

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

October 11, 2019

I. Chair's Announcements

Jean-Daniel Saphores, UCFW Chair

1. Welcome and Introductions
2. The Role of UCFW
3. Charges of HCTF and TFIR
4. Agenda Overview

II. Consultation with Academic Senate Leadership

Kum-Kum Bhavnani, Academic Council Chair

Mary Gauvain, Academic Council Vice Chair

- Presidential Search: The search will proceed per Regents Policy 7101, which requires a Regents special committee and an Academic Advisory Committee (AAC). Nominations for the AAC are being solicited from the campuses. The presidential search is conducted differently than chancellor searches, and the Senate has a lesser role in the former. Most Senate feedback has noted a desire to see a return to academic credentials as a priority. The role the search firm will play is still unclear. As President Napolitano will step down August 1, 2020, the hope is for a summer appointment.
- UCRP Contributions: Discussion of proposed increases to employee contributions has been deferred to the November Regents meeting.
- Merced Chancellor Search: The search will proceed per Regents Policy 7102. The Senate expects to figure significantly in the process.
- Working Group on Comprehensive Access: Following the public controversy regarding potential partnerships between UC medical centers and religiously-affiliated providers and facilities, a Working Group on Comprehensive Access is being formed. The charge is yet to be determined, but the Senate will press for discussion of whether these partnerships are a good idea, not of simply how to manage them. The tensions between academic and research values, on the one hand, and market expansion and capital realities, on the other, will be prominent.
- Online Degrees: A new task force to investigate online undergraduate degrees is being formed.
- Faculty Diversity: A new task force on advancing faculty diversity is being formed.

III. Campus Updates: Top Issues for Each Campus

1. Proportion of Senate Faculty in the UC
2. Easing the Administrative Burden on Faculty and Staff
3. Local Priorities
4. Refine UCFW Priorities

Members provided a list of topics for UCFW to consider acting on this year:

- Greater support for graduate education.
- Improved customer care at the Retirement Administration Service Center, especially with UCRAYS and Redwood.
- K-12 access to STEM facilities on campuses.
- Improving teaching evaluations.
- Greater transparency in capital projects and growth planning.
- Establishing housing allowances for faculty, perhaps informed by geography.
- Adding/Increasing staff support across the board.
- Increase respect for Shared Governance.
- Strategic consideration of employee contributions to UCRP.
- Access to data following recent changes to Medicare plans.
- Salary support for health sciences faculty on “soft money”, and transparency regarding enforcement of the “95% rule”.
- Budget transparency for UC Health in order to assess growth plans and support for the general campuses.
- Clarify next steps regarding Open Access and publishers.
- Climate Change must become a faculty welfare issue.
- Salary inversion and compression still remains to be fully addressed. Retention issues, especially the role of outside offers, must be addressed.
- Child care access and support must be increased. Travel support is also needed.
- Transparency with the Health Benefits Advisory Committee is needed.
- Careful assessment of recent formulary changes must be undertaken.
- Prioritizing seismic retrofitting must be a transparency process.
- UCPath operations must improve.
- Support for Graduate Student Instructors must increase.
- Mental health care access and provider cultural competency must be addressed.
- The job expectations for Teaching Professors need further clarification.
- The impact of the Negotiated Salary Trial Program must be carefully assessed.
- Post-doc recruitment and pay need greater financial support.

IV. Report: Health Care Task Force

Mark Peterson, HCTF Chair

1. Continuing Issues
 - UC Care plan design and access/cost concerns

- Medicare transition outcomes
 - Comprehensive access discussions and recommendations
 - UC Health strategic plan
 - Mental health access and reimbursement rates
 - Medical center burnout and turnover
 - Student health issues
2. HCTF Meeting of September 27, 2019
- The incoming EVP for UC Health, Carrie Byington, discussed her goals for access, full-state service, user friendliness, and faculty cooperation.
 - The Regents Health Services Committee heard a report on faculty well-being and disruptive behavior by faculty.
 - The UC Care prescription formulary changed suddenly, and some of the new limits and exclusions could have unintended consequences and require careful messaging to members.
 - Efforts to improve employee health benefits preference surveys continue.
 - Employees in the Sacramento/Davis area will lose access to the WHA health plan, and will be defaulted into the Blue&Gold plan unless affirmative action is taken during the upcoming Open Enrollment.
 - Changes to the Medicare plan offerings will be monitored carefully to ensure retirees do not see a decrease in health outcomes or satisfaction rates.

