

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

Friday, January 12, 2007

UCOP Room 5320

I. Chair's Report

- **Susan French, UCFW Chair**

Chair French reported on the December 20, 2006, Academic Council meeting, including the following topics:

February 27 Council Meeting with the Executive Vice Chancellors: Chair French has requested that childcare and parking issues be placed on the meeting agenda for discussion. She noted that UCFW should work to prepare a childcare needs report prior to the February 27 meeting, to focus the discussion on campus-based childcare facilities and unmet needs.

Howard Hughes Medical Investigator (HHMI) Proposal: The Council expressed a lot of skepticism about the HHMI proposal that UCFW had endorsed, and ultimately rejected it. Director Jill Slocum reported that her office is working on additional information concerning the proposal to present to President Dynes, and UCFW as well. Chair French suggested that the University Committee on Academic Personnel (UCAP) should be part of the discussion should a new proposal come forward. Director Slocum also noted that President Dynes, Provost Hume, Associate Vice President Boyette, and the campus Executive Vice Chancellors are the appropriate contact persons for those who want additional information on the status of the HHMI proposal and related issues.

Academic Council Budget Priorities: Chair French read to committee members the Council's [Resolution to Return UC to a Sound Fiscal Basis](#), which was just transmitted to President Dynes this month.

II. Consent Calendar

- Minutes of the November 17, 2006 UCFW meeting

ACTION: The November 17, 2006 UCFW minutes were approved with amendments.

III. Systemwide Senate Review: UCAP Report on the UC Merit and Promotion System and Principles of and Policy Recommendations for UC Faculty Compensation

ISSUE: UCFW is to discuss the UCAP report and submit comments to Council according to the regular systemwide Senate review process.

DISCUSSION: Members expressed strong views on the report's recommendation 3, with most opposing the notion that salary scales should be tied to academic discipline. Some members agreed philosophically, but reported pragmatic concerns due to market prices in hiring, especially in the economics field. Members noted complications involved with defining a discipline, who makes the decisions, how interdisciplinary fields will be dealt with; and suggested alternate language to add to recommendation 3. Overall, members suggested the

importance of restoring competitive faculty salaries, rather than implementing short-term solutions to bring salaries on-scale.

ACTION: Chair French will summarize UCFW's comments and circulate a draft response via email for the committee's approval prior to submitting it to the Academic Council.

IV. Consultation with UCOP – Budget Office

- **Larry Hershman, Vice President-Budget**

REPORT: Vice President Hershman reported that the governor's proposed budget eliminates the state deficit and pays off bonds by 2009, but it includes a one percent increase in expenditures, a four percent COLA for K-12, and no COLA for welfare recipients. The governor's budget includes full funding for UC under the terms of the Compact, including a four percent COLA and merit package, enrollment growth funding, increases for medical school growth, GO bonds for telemedicine programs, lease-revenue bonds for new research initiatives, and \$10.5 million for annuitant health benefits. The budget takes into account a seven percent increase in undergraduate student fees under the Compact, with higher fees for law and business school students. Overall, UC will receive a six percent increase in funding over last year. Vice President Hershman pointed out that the state so far has not agreed to contribute to UCRP, most likely because UCRP is overfunded and the state does not have extra discretionary money for this purpose. Further, the governor's budget does not yet include money for student academic preparation programs and the labor centers. Budget negotiations will continue throughout the spring until the revised budget is released in May.

DISCUSSION: One UCFW member asked how much funding from non-resident tuition goes to faculty salaries. Vice President Hershman responded that the non-resident tuition money is mixed in at the state budget level; and the new plan is to break out that money, like UC does with overhead money, in the future. Chair French reminded Vice President Hershman about UCFW's desire to work out a common set of parking principles, to which he responded they could discuss the issue further in March. Members then discussed budget priorities, and how best to advance the critical need to increase faculty salaries to competitive levels. Vice President Hershman reported that the Regents include faculty salaries as a priority, but they also believe that UC's benefits are very generous. Further, it is difficult to get more money for salaries from the state when the state cannot afford to offer the same pay raises to other state employees. Lastly, UCFW discussed faculty salaries, and how decisions are made concerning what percent of the salary budget goes into faculty COLAs. Vice President Hershman noted that in the past, the president and provost made such decisions, but now some Regents would like to decide. Campuses have a lot to say regarding how merit money is being spent, but not COLA money because COLAs are identical across the system.

V. Report of the UCFW Health Care Task Force (HCTF)

- **Larry Pitts, HCTF Chair**

REPORT: HCTF Chair Pitts reported on the January 10 HCTF teleconference, where HR&B provided a brief update on their plans for the 2007 health plan bidding process. More information will become available in March, after the responses to the RFPs are due. A subcommittee of HCTF members has volunteered to work closely with HR&B in reviewing the responses. Chair Pitts also reported on his recent meeting with the chief medical officers, where

he learned of very specific local issues, unique to each of their groups. Lastly, Chair Pitts noted that the HCTF will be holding another in-person meeting, most likely at the end of March.

VI. Consultation with UCOP – Human Resources & Benefits

- **Judy Boyette, Associate Vice President, HR&B**
- **Randy Scott, Executive Director, HR&B – Policy & Program Design**
- **Bob Miller, Mercer Human Resource Consulting**
- **Richard McEvoy, Mercer Human Resource Consulting**

Regents' Action Item 10C: Expanding Rollover Provisions: Associate Vice President Boyette briefly explained the changes that have occurred to allow non-spouse beneficiaries to rollover certain benefits under the UCRS plans. This will allow certain tax advantages for those non-spouse beneficiaries, with only a small administrative cost for UC. UCFW Chair French noted the committee's approval of these changes.

