

**Minutes of Meeting – Friday, January 18, 2008  
UCOP Room 5320**

**I. Chair's Announcements**

- **Jim Chalfant, UCFW Chair**

UCFW Chair Chalfant welcomed committee members and consultants to the meeting. After reviewing the agenda, Chair Chalfant reported that items may need to be adjusted throughout the meeting due to last-minute scheduling conflicts. He also reported that UCFW will soon receive a request from the Academic Council to review and address the comments submitted by Senate committees and divisions in response to the systemwide review of proposed amendments to APMs 710, 711 and 080. Following today's meeting Chair Chalfant will look to set up a subcommittee to assist in drafting a response to Council on this matter.

**II. Consent Calendar**

- **Approval of the UCFW December 14, 2007 Meeting Minutes**

**ACTION:** UCFW members approved the consent calendar via unanimous consent.

**III. Consultation with UCOP – Human Resources & Benefits (HR&B)**

- **Judy Boyette, Associate Vice President, HR&B**
- **Randy Scott, Executive Director, Policy & Program Design, HR&B**

**REPORT:** Executive Director Scott reported to UCFW on the following items:

- A. Senior Management Group (SMG) Policy Review Update: The SMG policies are still undergoing internal review and consultation with The Regents. UC's goal is to develop explicit and robust policies that will assist in restoring confidence in the Office of the President. The set of nine policies that UCFW reviewed at its December meeting continue to be revised, and UCFW will be consulted further as the review process moves forward. A related set of policies impacting the SMG, the transitional leave policy for senior managers, will be distributed for Senate review in February.
- B. Proposed Performance Management Review Process for Senior Managers: The Regents' January agenda included agenda Item C6, the proposed performance review process for senior managers. This policy resulted from the work of a joint UCOP-Senate task force that was charged to develop a consistent performance review process for senior managers across UC. The process will include both an annual performance review, and a wider review process at least every five years that collects input from those who interact most with the senior managers, including the Senate where appropriate. Associate Vice President Boyette expressed gratitude for the Senate's help in drafting this policy, as well as its insistence in pushing the policy forward to The Regents for implementation.

- C. Senate Concurrent Resolution (SCR) 52/UCRP Governance Structure: UCOP is continuing to work on a draft policy to address the concerns expressed in SCR 52 about the UCRP governance structure and appropriate employee involvement. UCFW members stressed the importance of working out a compromise soon, due to the urgent nature of various collective bargaining concerns, and fears about the introduction of additional legislation on this topic.
- D. Proposed Online Employee Privacy Statement: This topic was first discussed at the December UCFW meeting, where committee members suggested that HR&B work on developing an employee privacy statement concerning employee information and data that is collected by UC. Executive Director Scott reported that his office is in the midst of collecting and analyzing various statements from UC's health plan partners to aid in creating an overarching statement for UC. He plans to bring a draft statement to the upcoming UCFW Health Care Task Force meeting for review and comment. On the topic of employee privacy concerns, Executive Director Scott then distributed a fact sheet that addresses misleading claims made by certain union groups about UC's Staywell wellness program. He also reported that since mid-January, 1,742 people have completed a Health Risk Assessment (HRA) online, and 140 have enrolled in HRA follow-up programs and services.
- E. Clinical Enterprise Management Recognition Plan: This policy was presented to The Regents for action at their January meeting. Associate Vice President Boyette reported that the program's objectives are to tighten-up standards for management goals, as well as financial operation performance rewards. UCFW Chair Chalfant noted that The Regents approved this item at their meeting, however it was placed on today's agenda following an inquiry received from another Senate committee. UCFW wishes to know where the policy originated, and whether Senate input was sought during the policy's development phase. Associate Vice President Boyette reported that the policy was amended as part of UC's actions to address executive compensation. She then suggested that Dennis Larsen, Executive Director – HR&B, work with the Senate leadership during this policy's implementation process. UCFW members noted that the policy involves financial issues, and should have received input from the University Committee on Planning and Budget as well. Other members stated that the policy appears to enhance senior managers' pay at an extremely unfortunate time, and that the policy itself is overly vague. UCFW then requested that the committee be allowed to review the final policy prior to its implementation, to which Associate Vice President Boyette agreed.
- F. Other HR&B Matters:
- UCFW will be consulted later this year about the role of HR&B consultants in developing UC total remuneration and market comparability studies, including the format and content of presentations that will be made to The Regents. UCFW was invited to submit a list of methodological preferences for ongoing and future consultants' projects. UCFW will also look forward to receiving a list of ongoing outside consultant projects from HR&B, including associated costs.
  - Executive Director Scott will seek UCFW's input soon on future UC policy concerning the resumption of contributions to UCRP. This discussion will include general consideration of UC's long-term planning goals in this area.

