

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

UNIVERSITY COMMITTEE ON FACULTY WELFARE

**MINUTES OF MEETING
FRIDAY, OCTOBER 7, 2005
UCOP ROOM 5320**

I. Welcome and Introductions

- Raymond Russell, UCFW Chair

Chair Russell welcomed new and returning UCFW members and consultants. Following introductions, members discussed preferred methods of maintaining confidentiality of committee agenda materials, committee and UCOP documents, and other potentially sensitive materials. UCFW members resolved to be considerate of the documents they choose to distribute electronically, and watch for items that are clearly marked “confidential.”

II. Consultation with UCOP – Business and Finance

- Joe Mullinix, Senior Vice President

REPORT: Senior Vice President Mullinix reported to the committee on the following issues:

UC National Laboratories: The University’s contract for Lawrence Berkeley National Laboratory was renewed in April 2005 for a five-year term, and the contract for Lawrence Livermore National Laboratory (LLNL) has been extended until December 2007, with no major changes reported in either contract. UCOP presumes that the Department of Energy (DOE) will release the draft request for proposals (RFP) for LLNL in the next six to nine months, and expects it to be similar in structure to the RFP for the Los Alamos National Laboratory (LANL). The LANL contract expires in May 2006 and the DOE is expected to announce the winner of the competition on December 1, 2005. Senior Vice President Mullinix detailed the requirements of the LANL RFP, including the formation of the limited liability corporation (LLC), Los Alamos National Security (LANS). LANS is a separate legal entity made up of the University of California, Bechtel, the Washington Group and BWXT, and will be the official employer of all LANL employees. At present, no predictions are being made as to the future of LANL due to the uncertain outcome of the competition.

Discussion: Members engaged in a discussion concerning the LANS governing board and executive committee, and understandings surrounding the health and retirement benefits structure for pre- and post-LANS employees.

University Treasurer Search: The search is currently underway, with the assistance of an executive search firm.

University of California Retirement Program (UCRP): The Regents have established a subgroup to gain expertise on UCRP in order to decide (1) when to resume contributions; and (2) to consider planning options for future University employees who join UCRP. Regarding resuming contributions, planning estimates presume sometime in 2007, with a gradual phase-in approach in two-year increments. Options for new hires may include a pure defined contribution or pure defined benefit plan for some or all new employees, and/or a combination of both. Senior Vice President Mullinix reported that the Regents are also addressing broad philosophical questions in this study, including the effects such plans could have on the recruitment of new faculty. Also,

the University Treasurer's office will present a report on the University's 2007 benefits plans to the Regents in November, which UCFW is interested in obtaining.

Faculty Salaries: Senior Vice President Mullinix and Associate Vice President Boyette will present a ten-year plan on faculty salaries in the near future.

III. Consultation with UCOP – Information Resources and Communications (IR&C): Electronic Communications Policy, August 2005 Revision

- Kristine Hafner, Associate Vice President – IR&C
- Jacqueline Craig, Director, Policy – IR&C

REPORT: In response to the Academic Council's request to appoint Senate representatives to the systemwide body responsible for overseeing the Electronic Communications Policy (ECP), Director Craig distributed the current list of ECP coordinators at each campus. She reported that this group reaches out to faculty at every campus to facilitate the ECP processes, gather new ideas for the policy, answer questions, and provide oversight of the ECP. The group meets by teleconference on a monthly basis. Director Craig extended an invitation to UCFW members to join the monthly teleconferences on their own initiative. Director Craig also addressed the ECP Policy, and the specific procedures for faculty in the ECP's Attachment 2. She reported that the Academic Senate should be involved in commenting on procedures for nonconsensual access for faculty, and questioned what type of involvement would be preferred.

