

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

October 14, 2022

## I. Consultation with Academic Senate Leadership

*Susan Cochran, Academic Council Chair**James Steintrager, Academic Council Vice Chair*

- New administrators: 1) The new Vice Provost for Academic Personnel and Programs (APP), Doug Haynes, has some Senate history, and led diversity efforts at the Irvine campus. 2) Announcement of a new provost is still pending, but there is a special Regents meeting later this month. 3) The Senate will need to on-board these and others to UC-style shared governance.
- Regents: 1) At the Investments Committee, it was reported that UC is trending with the market, so valuations are lower. Some worry that calls for increases in employee contributions to the pension plan will arise again, but the Senate is prepared to counter such ideas. 2) At the Finance and Capital Projects Committee, capital improvements at Berkeley and acquisitions by UCLA were discussed. Concerns about the lack of consultation in the UCLA process, and the distance from the main campus to the satellite were noted. UCSD's satellite strategy is different, focusing on a transportation hub on campus and housing near to transport hubs in the county. 3) The Health Services Committee will meet next week, and a Senate panel of clinicians and experts will present their experiences in affiliated hospitals with policy-based restrictions on care and how they compare to UC standards.
- Academic Council: 1) Several UCOP senior administrators, including Chief Operating Officer Rachael Nava, Vice President for Information Technology Van Williams, Associate Vice President for Procurement Paul Williams, joined the Council to discuss the Oracle financial accounting software's negative impacts to faculty and staff. They reported that a systemwide information technology meeting was being held this month to determine to how roll out software more effectively. Members noted that research funding was being lost due to the software being essentially unusable, but were reminded that corporate administrator needs are different from end-user needs. Improvements in selection and implementation need to be made. 2) Results of last spring's faculty survey are available on the Senate's website. The data show significant negative learning impacts. 3) The Council sent UCFW's faculty salary competitiveness memo to President Drake. 4) Members are reminded to review thoughtfully proposed policies on abusive conduct and vaccination.
- Climate research: The state budget included dedicated funds for faculty-led climate research, but a quick turn-around was included. This funding is one-time only.

## II. Report: UCFW Health Care Task Force

*Michael Ong, HCTF Chair*

### 1. Behavioral Health Access

HCTF's Behavioral Health Working Group report was distributed to members. One key recommendation is for better coverage in the health plans. The lack of providers is a known problem, but there is no clear solution other than a cash infusion. Tax laws prohibit folding Employee Assistance Programs (EAPs) into self-funded health care plans.

### 2. Fertility Benefits and Open Enrollment

A. The Open Enrollment website should open October 24. A contractor, Accolade, is supposed to help employees navigate the process, and HCTF will monitor the efficacy of the effort.

B. Minor fertility benefits may be included in the self-funded plans, but a full RFP will be needed for long-term coverage.

C. The Virtual First assistant was not approved due to integration issues.

### 3. Health Sciences Clinical Faculty Morale

Some have suggested that Senate membership would help alleviate morale concerns among the clinical faculty. An ad hoc working group is considering how to better advocate for non-Senate colleagues, including adjuncts.

### 4. Dental Coverage

Concerns about "provider flight" from the Delta PPO plan may be limited to a large provider group in the East Bay. Systemwide Human Resources is prepared to discuss the matter with HCTF next week.

### 5. Health Care Access at Campuses without Medical Centers

Access concerns in Merced and Santa Cruz are becoming acute. Kaiser is working to expand its footprint in those areas, and UC Health is creating partnerships with preferred partners and special rates. A lack of competition leads to tension, mid-year convulsions, and hard-ball tactics, which distress enrollees.

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

*David Brownstone, TFIR Chair*

### 1. Public Service Loan Forgiveness

TFIR initially took this topic up since debt impacts retirement. Student debt is not eliminated by bankruptcy, and even one's Social Security can be garnished. Since COVID-related waivers are expiring, an information campaign and assistance project was proposed and subsequently endorsed by the Academic Council and systemwide Human Resources. Webinars were well-attended.

