

Minutes of Meeting
Friday, November 16, 2007
UCOP Room 5320

I. Chair's Announcements

- **Jim Chalfant, UCFW Chair**

UCFW Chair Chalfant provided UCFW members with a report from the October 31 Academic Council meeting, including Council's discussions on 2007 Open Enrollment; and the UCFW Statement on Faculty Salaries, which Council declined to forward to President Dynes. Chair Chalfant then reviewed UCFW's role in the Senate process for review of systemwide proposals.

II. Consultation with Katherine N. Lapp, Executive Vice President – Business Operations

REPORT: Executive Vice President Lapp reported on the new UC budget presentation, unveiled at the November Regents meeting. The document presents a summary of UC budget requests in an accessible format, which received great accolades from The Regents. Next year, UCOP hopes to include in the budget presentation a long-term budget plan for UC, looking out over four or five years. This will provide a tool for The Regents and the University to manage towards goals, and see options and tradeoffs in making budgetary decisions. Executive Vice President Lapp also updated UCFW on The Regents' discussion of the UC budget, including student fee issues. Ultimately The Regents approved the 2008-09 UC budget proposal.

DISCUSSION: UCFW members covered a wide variety of topics with Executive Vice President Lapp, including long-term budget projections for the University and the contents of the UCPB Futures Report; details of UC's efforts to restore competitive compensation for faculty; the potential impact of the faculty salaries plan on UCRS; and information about Provost Hume's proposed research and K-12 initiatives included in the 2008-09 UC budget proposal. The committee focused on the faculty salaries plan, especially the sources of funding for the plan in year 2. Executive Vice President Lapp reported that UCOP is prepared to offer \$20 million to the campuses, but the campuses will need to cover the rest of the costs on their own. She also said that the year 2 plan and exact funding details are still under development. Some UCFW members noted that underfunding of the plan in this way could lead to disparate salaries across the campuses, and will likely be viewed as an unfunded mandate. Lastly, UCFW members discussed the state budget, and future projections for UC under the Compact. Executive Vice President Lapp stated that a student fee buyout from the state is unlikely this year, given the state's massive structural deficit problem.

III. Consultation with UCOP – Academic Advancement

- **Nicholas Jewell, Vice Provost, Academic Personnel**
- **Jill Slocum, Director, Academic Advancement**

REPORT – Faculty Salaries Plan and APM 620 (Off-Scale Salaries): Vice Provost Jewell reported on the faculty salaries plan, and his efforts in costing out various versions of the funding plans that were developed last year, as well as other aggressive planning to accelerate the plan. The Faculty Salaries Work Group will hopefully meet in December to review the hard numbers and provide input. UCOP will not be able to completely predict the cost of year 2 of the faculty salaries plan until February or March 2008, after the December paychecks are distributed. Vice Provost Jewell reported that the administration was successful in getting all of the campuses to agree to provide all faculty members the full 2.5 percent range adjustment. Vice Provost Jewell stated that he looks forward to receiving input from UCFW on APM 620 as well.

DISCUSSION: UCFW members noted the impact of small salary plan discrepancies on younger faculty members. One member said that staff salaries were also important, as retention of good staff impacts faculty as well. Lastly, UCFW members briefly discussed Senior Management Group (SMG) salaries, and how market adjustments are applied for SMG members. Concerning APM 620, a majority of UCFW members agreed with one member's view that APM 620 appears to be a mechanism to allow administrators to not give market adjustments to some faculty under the faculty salaries plan; and that UCFW should wait until there is a faculty salaries plan that will fix the salary steps first, before amending APM 620.

REPORT – Health Sciences Compensation Plan and APM 670 (HSCP): Director Jill Slocum reported that APM 670 was reviewed earlier this week with the Health Sciences Group, where preliminary feedback was offered. Director Slocum is also interested in receiving feedback from UCFW. She then reviewed some details of the Health Sciences Compensation Plan (HSCP), which is Regental policy located in the Academic Personnel Manual (APM).

DISCUSSION: Academic Council Vice Chair Mary Croughan offered the committee her views on the HSCP, including (1) not every member of the HSCP is a physician and cannot generate additional salary support through patient care, creating extreme differences in salary and retirement among physician and non-physician members of the HSCP; (2) a huge amount of discretion in salaries is left to the department chair, creating a need for better documentation requirements, standardization, and faculty understanding of how their salary is determined; (3) Academic Personnel Units (APU) determine retirement according to base salary, which differs considerably from general campus faculty whose retirement is based on actual salary; and (4) many HSCP faculty with teaching and curriculum responsibilities are not Senate members, and do not have a vote in Senate processes. HCTF Chair Larry Pitts then provided a detailed explanation of the 'x,' 'y,' and 'z' salary components of the HSCP. UCFW members asked many questions about the HSCP salary structure, and addressed specific concerns about the HSCP covered compensation component, and issues surrounding the HSCP retirement structure. UCFW contemplated next steps in addressing these concerns, with some members noting agreement that these issues should be further explored by the Faculty Salaries Work Group. A few UCFW members emphasized equity concerns regarding HSCP retirement based on base salary, and the impact of school and departmental discretion in implementing HSCP policies. One UCFW member noted that equity issues can be addressed by the Senate, as they are not unique to the HSCP alone. Director Slocum added that changes to APM 670 would likely not address the compensation or retirement issues discussed today. UCFW Chair Chalfant reported that UCFW would be amenable to reviewing revisions to APM 670 once Director Slocum has prepared a list of potential changes. Director Slocum stated that the list would be available soon.

ACTION: UCFW will continue discussion of this issue at a future meeting.