V. Report: Task Force on Investment and Retirement

Jim Chalfant, TFIR Member and Past Chair of UCFW and Academic Council

1. TFIR of September 23, 2019

TFIR Chair Brownstone sends his regrets, and the group continues to monitor, among other items:

- Contribution rates and the funding ratio of the UC Retirement Plan, especially following assumption changes adopted by the Regents over the summer as informed by the recent periodic experience study. A proposal to increase employer contributions 3% over the next 6 years has been proposed, as have increases to employee contributions, though the rate is unclear as of yet. Employee rate determinations must consider total remuneration, market competitiveness, union issues, and equity concerns. Frequent changes to the plans and rates tend to undermine plan confidence, both in individuals and in the markets. The Regents deferred consideration of contribution rate changes pending investigation of these concerns, as well as deliberation on additional borrowing.
- Employee preferences are unknown in many areas, such as whether delaying retirement or contributing more would be chosen, and by what segment of employees.

VI. Systemwide Review Items

1. Proposed Revised Presidential Policy on Copyright Ownership

- Action:** UCM Representative Beaster-Jones will serve as lead reviewer.
2. Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation
Action: Chair Saphores will serve as lead reviewer.
 3. Proposed Revised APM230 (Visiting Appointments)
Action: UCSF Representative Hollenbach will serve as lead reviewer.

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

Susan Carlson, Vice Provost

Pamela Peterson, Executive Director

Gregory Sykes, Academic Compensation Data Analyst

1. Salary Update

UCFW has long advocated to “close the gap” with the Comparison 8 to improve salary competitiveness. This year, the scale will be increased by 5.33% on October 1, to yield a 4% increase. Above-scale and off-scale allocations vary by campus. Other employee groups will get a 3% increase. There is no precedent for regionally-based augmentation programs as equity across campuses is a long-standing principle in salary administration.

Members asked how the multi-year salary plan is likely to hold up under new presidential leadership. UC is on a good trend in closing the gap, but it remains at 6.7%. President Napolitano will make the next salary determination, and a preview may be available at the November Regents meeting.

A new salary proposal based on a “market scale” proposal is being developed by APP for consideration. The medical centers are considered to be in a different market than the general campuses. The cost of recruitments should also be reflected in any new or adjusted metrics.

While concerns about time-lags causing lost pay issues for some participants of the NSTP have been reported, the NSTP continues to operate in compliance with federal guidelines limiting fiscal year total salary.

2. Changes to the Granting of Emerita/us Status

Changes to Regents policy have had unintended consequences and seem overly bureaucratic. Conforming amendments to the APM are being finalized and will be sent for systemwide review. Concerns regarding gender neutral terminology, the definition of retirement in certain UCRS plan documents, the extent of accorded benefits, and changes to minimum criteria may all be addressed.

3. Child Care Support

As of July 1, policy allows reimbursement for dependent care travel for official business. Each campus is developing implementation guidelines. The reimbursement will be counted as imputed income for tax purposes.

Members note that current programs are not well known and so they are underutilized.

4. Use of Teaching Professor Positions

Note: Item deferred.

5. Non-Senate Faculty in the UC Medical Centers

Note: Item deferred.

6. Retention and Exit Survey Overview

Vice Provost Carlson noted that the full survey report should be available next month. Chair Saphores asked if questions about administrative burden could be added to the survey.

Vice Provost Carlson also noted that a new joint task force to review the Health Sciences Compensation Plan is expected to be formed soon. The Senate should expect solicitation for representatives. Members noted that access to medical center climate surveys should be granted to the review group.

VIII. Consultation with the Office of Ethics Compliance, and Audit Services

Alex Bustamante, Senior Vice President

Matt Hicks, Systemwide Deputy Audit Officer

1. Administrative Process Audits

Mr. Hicks noted that ECAS reports directly to the Regents, so technically it exists outside Shared Governance. The same governance structure exists on the campuses. ECAS assesses loss due to inefficiencies. Tracking inefficiencies does not include the consideration of opportunity costs, but tends to focus on centralization and scaling-up. Members suggested that economic costs, not just number of steps, should be included as part of efficiency calculations, but budget and finance are management considerations as changes to that area often require up-front investments. Many of the concerns faculty have are local issues.

IX. Executive Session

Note: No notes are taken during executive session.

Meeting adjourned 3:55 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 Hollinger, UCB

Moradewun Adejunmobi, UCD

Ken Chew, UCI

Peng Hu, UCLA Alternate

Jayson Beaster-Jones, UCM

Abhi Ghosh, UCR

Adam Aron, UCSD

Jill Hollenbach, UCSF

Cynthia Skenazi, UCSB

Grant McGuire, UCSC

Mark Peterson, HCTF Chair

Caroline Kane, CUCEA Chair