- Associate Vice President Boyette expressed interest in UCFW Chair Chalfant's suggestion that UC explore offering employees an identity theft insurance option in the future.

#### **IV. Faculty Salaries Plan**

- **Nicholas Jewell, Vice Provost, Academic Personnel**

**ISSUE:** UCFW is continuing its regular consultation period with Vice Provost Jewell concerning details of and progress on the faculty salaries plan.

**REPORT:** Vice Provost Jewell reported that the only new information he has on the faculty salaries plan since the December UCFW meeting concerns the dire state budget news. In Executive Vice President Lapp's budget presentation to The Regents this week, the faculty salaries plan is listed as an expenditure The Regents could opt out of as a cost avoidance measure for next year's budget, despite The Regents' own pronouncement of the plan as a Regental priority. Funding for faculty merits, however, are purportedly not up for debate. Lastly, Vice Provost Jewell reported that more information on the faculty salaries plan will be available following the Faculty Salaries Work Group meeting scheduled for later this month.

**DISCUSSION:** UCFW members discussed the various funding scenarios for years two through four of the original faculty salaries plan. Many members expressed concern for the precarious position the plan appears to have in the UC budget, as well as frustration over apparent treatment of the plan as a non-priority. The committee discussed the impact of salary freezes on faculty recruitment, and noted that UC's budget woes are part of a systemic problem due to low base budget funding from the state over the past decade.

**ACTION:** UCFW will draft a position letter concerning the UC budget and the future of the faculty salaries plan for consideration by the Academic Council at its February meeting.

#### **V. Consultation with UCOP – Budget Office**

- **Debora Obley, Associate Vice President, Budget Operations**

**REPORT:** Associate Vice President Obley reported that UC is relieved that the UC budget is not subject to mid-year budget cuts, like some other state agencies; and that the Governor's budget proposal cuts UC's budget by over \$300 million only after adding-in UC's regular workload budget increases. She noted that the state budget conditions are horrific right now, similar to the 1990s, where there are no easy and obvious programs or services for the state to cut. All state departments, agencies and services function on minimal budgets at present, which will only get worse. The Legislature has few areas in the state budget designated as discretionary spending that can be cut according to state constitutional constraints, which mostly impact low income kids, the elderly, and other vulnerable populations. K-12 education, prisons, and social services are already subject to huge cuts. UC has an uphill political battle ahead if it has to take positions contrary to these interests. The Regents will face difficult issues at their March meeting involving student enrollment, faculty and staff salaries, and student fees. Student fee levels will have to be decided at the March Regents' meeting, and enrollment decisions will follow before May 1. UCOP senior managers are now in the process of consulting with UC stakeholder groups on budget priorities. A UCOP budget task force has been convened, which will meet every Friday in preparation for the March Regents' meeting. Members include

Academic Council Chair Brown, Executive Vice President Lapp, Provost Hume, Executive Vice President Darling, Associate Vice President Obley, and campus chancellors and vice chancellors. Associate Vice President Obley requested that UCFW consider its own budget priorities, as well as perceived impacts of proposed budget cuts. She confirmed that merits will have to be paid to faculty due to an early 1990s court ruling, and will likely accompany a similar percentage increase in staff salaries in the budget. According to the Compact with the Governor, student fees are slated to increase by seven percent, but they could go higher if The Regents so decide.