DISCUSSION: Chair Russell queried whether the campus ECP coordinators' meetings were a sufficient mechanism for oversight and input concerning the ECP policy, or whether a new systemwide body was necessary. Associate Vice President Hafner suggested that Senate input on the ECP policy could be coordinated similar to the ITTP (University Committee on Information Technology and Telecommunications Policy) model, where IR&C can regularly report to UCFW on ECP policy issues, collect recommendations for needed changes, and address any additional committee concerns.

ACTION: UCFW members agreed to receive regular updates from IR&C on the implementation of the Electronic Communications Policy, maintain open dialogue on any recommendations or concerns that may arise in the future, and not go forward with nominating Senate representatives to the Electronic Communications Policy Coordinators' meetings.

IV. Childcare and Adoption Benefits, Tuition Fee Waivers

- Shannon Jackson, UCFW Member (Berkeley)
- Judy Boyette, Associate Vice President – HR&B
- Ellen Switkes, Assistant Vice President – Academic Advancement
- Jill Slocum, Director – Academic Advancement

BACKGROUND: Member Jackson explained the mission of the Sloan Foundation grant at Berkeley and their work on the following four proposals now before UCFW: (1) adoption benefits; (2) emergency back-up childcare programs; (3) coordinating and optimizing resources for childcare; and (4) tuition fee waivers for faculty dependents. Each of the proposals have systemwide policy implications and are therefore appropriate to be raised with UCFW to gauge the committee's interest and desire to push the initiatives further.

DISCUSSION: Members quickly agreed that the adoption benefits proposal is a critical systemwide issue that should be quickly addressed and facilitated through UCFW and UCOP. Members generally agreed that the other three issues were important, and discussed ways to approach their implementation starting from the basic level of gathering campus input and support. Assistant Vice President Switkes mentioned that she had seen these proposals in the past and looks forward to systemwide Senate input and receiving some indication of the Senate's priority level for these issues in light of the University's budget constraints. Associate Vice President Boyette expressed agreement, and indicated support for UCFW's future actions on the Sloan proposals especially regarding adoption benefits. Both Assistant Vice President Switkes and Associate Vice President Boyette are eager to receive input from the campuses whether they are willing to consider any or all of the proposals. Members then engaged in a discussion about inherent administrative complications and philosophical questions involved in a hypothetical launch of the Sloan proposals. Some UCFW members expressed wavering support for the tuition fee waivers for a variety of reasons.

ACTION: Chair Russell will distribute an email to UCFW members with instructions to discuss the four Sloan proposals with their divisional faculty welfare chairs and committee members, and report back to UCFW at their earliest convenience.

V. Consultation with UCOP – Academic Advancement

- Ellen Switkes, Assistant Vice President – Academic Advancement
- Jill Slocum, Director – Academic Advancement

REPORT A: Assistant Vice President Switkes reported to the committee on the following issues:

Family Friendly Policies: Assistant Vice President Switkes expects the Family Friendly Policies to be issued by the end of October 2005. No real changes have been made and the main purpose of the revision was to package the policies together so that they are easier to locate and disseminate. Assistant Vice President Switkes noted that periods of Active Service Modified Duties (ASMD) for purposes of childbearing and childrearing have been extended by a quarter or a semester depending on the campus calendar and not extended for a full year because campus administrators did not agree to the proposal.

Discussion: Chair Russell expressed UCFW's displeasure with the new ASMD extension period and wished to note that the policy is still unfair to faculty across the campuses. One member noted that ASMD is not well-defined in the current policy, and should better reflect the meaning of "service" to a faculty member (i.e., service is not just teaching, but includes advising, etc., as well). Assistant Vice President Switkes explained that ASMD is not a leave of absence, that faculty members continue to perform research, but they do not teach in the classroom.

Faculty Salaries: Assistant Vice President Switkes will discuss the Comparison 8 study on faculty salaries with UCFW later this year. The study is expected to be released in November or December 2005. Also, she looks forward to consulting with UCFW about possible changes in salary scales in spring 2006.