IV. Systemwide Senate Review of APMs 710, 711 and 080

- **Jim Chalfant, UCFW Chair**
- **Jill Slocum, Director, Academic Advancement**
- **UCFW Members**

ISSUE: APMs 710, 711 and 080 are currently under review by the systemwide Senate committees and divisions. UCFW will consider the proposals, and submit comments to the Academic Council.

REPORT: UCFW Chair Chalfant provided background information on the proposals, which codify sick leave, reasonable accommodation, and medical separation policies. Director Slocum reported her appreciation to Chair Chalfant and UCFW for their assistance in drafting these APMs, and working with her over the past couple years to accelerate the review process. She noted that the Vice Provosts and Academic Personnel Directors reviewed the three policies over the summer, making no substantive changes. The administration has also reported that these policies are important to UC, and they look forward to their passage.

DISCUSSION: UCFW members asked questions to clarify the policies, including the role of the UC Privilege and Tenure Committee in medical separation cases, and the language in the reasonable accommodation policy concerning evaluation of cases. Director Slocum stated that the language was written to be intentionally vague, which will still allow the campuses to write more specific guidelines for implementation of this policy. She also reported that during implementation, UCOP will be working to ensure that all of the campuses have adequate training procedures and materials in place for department managers, disability management offices, and all involved personnel.

ACTION: UCFW approved APMs 710, 711 and 080, given any additional comments submitted by UCFW members following today's meeting.

V. Consultation with UCOP – Human Resources & Benefits

- **Randy Scott, Executive Director, Policy & Program Design, HR&B**
- **Andy Evangelista, Director, Communications & Multi-Media, HR&B**
- **Chris Simon, Director, Policy & Program Design, Compensation, HR&B**

A. Open Enrollment Update

REPORT: Executive Director Randy Scott reported on the actions taken by his office to correct a critical piece of the 2007 Open Enrollment communications concerning Cigna, one of the new health plan offerings this year. Director Andy Evangelista then reviewed with UCFW members the amendments that were made to the online Open Enrollment materials, and the printed materials that were sent out to all UC employees.

DISCUSSION: UCFW Chair Chalfant offered the assistance of the UCFW-Health Care Task Force in reviewing future Open Enrollment materials, which Executive Director Scott gladly accepted. One member asked about the possibility of extending the Open Enrollment deadline. Executive Director Scott reported that the deadline will not be extended, and noted that their data shows that a huge majority of employees make changes in the last five days of Open Enrollment anyway, if not in the last twenty-four hours.

B. Increased Engagement of the Medical Centers in the Delivery of Benefits: Last year, HCTF Chair Pitts visited with all of the medical groups in the UC system, including a

meeting with the Clinical Enterprise Work Group. HCTF Chair Pitts believes that they have a better understanding of the financial and operational functions of the Medical Centers, which is a welcome development. They have agreed to meet again in January to determine next steps.

C. Review of Senior Management Group (SMG) Policies: Executive Director Scott reported that the review process has begun, with participation from Senate members, including UCFW Chair Chalfant. Twelve policies are designated for review in the first phase, with four currently out for review. Review of all twelve policies is expected to be completed by mid-December, which The Regents will then review in January 2008. Executive Director Scott stated that the process has been very productive so far, and has included in-depth discussions of whether campus deans should be counted as members of the SMG.

D. Childcare Benefits Update: Director Chris Simon provided a brief history of UCFW's work with HR&B to develop various childcare proposals concerning the reimbursement of adoption expenses, and emergency/backup childcare services. Regarding adoption, HR&B is still evaluating the federal tax consequences for employees if this benefit were offered. Director Simon noted that he will continue to explore this option, and present more details to UCFW when they become available. Regarding emergency/backup childcare, HR&B held a teleconference with UCFW-appointed campus representatives last year. Many noted interest in backup childcare, but emphasized the overall importance of quality, affordable, and regular childcare. HR&B staff are in the process of talking to a few childcare vendors, and will present options to UCFW at a future meeting.

ACTION: UCFW will continue discussion of these issues at a future meeting, or when additional information from HR&B becomes available.

VI. Consent Calendar

- **Approval of UCFW October 12, 2007 Meeting Minutes**
- **UCFW elects not to comment on the following items under systemwide Senate review:**
 - CCGA/UCEP Report and Proposal re: The Role of Graduate Students in University Instruction
 - Repeal of Senate Regulation 458
 - BOARS' Proposal to Reform UC's Freshman Eligibility Policy
 - Proposed Amendments to Senate Regulation 636 (UCOPE)

ACTION: UCFW approved the consent calendar via unanimous consent.

VII. Systemwide Senate Review of Proposed Regulations Governing Conduct of Non-Affiliates

ISSUE: This proposal, developed by UCOP-Business Operations, is currently under review by the systemwide Senate committees and divisions. UCFW is to determine whether to opine on the matter.

DISCUSSION: Few UCFW members commented on the proposal. One member expressed serious concerns about the apparent unconstitutional nature of many of the provisions of the policy.

ACTION: UCFW members agreed not to take a position on this matter, pending any additional comments submitted by UCFW members following today's meeting.

VIII. UCFW Executive Session

DISCUSSION: UCFW members shared their campus Faculty Welfare Committee priorities for 2007-08, including the following, in no particular order:

- Faculty salaries and benefits, total remuneration
- Faculty recruitment and retention
- Phased/partial retirement
- Childcare
- Parking
- Emeriti rights and support
- Retiree benefits, and health care
- Restart of contributions to UCRP
- Tuition waivers
- Job sharing
- Housing

Meeting adjourned at 4:00 p.m.

Attest: Jim Chalfant, UCFW Chair

Prepared by: Michelle Ruskofsky, UCFW Analyst