

Minutes of Meeting**November 6, 2009****I. Chair's Announcements**

1. Academic Council meeting of October 28, 2009: Chair White reported that discussion of differential fees by major had been postponed, and that UCFW's letter regarding improving budget advocacy had been approved for transmittal to the President after receiving some friendly amendments. Chair White also reported that the University's education abroad program review is continues to focus on fiscal independence, not academic merit.
2. Academic Assembly meeting of October 14, 2009: The Assembly approved the standing committees' annual reports from the 2008-09 Academic Year. The highlight of the meeting, though, was a joint presentation by TFIR Chair Anderson and UC Chief Financial Officer and Executive Vice President for Finance Peter Taylor; the presentation focused on UCRP funding issues, and it became clear that common ground is emerging between the Senate and the administration.
3. Confidentiality: In response to member questions, Chair White clarified UCFW's confidentiality policy: Senate documents labeled for members only should not be shared, even with campus counterpart committees; oral summaries of same are acceptable. Administration-drafted documents labeled for members only (usually circulated under a pink-sheet) are not to be shared further, and HR&B representatives caution against even oral reports. Although this presents difficulties for members, the trust and communication enabled by this policy holds UCFW in good stead.
4. Imputed Income Communications: See Item V.5 below.
5. Open Enrollment Verbiage: See item V.1 below.

II. Consent Calendar

1. Minutes of Meeting of October 9, 2009
2. UCFW elects not to opine on:
 - A. Report by Undergraduate Effectiveness Task Force
 - B. Rescission of SR 764
 - C. Report on UC Education Abroad Program

ACTION: The Consent Calendar was approved as noticed.

III. Consultation with the Office of the President – Budget

1. University Funding Streams
Debora Obley, Associate VP
Mike Clune, Director
Note: Item occurred in executive session; other than action items, no notes were taken.
ACTION: Budget Office personnel will circulate redacted slides for distribution.

2. Consultation with Vice President for Budget

Patrick Lenz, Vice President (via phone)

UPDATE: VP Lenz reported that personnel changes in Sacramento will necessitate another re-education campaign in the capitol, which may further exacerbate difficulties in securing UC funds in the state budget. The state budget gap for 2010-11 is already estimated at \$78B, and indicators are not positive. This year, UC is taking an aggressive approach to budget negotiations by asking for a complete restoration of funding to the 2006-07 levels. UC may receive bond funding, if ballot measures pass in 2010, but such is very speculative at present.

DISCUSSION: Members inquired whether CSU was increasing fees as well, and VP Lenz noted that CSU increases were made in July. Members also asked how funding capital projects would benefit the University, noting that debt service will increase and student populations may decrease. VP Lenz responded that the state is accepting any stimulus funding possible and that delaying pre-approved capital projects would ultimately cost the University.

IV. Compliance Issues

ISSUE: Vice Chair Dimsdale noted widely-held faculty concerns regarding the “creep” of compliance measures and their negative impact on faculty morale and productivity. Among the chief concerns are that faculty are not consulted in the development and roll-out of new measures, which leads in turn to duplication, confusion, and frustration. Many faculty are not persuaded as to the utility of many new compliance measures.

DISCUSSION: Members agreed that record-keeping is poor and that many times, recommendations are contradictory: federal requirements counter state recommendations, which are at odds with lab policy and funding-agency dictates. Members also agreed that actual compliance requirements are frequently conflated with compliance recommendations; a lack of cross-agency communications was cited. Many members noted seeming discrepancies between faculty compliance policies and behaviors and administration compliance policies and behaviors.

ACTION: Senior Vice President Sheryl Vacca, Office of Ethics, Compliance, and Audit, will be invited a subsequent UCFW meeting for further discussion of these concerns.

V. Consultation with the Office of the President – Human Resources and Benefits

Dwaine Duckett, VP

Randy Scott, Executive Director, Talent Management and Workforce Development

1. Open Enrollment Verbiage:

ISSUE: The Santa Cruz division noted that the verbiage accompanying online changes to health and welfare benefits made during open enrollment this year appears to have changed, seemingly giving the University a unilateral exit option. Concerns regarding the exact wording vis-à-vis previous years’ disclaimers, the timing placement of the dialogue box, the wording in the dialogue box, and the need to click one’s agreement to the content of the box before being allowed to proceed with open enrollment, have all been raised. In particular, lack of clarity of the meaning of “benefits” in this context is a red flag.

DISCUSSION: VP Duckett noted that the timing of the disclaimer has moved from the end of the process to the beginning, but he added that the wording is not new. Members were not assuaged, however, and pressed for justifications of the changes. The short time frame of open enrollment brings additional concerns to bear.

ACTION: VP Duckett will investigate the changes and report via email within one week.