REPORT B: Director Slocum reported to the committee on the following issues:

Recall Appointments for Academic Appointees (APM 200-22): Director Slocum is working on a report to determine if there is any change in the patterns of recall appointments as a result of the

revised recall policy that was effective January 1, 2005. Her office has assembled data on the use of recall appointments for both the 2003-04 and 2004-05 academic years for comparison purposes, but will not have clear data for the current academic year until the end of 2005. Therefore UCFW can expect a more complete report at its January 2006 meeting.

Discussion: Director Slocum requested UCFW's input on what data or patterns of behavior UCFW would like to see included in the recall policy report. One member thought that data on the utilization rates of multi-year agreements should be included.

November Open Enrollment – Supplemental Disability Benefits: This year's Open Enrollment program includes an option for faculty and staff to enroll for the first time, or to reduce their waiting period, for supplemental disability benefits. The last time this opportunity arose was in 1992, and is unlikely to occur again. Director Slocum reported on the myriad communication strategies that have been developed, and thanked UCFW and Chair Russell for their valuable participation and input. She noted that fact sheets and a letter from Chair Russell were mailed to faculty who are not enrolled in supplemental disability, and additional communications were sent to divisional Academic Personnel committees for local dissemination. Director Slocum wished to stress the importance of this event, and encouraged committee members to communicate this message to other faculty and colleagues at their home campuses.

Discussion: UCFW members suggested that the faculty fact sheets should also be mailed to divisional Faculty Welfare committee chairs, who, in addition, should be encouraged to invite campus HR&B representatives to their next committee meeting.

VI. Report: UCFW – Health Care Task Force

- Harold Simon, UCFW-TF Chair
- Judy Boyette, Associate Vice President – HR&B

REPORT: UCFW-TF Chair Simon reported that the task force will meet three times this year with funding from the Academic Senate, and will have one additional meeting funded by HR&B. Chair Simon announced that consultation with UCOP and HR&B representatives is at its best, and then reviewed with UCFW the list of agenda items the task force looks forward to addressing this year (see agenda enclosure 15). In addition, Chair Simon reviewed those issues expected to be discussed at the task force's October 19 meeting, including the following: continued exploration of long term care insurance options with UC's carriers, Blue Cross contract negotiations with the medical centers at UCLA and UCI, the 2006 employee and employer contributions to the health plans, health plan changes and strategies for new hires and retirees, distribution of UCFW-TF Vice Chair May's report on Health Savings Accounts and Health Care Reimbursement Accounts, and completion of a comprehensive health maintenance proposal for presentation to UCFW in the near future.

DISCUSSION: Associate Vice President Boyette distributed the expected 2006 health plan rate charts for active employees, which committee members discussed with great interest.

EXECUTIVE SESSION

Note: Minutes, aside from action items, are not prepared for this portion of the meeting.

VII. Consultation with the Academic Senate Office

- Cliff Brunk, Chair – Academic Senate
- John Oakley, Vice Chair – Academic Senate
- Maria Bertero-Barcelo, Executive Director – Academic Senate

VIII. Chair's Report: September 28 Academic Council Meeting

- Raymond Russell, UCFW Chair

IX. Report: UCFW – Task Force on Investment and Retirement

- Robert Anderson, UCFW-TFIR Chair (by teleconference)

ACTION: Among the agenda items to address for 2005-06, TFIR will explore the issue of how to prospectively fund retiree health benefits liability.

X. 2005-06 UCFW Issues and Priorities

- Raymond Russell, UCFW Chair
- John Oakley, Vice Chair – Academic Senate

ACTION: Chair Russell will submit letters to the Academic Council re: (1) Robert Anderson's report, *The Mercer Evaluation of UC Benefits*, for the Council's consideration; and (2) UCFW's recommendations on senior management compensation.

Meeting adjourned at 4:00p.m.

Attest: Raymond Russell, UCFW Chair

Prepared by: Michelle Ruskofsky, UCFW Analyst