

University Committee on Faculty Welfare

Minutes of Meeting

October 13, 2023

I. Welcome and Introductions

*John Heraty, UCFW Chair*

1. Welcome and Introductions
2. Overview of UCFW Activities

Members are reminded to represent the best interests of the system, not just their campus.

Continuing issues that will come before the committee this year include:

- Faculty workload: A joint Senate-administration work group has formed and will soon meet for the first time. Chair Heraty is on the group, but it lacks health sciences faculty and lecturers. The group is being co-chaired by Vice President for Academic Personnel and Programs (APP) Doug Haynes and UC Davis divisional chair Ahmet Palazoglu. Staff support and software impacts will be considered in addition to teaching loads.
- Graduate education: 1) Impacts of the new graduate student union contracts will continue to be monitored. How best to participate in future events will also be considered. 2) Another joint Senate-administration work group has been formed under the auspices of the Academic Planning Council (APC). Susannah Scott from the Santa Barbara division is the Senate lead.
- UC Retirement Plan contributions: 1) Faculty who hire graduate students must make employer-level contributions to remuneration packages, which strains pre-determined grant budgets and could impact future rounds of awards. 2) The default for new hires is into the Pension Choice plan, but Senate analysis shows that for most employees, defaulting into the Savings Choice plan makes better financial sense. Efforts to change the default have so far been unsuccessful. 3) Some have called for greater employee contributions to the pension plan in order to more closely match contribution rates by other leading state pension plans. Others have noted that UCRP's funding status is stable and health in comparison to most pension plans.
- Benefits coverage: 1) Open Enrollment will occur soon. Members can expect significant premium increases in all plans, an effect of delayed cost increases under COVID and of increased utilization in certain plans. 2) The ability of UC to recall retirees is being investigated due to confusion about Medicare and benefits enrollment changes under the ACA. 3) A comprehensive benefits survey is being planned, and the Senate expects to be involved closely.
- Total Remuneration: An updated study has been approved, and an RFP is being developed. Senate participation has been solicited, including from UCFW.

- Health Sciences faculty: Morale issues continue in the health sciences, and calls for Senate membership as a means of redress will continue, despite Senate morale not being much higher. Burnout and separate are particularly acute in the health sciences.
- Online education: Many external constituent groups are calling for greater online education, including fully online undergraduate degrees. Many faculty raise quality concerns, and note the need for a sense of community on the campuses.
- Many members asked for greater financial impact statements to accompany systemwide review items.

## II. Consultation with Academic Senate Leadership

*James Steintrager, Academic Council Chair*

*Steven W. Cheung, Academic Council Vice Chair*

- Total Remuneration: Senate guidance on methodology will be important, so observance of Shared Governance principles will be needed. Whether and how to include the health sciences will need fulsome discussion. Whether and how to include COLA-related data, such as housing and commute expenses will also need deliberate discussion. Under the new graduate student union contracts, salary inversion vis-à-vis some lower rank faculty will need to be assessed and addressed.
- Online education: External pressure is increasing, as is pressure from certain leaders within UC. Senate Regulation 630 stipulates that undergraduate students should spend at least one year on campus, even though they may still take online courses during that time. In addition to pedagogical and research justifications, there are accreditation concerns. The quality of education being delivered is of paramount importance to the Senate, but balancing this goal with those of others' is difficult. The Senate has been told it must create a workable model, since those in the market are insufficient to meet UC standards.

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

*Jill Hollenbach, TFIR Chair*

1. Total Remuneration: See above.
2. Retirement Readiness: Item deferred.
3. Pension Choice Default: TFIR continues to wait for turnover data to support or deny its claims. Anecdotally, new hires are making arbitrary decisions based on incidental conversations, not informed choices.

## IV. Report: UCFW Health Care Task Force

*Michael Ong, HCTF Chair*

1. Insurer Actions: Last-minute negotiations between at least one of UC's insurers and the University have led to rumors running rampant about coverage or access to local providers being lost. Brinksmanship has been encountered before, and confidential nature of negotiations hampers external communications. On the cusp of Open Enrollment, some see questionable motivations, if not tactics. Members noted that HCTF might benefit from campus-based representation, not just topic expertise.
2. Benefits Costs vs Coverage: Final numbers for next year's health insurance premiums are still unknown, but all indications suggest double-digit increases across-the-board. Access to mental health has not meaningfully improved, and further development of the fertility benefit is now pending a more detailed analysis of first-year utilization.
3. Recalled Retirees: See above.
4. UC Health Leadership: A new Executive Vice President has been appointed, David Rubin.

