



## UNIVERSITY COMMITTEE ON FACULTY WELFARE

### Minutes of Meeting

October 11, 2024

**In attendance:** Juan Pablo Pardo Guerra Chair, Karen Bales Vice Chair, Nancy Wallace UCB, Janet Foley UCD, Lisa Naugle UCI, Jayson Beaster-Jones UCM, Salman Asif UCR, Amy Adler UCSD, John Saucedo UCSF, Laurie Freeman UCSB, Yat Li UCSC, Vicke Mays HCTF Chair, Zoran Nenadic UCRS Advisory Board Faculty Representative, Joel Dimsdale CUCEA Chair, and Ken Feer Principal Policy Analyst

#### I. Welcome and Introductions

As members introduced themselves, they indicated topics to which the committee should devote consideration this year, such as: the erosion of shared governance and the encroachment of the Regents and the legislature into areas traditionally led by the Senate; the negative impacts to recruitment and retention of decreasing purchasing power in housing, health care, and child care; in the face of contracting budgets, the need to defend good programs, like UCRP, and to improve others, like MOP (See Item II below also); and the need for continued faculty involvement in preparation for academic labor union negotiations.

#### II. Chair's Announcements

*Juan Pablo Parda Guerra, UCFW Chair*

##### A. Academic Policy Council (APC) Workgroups

###### 1. Semesters Systemwide

The provost is forming a workgroup to investigate what a systemwide conversion to academic semesters would entail. Nationally, the quarter system is an outlier, and within California, both the California State University (CSU) system and the California Community College (CCC) system use semesters. The workgroup will assess cost, credit realignment, course and syllabi adjustment, changes to teaching load, and impacts to research time, among other issues. In theory, the UC could save money in the long-term, and the transfer process could be further eased. Cross-campus enrollment would be easier, and some suggest improved time-to-degree could also result.

Members suggested a student and faculty preferences survey as another measure for the workgroup to consider.

###### 2. APM 015, 016 (Faculty Code of Conduct)

Last year, the administration proposed changes to the Faculty Code of Conduct that would suspend merit review if disciplinary actions had been filed; the Senate rejected the proposals, and now a workgroup is being formed to find

language acceptable to all prior to further review. Vice Chair Bales is on the workgroup.

3. Fully Online Undergraduate Degrees

Last year, a task force on instructional modalities and UC academic quality was convened to determine the state of affairs in online course and degree offerings. The task force concluded that, currently, online courses and degrees evince lower academic quality and higher costs both to the institution and the student. Nonetheless, voices both within and outside of the University call on UC to develop a way to deliver online courses and degrees in accordance with UC academic standards, and, in the process, solve equity and access issues. Pilot programs in over-enrolled majors have already been proposed.

The implications of and to Senate Regulation 630 (Residency Requirement) must also be considered.

B. Task Force on Investment and Retirement (TFIR) Update

1. Mortgage Origination Program (MOP)

TFIR met with Director of Loan Programs Jennifer Mays at their meeting of September 23, 2024. Director Mays indicated that systemwide MOP allocations had been doubled each of the last two years, to a total of \$850M.

Nonetheless, TFIR members noted that most campuses ran out of MOP funds over the summer, and several campuses have already lost recruits due to the lack of housing assistance funds. More funds from the Short-Term Investment Pool (STIP) could be available next year, but solvency is difficult to project during volatile market times.

TFIR members also noted that transparency is lacking at the systemwide level, where allocations to campuses are made, and at the local level, where not all eligible recruits seem to be informed of the program or whose deans do not advocate for them in the opaque campus processes. Even with MOP, the Supplemental Home Loan Program (SHLP), and the relatively new Zero Interest Program (ZIP), home ownership remains unaffordable in many areas proximate to campuses, especially for junior faculty. Back-logs and wait-lists persist and illustrate the need for greater funding.

