative. 2) New faculty housing units will open in the new year, but demand still exceeds capacity.

UCD: 1) The campus’s structural deficit was not successfully resolved by a joint task force. The unpredictable nature of academic labor issues was frequently cited as a challenge. 2) New staff in the academic labor arena have been well received.

VIII. Further Discussion and New Business

None.

Adjournment 2:50 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Juan Pablo Pardo Guerra, UCFW Chair