

**Minutes of Meeting
December 11, 2009**

I. Chair's Announcements

Academic Council meeting of November 23, 2009: Chair White reported that the Council addressed many topics, with those of interest to UCFW being furlough impacts, student protest repercussions, UCLA joint management of an area hospital, and a codification of the definition of "Senate consultation." UCFW letters regarding reduced pay sabbatical exceptions to the furlough policy and the reconstitution of the UCRS advisory board were approved for transmittal.

II. Consent Calendar

None.

III. New Business**1. Communicating with Younger Faculty regarding Retirement Issues:**

Note: See Item VIII.3 below.

2. Accountability Report:

ISSUE: Last year, UCFW sent an extensive critique of the first draft of the accountability report. UCFW is now asked to name a volunteer to work with the report's authors to address further UCFW's concerns.

ACTION: UCSF Representative Seago will serve.

3. Compensation Plan Joint Task Force:

ISSUE: A joint Senate-administration task force is being formed to explore the possibility of constructing compensation plans similar to the Health Science Compensation Plan for other disciplines. UCFW is asked to name a volunteer to serve on the task force.

ACTION: UCLA Representative Wong will serve (*confirmed via email post-meeting).

4. Potential Changes to MOP:

ISSUE: It is proposed to release for liquidity purposes some of the funds from the Mortgage Origination Program (MOP). UCFW is asked to opine.

DISCUSSION: Members felt additional information on the current funding status of MOP was necessary before an informed position could be reached.

ACTION: Officials from the MOP office will be invited to a subsequent UCFW meeting.

IV. Consultation with the Office of the President – President

Mark Yudof, President

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

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

Dwaine Duckett, Vice President

Randy Scott, Executive Director, Talent Management and Staff Development

1. Post Employment Benefits Forum Summary:

REPORT: Mr. Scott reported that 31 fora had been held so far, with one more scheduled at the Lawrence Berkeley National Lab. Unofficial estimates tally total in-person attendance at ~6000. The Q&A is still being finalized, and should be posted online in January; the website will include a feedback link. Similarly, a voice track for the slides should also soon be available. Later in January, an interactive poll will be initiated so that subsequent communications can be better tailored to various constituencies. The results of the poll will also be posted, when available.

DISCUSSION: Members inquired how medical center personnel would be distinguished from general campus faculty when making inquiries, suggesting that a simple sub-campus identifier might be easiest. It was also suggested that the survey ask explicitly for morale measures due to the furlough program.

2. Post Employment Benefits Web Survey:

Note: See Item V.1 above.

3. Imputed Income Communications:

UPDATE: VP Duckett reported that the impugned letter was authored prior to Governor Schwarzenegger's signing of SB54. An updated document will be circulated for review.

DISCUSSION: Members queried as to the cultural sensitivity issues noted previously. VP Duckett replied that steps to prevent similar instances will be taken, most likely through greater outreach to OP affinity groups.

ACTION: VP Duckett will send to Analyst Feer the revised communication; UCFW will send feedback electronically.

4. Open Enrollment Verbiage:

UPDATE: VP Duckett reported that the language in question was not new, but its placement was – a move designed to increase awareness of the disclaimer. Proposed wording for a written explanation for the change was then presented.

DISCUSSION: Members observed that the proposed language was accurate, but not friendly. It was suggested that simpler, more direct language be used, pending Office of General Counsel approval. Members enumerated several specific examples of potential changes: for example, changing from "I agree..." to "I have read..."; listing the items that cannot be changed, e.g. retirement accruals; under what circumstances unilateral action might be taken, e.g. provider insolvency.

ACTION: HR&B will work with OGC and UCFW to clarify messaging on this important topic.

VI. Consultation with the Office of the President – Budget

Patrick Lenz, Vice President

UPDATE: VP Lenz reported that the situation is still grim in Sacramento: personnel changes complicate UC's budget advocacy efforts, as does the state's seemingly permanent structural deficit.

DISCUSSION: Members asked whether new information regarding the state's portion of UCRP contributions was available, and how collective bargaining units were responding to statements from Sacramento regarding same. VP Lenz emphasized the negative impact term-limits have on advocacy efforts, a situation undermined by statements by the Legislative Analyst's Office. As a result, quick and decisive action is best, but difficult. VP Duckett added that collective bargaining interests should be active partners in this effort, not passive observers or worse, negative actors.

VII. Salary Scales

Alison Butler, UCAP Chair (via phone)

Peter Krapp, UCPB Chair (via phone)

ISSUE: Momentum and funding for the Four-Year Faculty Salary Plan have been lost. UCPB and UCAP ask UCFW to join in calling for its reprioritization.

DISCUSSION: Members felt that the draft letter meant to accompany the data request to Academic Personnel was unnecessary for the immediate goal of securing updated information on the salary scales. Others questioned whether fixing the salary scales should be cast as the Senate's top fiscal priority, especially in the current environment, regardless of how far behind they may have fallen. Concerns over the current environment, however, underscored to some the need for placing the data request in context.

ACTION: Academic Personnel officers will re-circulate the previous salary scale analysis for evaluation.

ACTION: Chair White and UCI Representative Parker will work with UCPB and UCAP to review the data and determine what new information may be needed.

VIII. Consultation with the Office of the President – Academic Personnel

Janet Lockwood, Associate Director

1. Regent's Working Group on Faculty Competitiveness:

UPDATE: The working group has been meeting since March, but the process has been slowed by lengthy data processing. A report should be available in the new year.

2. APMs re Faculty Administrators:

UPDATE: APMs 241, 245, and 246, which govern faculty administrators, are out for "management" review until January 25, 2010. Informal comments are welcome.

3. Communicating with Younger Faculty:

ISSUE: Members are concerned that the demographic profile of the recent PEB listening forums was decidedly skewed by age. What, if anything, can UCFW and UCOP do to engage younger faculty in retirement issues?

DISCUSSION: Some members noted risks of paternalism, while others noted that younger age cohorts might just have negative expectations. Given that the situation continues to be in flux, what are reasonable expectations for younger faculty engagement on this issue? The strategy of beginning with family-friendly policies as a gateway to longer-term welfare issues was suggested. Another member suggested that when furloughs end, any recovered compensation should

be dedicated to IRAs. It was also noted that focus on securing tenure might delay considerations of retirement.

IX. Review Item: SMG Policies

Dennis Larsen, Executive Director, Executive Compensation and Performance Management, HR&B

ISSUE: Mr. Larsen indicated that most of the changes focus on compensated outside public activity, especially regarding conflicts of interest and commitment. This item will be going to the Regents in January, so timely feedback is essential.

DISCUSSION: Members inquired as to what rate administrators on leave would be paid. Mr. Larsen responded that transitional leave appointments have been moved to a separate policy, which is not up for consideration in January. Many feel that the removal of deans from the Senior Management Group has enhanced flexibility for deans and simplified the SMG policy. Mr. Larsen also indicated that the wording regarding conflict of commitment could easily be strengthened and that the SVP for Ethics, Compliance, and Audit may be added to the policy. Members were concerned, though, as to the degree of specificity required in the reporting. Ms. Lockwood added that APM 025 is still to be revised, which should address the question of specificity. Mr. Larsen referred members to the March 2009 Regents item C7 for more on reporting guidelines.

ACTION: UCFW will vote electronically whether to opine separately from the UCB CFW findings.

X. Follow-up Discussion and Planning

None.

Adjournment 4 p.m.

Minutes prepared by Kenneth Feer, Senior Policy Analyst

Attest: Shane White, UCFW Chair