**III. Health Care Task Force (HCTF) Update**

*Vickie Mays, HCTF Chair*

Chair Mays reported that HCTF will hold its first meeting of the year next week, and noted continuing agenda items, such as the upcoming Total Remuneration study and the associated Benefits Preferences survey, improving access to mental and behavioral health services, protecting the dental and vision benefits, and clinician morale considerations.

UCFW members noted the lack of Tier 1 access for certain geographic regions in the UC Care plan. Greater clarification of how Human Resources decides with whom to contract in the plan would be appreciated. Chair Mays indicated that the campuses without a medical center have a representative on HCTF, a professor from the Berkeley school of public health, to ensure that the needs of these regions are clearly articulated. In some markets, due to extended delays in scheduling appointments, even urgent care facilities are overwhelmed and only the emergency rooms are available. This raises concerns about continuity of care and access to preventive care.

As Open Enrollment approaches, many UCFW members noted the large increases in premiums and co-pays, and some began to question the practices of pay-banding (progressive contributions/costs by income) and risk adjustment (regressive subsidization by plan utilization and average enrollee health baseline).

#### **IV. Campus Updates**

Santa Cruz: 1) Housing access and affordability continue to be concerns. Although new housing projects are ramping up, the campus' Housing Repricing Program is not achieving its goals and needs updated practices. 2) A new childcare center will open in about 2 years, and until then, the campus is reaching out to local providers in hopes of semi-preferential enrollment access. 3) The Vice Provost for Academic Affairs has requested development of best practices for family friendly policies to be shared with department chairs.

Merced: 1) Access to and the affordability of childcare is a perennial issue. The on-campus facility is full, as is the waitlist. Proposals to convert underutilized spaces on campus have been met with risk aversion by administrators. 2) Greater transparency is sought regarding campus safety budget allocations and requests for military-grade weapons.

Riverside: 1) The administration has been slow to act on the Senate's recommendations following from the recent faculty campus climate survey. 2) Financial support for graduate student researchers and teaching assistants is in jeopardy given the zero-sum nature of grant caps. Looming strikes and a lack of guidance are harming morale. 3) Financial accounting software (Oracle) obstacles continue to impede grant administration and to contribute to staff turnover, adding to the administrative burden of faculty.

Davis: 1) Campus protests have been quiet lately. 2) The local Faculty Welfare committee has not yet met this academic year. 3) The administration seems to be seeking to eliminate redundant and/or niche/boutique academic programs. 4) The newly adopted Oracle financial accounting software has encountered the same problems as previous adopters, despite roll-out having been delayed multiple times and preparatory efforts having been made. Staff are voicing negative critiques, as they have at each previous location. Chair Pardo Guerra noted that this aspect of procurement is not coordinated systemwide, but what remains unclear is why no campus has been able to avoid successfully well-known and often-voiced concerns with the product and its implementation.

San Diego: 1) Housing concerns have dominated local conversations recently. 2) How well the summer policy clarifications regarding campus protests will be received and followed remains to be seen.

Irvine: 1) Housing concerns have led to the formation of a dedicated subcommittee to investigate local conditions and options. 2) The local committee is seeking clarifications regarding faculty rights and protections regarding academic freedom and freedom of speech vis-à-vis warnings and disciplinary communications from the administration. 3) Many on campus are unclear as to how to implement the new Regent's policy on departmental website statements.

#### **V. Consultation with Academic Senate Leadership**

*Steve Cheung, Academic Council Chair*

Regents: 1) UC Health continues to grow and now constitutes half of UC's operating budget. Discussions continue as to how best leverage UC's size in underserved areas. 2) Discussions about the importance of artificial intelligence continue, but no specific recommendations have yet emerged. A new Senate task force on artificial intelligence is being formed under the leadership of immediate past Council Chair Steintrager; among other topics, it will consider academic integrity and faculty workload. 3) June Yu has been announced as the new vice president for UC National Laboratories. 4) Several senior manager searches are or will soon be underway, including for a new president, two chancellors (Santa Barbara and Riverside), and a new associate vice president for Faculty Affairs and Academic Programs (FAAP, formerly part of Academic Personnel and Programs). Chancellor stewardship reviews for San Diego and Davis are just finishing and just starting, respectively.