### 2. Pension Choice

TFIR proposes changing the default enrollment in the 2016 UCRP tier to Savings Choice from Pension Choice. Elections are steadily 1/3 to Pension, Savings, and default each. Simulations show that the Pension default is less beneficial to most faculty hires. The change is essentially math-neutral to the funding status. Members asked if the Second Choice was likely to disappear, but the process of amending the plan, including securing IRS permissions, is onerous

and slow, so it is unlikely. Members noted that the Fidelity webinars are inaccessible to many, and that one-on-one consultation is more effective. TFIR has been working to improve the Fidelity scripts, and will follow-up regarding poorly answered questions.

3. Pension Funding Status

More information will be available after the November Regents meeting presentation of the Plan valuations.

4. Retirement Administration Service Center (RASC)

Rebuilding continues, and while progress is slow, it is steady. Recruitments have been difficult.

#### IV. Chair's Announcements

*Terry Dalton, UCFW Chair*

Chair Dalton reminded members that in fulfillment of shared governance, it is UCFW's job to ask tough questions and advocate for what's best for the University, not what's easiest.

#### V. Systemwide Review Items

➤ Determine Committee Position

- Second Systemwide Review of Presidential Policy on Abusive Conduct in the Workplace

*Chair Dalton, Lead Reviewer*

UCFW identified several problems with the new draft, including: the terms are too vague; moving adjudication from the faculty process is loss of faculty rights; adjudication should be by a panel, not an individual; the change to "objectively offensive" is unhelpful; more should be done to prevent such conduct and address it in real-time; removal of the word "bullying" is confusing to many; ensuring consistency seems impossible; the standard of proof is unclear; greater protections for the accused are needed, including for emotional and reputational damage, if innocent. Members wondered if a separate, stand-alone process for faculty was viable long-term, even if there had not been any indictments of status quo Senate procedures.

- Analyst Feer will draft a memo for electronic review.

- Second Systemwide Review: Draft Revised APM 015 and APM 671 (Conflict of Commitment and Outside Activities)

*Vice Chair Heraty, Lead Reviewer*

Several short-comings in the draft were identified, including: this is a disproportionate response to a federal policy based in xenophobia; the terms are too vague; consistent implementation seems difficult to achieve, and inconsistency could lead to resentment; the underlying software, the Outside Activity Tracking System (OATS), is not user-friendly; this undermines normal cooperation and collaboration in research and scholarship; this is an unfunded mandate; treating different types of employees differently is likely to harm morale and counter-serve the stated purpose of the draft.

- Analyst Feer will draft a memo for electronic review.

## **VI. Campus Updates**

Riverside: 1) Many faculty are concerned about Oracle financial accounting software. Two advisory and oversight committees are currently in place.

San Diego: 1) Child care remains a concern. The on-campus facility pays less than local competitors, leading to staffing shortages, closures, and cascade disruptions. 2) The employment verification vendor, Work Number, is now a subsidiary of Equifax. Articulation problems impact loan eligibility and more.

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

*Douglas Haynes, Vice Provost, Academic Personnel and Programs*

Members noted several items of interest and overlap between UCFW and APP.

- The impacts of COVID on faculty workload and productivity, as evidenced in the faculty survey available on the Senate website.
- The administrative burden on faculty is driving junior faculty to seek employment elsewhere and senior faculty to retire. Concerns ranging from unusable software to waste disposal are common.
- Competitors offer more sabbaticals and wellness programs.
- The Academic Council endorsed UCFW's call to add "achievement relative to opportunity" principles to the Academic Personnel Manual and to embrace a "Life Events" lens. Consistency across divisions and campuses will need to be closely monitored.
- Cooperations between Human Resources and APP is necessary on many fronts, including compensation and advancement.
- Faculty expertise should be used early and often in many situations.
- A comprehensive benefits survey is needed to inform future policy decisions.
- The Health Sciences Compensation Plan (HSCP) needs refreshed.
- Recalled retirees must wait six months before returning to work to avoid tax and insurance complications. New communications and guidelines are needed.

## **VIII. Campus Safety Officer Orientation**

*Note: Item deferred.*

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

1. UCFW may meet in-person in December. Members should watch for a poll.

Adjournment: 3:40 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

Lisa Naugle, UCI

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

Joanne Boorkman, CUCEA Chair

Terry Hendershott, Faculty Representative to UCRS Advisory Board