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

*Cheryl Lloyd, Vice President*

*Jay Henderson, Associate Vice President, Total Rewards*

1. Total Remuneration: Volunteers for the RFP review committee have been solicited, and a basic draft has been assembled. Methodological questions remain to be answered, such as whether the study should mimic past efforts or more closely follow AAU efforts, for example. The hope is to include as many title codes as possible. Both faculty and staff will be included, though some represented groups may not be. Health sciences will be included if adequate market benchmarks are available. Simultaneously, a benefits survey and an employee engagement survey will be bid for. Procurement is helping in the RFP process, and the final budget is yet to be determined. The benefits survey will try to identify the best portfolio of coverage for the current workforce. Members noted that the time is ripe to ask questions not normally asked in the benefits arena.
2. UCRP Contributions: Conversations are being called for by certain leaders, but HR feels that delaying discussions until after the Total Remuneration study would be prudent. HR's Actuarial Services unit continues to prepare the annual valuation reports for the November Regents meeting, when it is expected that some may nonetheless call for increased contributions.
3. Retirement Readiness: Members renewed their calls for access to turnover data, as well as to greater breakdowns of the UCRP choice elections.
4. Benefits Costs vs Coverage: Messaging inconsistencies have exacerbated a difficult situation. Central communications should be issued soon. Negotiations continue, but how to avoid last-minute issues like this remains unclear, although some have suggested that future contracts include preemptive language. Many options, some of them drastic, are being considered. University leadership is monitoring the situation closely.  
Open Enrollment materials remain under development.
5. Recalled Retirees: HR is working with UC Legal to investigate options. It is likely that an enterprise response would require a year-long ramp-up.

6. Staffing Levels: The Retirement Administration Service Center (RASC) continues its hiring and recruitment efforts. New retirement counselors will be announced next week.

## VI. UCFW Business

### 1. Campus Updates

Santa Cruz: 1) Access to MOP loans and housing continues to be a problem/priority. Slow MOP processing has led some to lose bids. 2) Health access concerns are rife.

Merced: 1) The negative impacts of the Oracle financial accounting software continue to be felt across the campus. 2) Workload concerns are increasing, especially given a shrinking TA population and the recent termination of several Unit 18 lecturers. 3) Morale is poor in all areas, and many suspect systemic causes, not social ones.

San Diego: Vice Chair Pardo Guerra echoed concerns about 1) the negative impacts of the Oracle financial accounting software still being felt years after adoption, and 2) workload concerns in the face of recent labor policy changes. Prof. Carson also echoed concerns about 3) housing access and affordability.

San Francisco: 1) The goal of extending Senate membership to more clinicians is a local priority. Many feel that it would enhance recruitment and retention efforts. 2) Addressing morale concerns is also a local priority. The use of uncompensated time has recently come under scrutiny.

Davis: 1) Implementation of the Oracle financial software system is looming, although it has already been delayed once. 2) Information regarding graduate student contract implementation remains unclear. Accessing mitigation funds has also proven difficult. 3) Student requests for disability accommodations continue to increase. 4) Parking concerns have resurfaced.

Berkeley: 1) Disability accommodation requests are not being processed in a timely fashion, due in part to staff turnover, including leadership, and a significant increase in requests. 2) Graduate student issues are similar as at other campuses. 3) Electric power supply problems are growing concerns. Municipal regulations limit campus access to the power required for high-powered computing, and brown-outs are increasing.

Irvine: 1) Housing is an increasing problem. 2) The local committee discussed the proposed changes to Senate Bylaw 55 (see below), and was generally supportive. 3) Revised guidelines for disability accommodations have been issued. 4) Free speech issues are arising on campus.

Santa Barbara: 1) Housing issues are nearing a crisis. 2) Workload and morale concerns are exacerbated by staff shortages and a lack of critical infrastructure. 3) Impacts of the graduate student contract are being investigated.

Los Angeles and Riverside were absent during this item.

### 2. Systemwide Review Items

#### ➤ Determine committee position

- Proposed Revisions to the Presidential Policy on Affiliations with Certain Health Care Organizations

*HCTF Chair Ong, UCLA Representative Janzen, and UCSF Representative Mosti, Lead Reviewers*

The policy would replace the interim one currently in place, and the rapid response deadline is to accommodate the Regents deadlines. This draft's

changes include: 1) a clearer distinction between public institutions and limited private affiliations, 2) more flexibility for trainees, 3) more opt-out provisions for clinicians, 4) moving the definition of “emergency” to an appendix, which can be amended more easily, but the draft still lacks additional clarity on 1) gender-affirming care and related issues, and 2) reporting procedures, which seem to vary by location and reporter; impacts to professional opportunities are also considerations.

Members pointed to this policy as one cause of concern for loss of access to providers in certain areas, not just communications from insurers themselves. Members also noted the inconsistency of affiliating with providers or insurers in one circumstance but not another. Members noted that the FAQs and appendices would need to be closely monitored to ensure no back-sliding or easing of standards. Additional UC oversight was also suggested.

- Analyst Feer will draft a memo for electronic approval.
- Assign lead reviewers
  - Proposed Revisions to Academic Senate Bylaw 55 (Departmental Voting Rights)
  - Proposed Revisions to Presidential Policy on Vaccination Programs
  - Proposed Academic Personnel Manual (APM) Section 672, Negotiated Salary Program
  - Analyst Feer will assign lead reviewers before the next meeting.

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

None.

Adjournment 3:40 pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: John Heraty, UCFW Chair

Attendance:

John Heraty, Chair

Juan Pablo Pardo Guerra, Vice Chair

Nancy Wallace, UCB

Karen Bales, UCD

Lisa Naugle, UCI

Carla Janzen, UCLA

Jayson Beaster-Jone, UCM

Wendy Matsumura, UCSD

Cat Mosti, UCSF

John W. I. Lee, UCSB

Alexander Sher, UCSC

Michael Ong, HCTF Chair

Jill Hollenbach, TFIR Chair

David Kleinfeld, UCRS Advisory Board Faculty Representative

Terry Hendershott, UCRS Advisory Board Faculty Representative

Jo Anne Boorkman, CUCEA Chair