Academic Planning Council (APC): 1) A successor group to last year's Presidential Task Force on Instructional Modalities and UC Academic Quality is being formed. While implementation issues have not been addressed, success metrics are being set. Pilot programs seem likely, as does the development of common assessment tools for all modalities. The need to develop infrastructure for data collection and faculty training is known. 2) Consideration of a Systemwide Academic Calendar, formerly a semester conversion investigation, is being framed as potentially improving cross-campus enrollment and intersegmental articulation, providing more summer opportunities, and having fewer administrative cycles. Total teaching days and research flexibility are other considerations. A comprehensive disruption analysis is needed. Council Vice Chair Palazoglu will co-chair this workgroup. 3) Another joint workgroup is in the final stages of issuing recommendations on the future of doctoral education at UC.

Academic Labor: The librarians have ratified a new contract.

Instructor Experience: A second Senate-sponsored survey of instructional experiences is open. Members are encouraged to complete the survey and to encourage colleagues to do likewise.

HR RFPs: An offer to a vendor should be proffered soon. It is hoped that the Senate will have an advisory role on the operations group overseeing execution of the final contract.

Members noted that clarification is still lacking regarding recalled retirees and Medicare coverage.

## **VI. Consultation with the Office of Systemwide Community Safety and UCPD**

*Jody Stiger, Systemwide Director of Community Safety*

*Chief Joe Farrow, UC Davis PD and Co-coordinator UC Council of Chiefs*

Members asked about the decision-making process behind requests for military grade equipment from the campuses. Director Stiger referred to AB481 from 2021, which requires public police department governing bodies to disclose certain equipment, which was defined by the legislature and so may not necessarily be "military grade." Many of items recently requested are updated versions of equipment used for decades by the UCPDs. For example, older "bean bag shotguns" are being replaced with more accurate foam-launching 40mm guns. Deployment of certain equipment is focused on instigators only, not passive protestors, in accordance with parameters determined by the chancellors.

Members also asked about formalizing more direct interactions between the Senate and local PDs. Director Stiger noted that a systemwide advisory committee was being

established, and it will include faculty. Among other projects, this group may update the “Gold Book”, UC’s safety manual. Local Police Advisory Boards should exist at each campus, too. Recent “table top” exercises included faculty from each campus.

Members noted slow and vague communications from the chancellors has been and highlighted poor feedback submission options. Director Stiger will meet with the Academic Council at their upcoming meeting, and Chief Farrow suggested the Senate meet with the full Council of Chiefs, too.

Members asked about possible changes to the non-affiliates policies. Director Stiger indicated that current policies had been clarified but that no new policies had been developed. One clarification was that it is ok to request identification of someone on campus. Another clarification is that non-affiliates are not subject to UC policies, so additional training for police officers seems prudent. Members noted that “professional protesters” could further complicate situations.

Director Stiger added that there were no changes to the violent incident protocols and reviewed the mutual aid cascade (other UCPDs, CSUs, public/municipal PDs).

At present, no specific preparations are being made around election day.

## **VII. Further Discussion and New Business**

Senate service recognition: Chair Pardo Guerra referred to a systemwide goal to increase recognition of Senate service in academic reviews and highlighted the overlap with Achievement Relative to Opportunity considerations. Possible changes to the relevant APM sections could be considered. A joint workgroup with the University Committee on Academic Personnel might be useful. There is a difference in how systemwide service is viewed from how local service is considered. Clearer guidelines and expectations could help secure more departmental chairs’ buy-in. Leadership pipelines and family friendly considerations are also factors.

Joint Benefits Committee: The JBC, comprised of emeriti and retirees from UC, has completed its annual review of retiree health benefits and will share its findings next month.

The November meeting will be in person in Oakland.

Meeting adjourned at 2:30pm.

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Juan Pablo Pardo Guerra, UCFW Chair