**DISCUSSION:** UCFW expressed alarm over UC's budget planning strategy, and the apparent absence of a funding plan to address the Governor's proposed budget cuts. Associate Vice President Obley reported that UCOP is facing new obstacles, with large turnover in leadership, and horrible budget cuts with no obvious areas in the UC budget to trim. UCOP's budget plan in the past has solely relied on the Compact with the Governor. Some UCFW members objected to the comparison between the 2008-09 budget year and the early 1990s UC budgets, noting that in the 1990s UC's base budget was already well funded prior to being targeted for cuts. At present, UC's base budget is not well funded, as has not been for at least seven years. Members suggested that UC should fight hard against the budget cuts, while heavily emphasizing themes such as UC's importance to state economic growth, and its contributions as an excellent system of higher education. Members also noted that the past seven years' of budget cutbacks from the state must be accounted for in addition to fighting against this years' proposed budget cuts. Focusing on faculty salaries, UCFW members stressed that full funding of the faculty salaries plan is UCFW's number one priority. Associate Vice President Obley stated that the plan's funding status is wide open right now, and is not something that Provost Hume wishes to cut.

**ACTION:** UCFW will incorporate its views of the UC budget into its letter to the Academic Council, reported in the action item IV., above.

#### **VI. CCGA/UCEP Report on the Role of Graduate Students in University Instruction – Concerns Regarding Proposed Changes to Senate Regulation 750.B**

- **Jim Chalfant, UCFW Chair**
- **Tom Morton, UCFW Member**

**ISSUE:** UCFW member Morton requested UCFW's review of the CCGA/UCEP report on the Role of Graduate Students in University Instruction, in light of concerns raised by his local faculty welfare committee concerning the proposed changes to Senate Regulation 750.B, contained in the report.

**REPORT:** UCFW member Morton reviewed with the committee the letter contained in the agenda packet (see enclosure 4), which expresses concern over the increase in the number of upper-division, undergraduate courses taught by graduate students. The UC Riverside faculty welfare committee views this increase as alarming, and jeopardizing to faculty welfare. UCFW member Morton then encouraged UCFW to comment on the CCGA/UCEP report and recommendations.

**DISCUSSION:** A couple of UCFW members agreed with UCFW member Morton's assessment, noting that the increase in upper-division teaching by graduate student instructors is an indication of declining quality at UC, and supported his request to express opposition to this trend. Another member saw the increase as jeopardizing to undergraduate education in general. Some UCFW members stated their view that the main issue involved here is whether there should be greater oversight of graduate student instructors, which may or may not be in UCFW's purview. They

noted that this concern could be expressed by UCFW, while pointing out their strong suspicion that the increase in graduate student instructors actually helps faculty welfare by easing workload and therefore improving salaries. A UCFW member then suggested that UCFW could include in its response a reminder to department chairs and campus administrators of their responsibility to monitor graduate student instructors' impact on the quality of undergraduate education.

**ACTION: UCFW members are invited to raise the issues addressed in the preceding discussion with their local committees, and bring any additional concerns or suggestions to the February 15 UCFW meeting for further consideration.**

**VII. Executive Session Discussion – UCFW Follow-Up Items**

- **Jim Chalfant, UCFW Chair**
- **UCFW Members**

**Note: This agenda item was conducted in Executive Session. Minutes, aside from action items, are not prepared for this portion of the meeting.**

**ACTION: none.**

**VIII. UCFW Member Reports**

**ACTION: Due to lack of time, this agenda item was postponed to a future UCFW meeting.**

**IX. UCFW Consideration of Proposals Under Systemwide Senate Review**

- CCGA/UCEP/ITTP 'Dialectic' Paper on Remote/Online Instruction (response due March 10, 2008)
- Reports of The Regents' Task Force on University Diversity (response due March 13, 2008):

**ACTION: Due to lack of time, this agenda item was postponed to the February 15 UCFW meeting.**

**Meeting adjourned at 3:45 p.m.**

Attest: Jim Chalfant, UCFW Chair

Prepared by: Michelle Ruskofsky, UCFW Analyst