2. Proposed Extension of START program:

ISSUE: Due to the advent of the furlough program, it is proposed to extend the START program until December 2010 so that employees are not doubly impacted by decreases. TFIR Chair Anderson noted that TFIR has endorsed the extension after being assured that UCRP members will continue to be “held harmless”.

ACTION: UCFW endorses the recommendation to extend the START program.

3. Post-Employment Benefits Task Force:

UPDATE: Mr. Scott reported that updated FAQs and the audio from at least one session will be posted on the [PEB website](#). The listening forums have received positive feedback, despite concerns over attendance. Mr. Scott added that a survey will also be posted to the website to solicit additional feedback; the survey is being led by external consultants Watts and Wyatt.

DISCUSSION: Members noted concerns regarding next steps, especially the lack of specificity in the potential solutions being discussed. Members also voiced concern over apparent divergences between the areas of emphasis between faculty and staff, a gap which is worsened by the persistent promulgation of inaccurate information amongst certain constituencies. Mr. Scott noted that education was the first phase of the task force’s work; tailoring information to select audiences will be part of the next steps.

4. Total Remuneration Study 2009:

UPDATE: Mr. Scott circulated a fact sheet summarizing the findings of the study (confidential draft).

DISCUSSION: Members emphasized that the packaging and narrative surrounding the study’s findings must be precise to prevent misinterpretation or misuse. Members also noted two errors in the draft, which Mr. Scott and VP Duckett will correct expeditiously.

5. Imputed Income Communications:

ISSUE: Wording in a recent communication sent to employees with state-registered domestic partners was found to contain both factual errors and insensitive language. HR&B is asked to issue a revised document.

DISCUSSION: VP Duckett indicated that he has already sought amendments that will satisfy both legal requirements and social dictates; a corrected version will be sent as soon as it is available. Members noted that previously, communications targeted to affinity-group employees were reviewed for cultural sensitivity prior to wide dissemination. VP Duckett noted the diminution in full-time HR&B staff, but stated his intention to avoid such issues in the future.

ACTION: VP Duckett will report back to UCFW on this issue within the week.

VI. Fee Waivers

Lin King, Chair, Council of University of California Staff Associations (CUCSA)

Juliann Martinez, Staff-Advisor Designate to the Regents

ISSUE: Various staff interests have updated studies on the feasibility of a fee waiver program for UC employees and their dependents to off-set the cost of attending the University. Previous investigations have concluded that only 2% of employees would be eligible for any such program and that no pre-tax funding options exist. Nonetheless, recent fee increases and declining cash compensation have again brought the issue to the fore.

DISCUSSION: Members noted that this topic does have a long history both within and outside of the Senate, but asked for more information on projected impacts on faculty recruitment and retention, highlighting the imminent workforce turnover. It was observed that the circulated report needs updating to include recent changes to the Blue and Gold program. Much discussion focused on program costs, which could be as little as 2% of payroll; concern centers on the fact that not all employees would be able to use the program where others could receive significant benefit from it. The possibility of a solvent optional benefit program is still being investigated. Further work also needs to be done in terms of cataloguing and evaluating status quo options that may not have wide impact.

ACTION: Representatives Najmabadi (UCSD), Schaefer (UCD), and Wong (UCLA) will liaise with HR&B and staff group representatives to update and move the proposal forward.

VII. Review Items

1. Proposed Changes to SMG Policies

ISSUE: UCB Representative Braunstein noted that a draft of the proposed changes was evaluated last year, and most of the concerns noted at that time have been addressed. Some issues remain, however, which UCB CFW noted in its response.

ACTION: UCB Representative Braunstein will circulate the UCB CFW response, which UCFW will elect to endorse or not via email.

2. Proposed Amendment to UCEP Bylaw

Note: Item withdrawn by authors.

3. APM Technical Revisions

Note: Item postponed.

4. Report on Remote and Online Instruction

Note: Item postponed.

VIII. TFIR Update

Note: Item occurred in executive session; other than action items, no notes were taken.

ACTION: TFIR Chair Anderson will revise the draft concept paper prior to submitting it for costing and evaluation.

ACTION: UCFW will communicate to the Academic Council its desire to see the UCRS Advisory Board reconfigured as per previous discussions.

IX. HCTF Update

Note: Item occurred in executive session; other than action items, no notes were taken.

ACTION: The systemwide Senate office will explore methods of communicating with faculty regarding the open enrollment concerns (see Item V.1 above). Members should forewarn campus counterparts.

X. New Business

1. Faculty Salary Scales:

ISSUE: UCPB has written to inquire whether UCFW and UCAP would like to join it in requesting that the Faculty Salary Plan be reinvigorated and the faculty salary scales made more competitive.

ACTION: Chair White will communicate UCFW's support for this effort to UCPB and UCAP.

Adjournment: 4 p.m.

Minutes prepared by Kenneth Feer, Senior Policy Analyst

Attest: Shane White, UCFW Chair 2009-10