Consensual Relations Policy – Update: Executive Director Scott reported that further internal consultations are occurring regarding this policy, and UCFW will have the opportunity to provide input on a final draft, possibly sometime in March.

Mercer Workforce Analysis Report: A UCFW subgroup (Susan French, Brenda Bryant and Louise Taylor) has been identified to work with HR&B and Mercer in moving forward with this report. UCFW's set of questions has been forwarded to Mercer, and a preliminary response will be brought back to UCFW in March.

Preview of Mercer Campus/UCOP Total Remuneration Update: UCFW reviewed a preview report of the draft Mercer presentation, which will go forward to the Regents once all parties have the opportunity to comment on the contents of the report.

ACTION: A subgroup of UCFW members will continue to work with HR&B and Mercer to finalize the Updated Mercer Total Remuneration Report, including Chair French, Vice Chair Chalfant, Larry Pitts, and Bob Anderson.

VII. Report of the UCFW Task Force on Investment and Retirement (TFIR)

- **Bob Anderson, TFIR Chair**

REPORT: TFIR Chair Anderson reported on TFIR's recent activities involving UCRP, and continued work on the Mercer Report on Total Remuneration, as well as the Workforce Impact Analysis Report. He will be meeting with Mercer to further discuss the CPEC data, and additional information on housing and tuition figures to include in the final report to the Regents. Lastly, TFIR Chair Anderson reported that TFIR continues to receive regular updates on the LANS/LANL pension funds transfer.

VIII. UCFW Business and Campus Reports

[UCFW continued discussion of agenda item III, above. Remaining UCFW business and campus reports will be continued at the February UCFW meeting.]

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Meeting adjourned at 4:00 p.m.

Attest: Susan French, UCFW Chair

Prepared by: Michelle Ruskofsky, UCFW Analyst

Attachment: UCFW 2006-07 Attendance

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UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW): ATTENDANCE 2006-07										
Key: X = In attendance; Abs = Absent; Alt = Alternate attended; T = by teleconference										
		10/13	11/17	1/12	2/9	3/16	4/13	5/10	June	July
MEMBERS:										
Susan French, Chair	Los Angeles (Law)	X	X	X						
James Chalfant, V.Chair	Davis (A&R Economics)	X	X	X						
Kyriakos Komvopoulos	Berkeley (Mech Engin.)	X	X	X						
Brenda Bryant	Davis (Hum&Comm Develop.)	X	X	X						
Pauline Yahr	Irvine (Neuro & Behavior)	X	X	X						
Shane White	Los Angeles (Den-Endo)	X	X	X						
Gregg Herken	Merced (Social Sciences)	Abs	Abs	Abs						
Helen Henry	Riverside (Biochemistry)	X	X	X						
Marjorie Flavin (Fall)	San Diego (Economics)	X	X							
Carlos Waisman (W, Sp)	San Diego (Sociology)			X						
Candy Tsourounis	San Francisco (Clinical Pharm)	X	X	X						
Douglas Morgan	Santa Barbara (Economics)	X	X	X						
Craig Reinerman (Fall)	Santa Cruz (Sociology)	X	X							
Paul Ortiz (W, Sp)	Santa Cruz (Community Studies)			X						
Larry Pitts	Member At-Large,UCFW-TF Chair	X	X	X						
Harold Simon	Member At-Large (San Diego)	X	X	Abs						
Bob Anderson	UCRS Board Member, TFIR Chair	X	X	T						
EX-OFFICIO MEMBERS:										
John Oakley	Chair, Academic Council	X	X	X						
Michael T. Brown	Vice Chair, Academic Council	T								
Louise Taylor	CUCEA Chair	X	X	X						
GUESTS:										
Bob Miller	Mercer HR Consulting	X		X						
Richard McEvoy	Mercer HR Consulting	X		X						
Amol Mhatre	Mercer HR Consulting	X								
Tim O'Beirne	Deloitte Consulting	X								
William Gurtner	Vice President, Clinical Services	X								
Santiago Munoz	Exec.Dir., Clinical Services Dev.	X								
ALTERNATES:										
Ross Starr	UCFW-TFIR Vice Chair	X								
CONSULTANTS:										
Maria Bertero-Barceló	Exec. Dir., Academic Council	X								
Larry Hershman	Vice President, Budget	X	X	X						
Marie Berggren	Interim University Treasurer									
Judith Boyette	Asc. Vice Pres, HR&B	X	X	X						
Judy Ackerhalt	Deputy to Asc VP, HR&B	X	X	X						
Randy Scott	Exec. Dir., HR&B Policy Prg Des.	X	X	X						
Mark Esteban	Dir., HR&B Policy Prg Des,H&W	X	X	X						
Gary Schlimgen	Dir., HR&B Retirement PIng	X	X							
Stan Kowalski	Dir., HR&B, Const & Leg Coord.									
Howard Pripas	Exec. Dir., HR&B Labor Rel.									
Eleanor Skarakis	Mgr., HR&B Policy Prg Design	X	X							
Jill Slocum	Dir., Academic Advancement	X	X	X						
Sheila O'Rourke	Acting Asst. Vice Pres, Acad. Adv.	X	X	X						
STAFF:										
Michelle Ruskofsky	UCFW Analyst	X		X						