

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

UNIVERSITY COMMITTEE ON FACULTY WELFARE

**MINUTES OF MEETING
FRIDAY, JANUARY 13, 2006
UCOP ROOM 5320**

I. UCRP and Retiree Health Benefits – Presentation and Discussion

- Randy Scott, Executive Director, Policy & Program Design, HR&B
- Mark Esteban, Director, HR&B – Health & Welfare
- Gary Schlimgen, Director, HR&B – Policy & Program Design
- Bob Miller, Mercer Human Resources Consulting
- Richard McEvoy, Mercer Human Resources Consulting
- Gary Jerome, Mercer Human Resources Consulting
- Tim O’Beirne, Deloitte Consulting

EXECUTIVE SESSION

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

II. Executive Session: UCFW Task Force on Investment and Retirement (TFIR)

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

ACTION 1: UCFW approved the UCFW Principles on Proposed Benefit Changes, to be communicated to the Regents before its meeting of January 18, 2006, and for consideration by the Academic Council at its meeting of January 25, 2006.

ACTION 2: UCFW charges the UCFW Health Care Task Force to review and study proposed changes to UC's retiree health care program.

III. Open Session: UCRP and Retiree Health Benefits

REPORT: UCFW presented its findings and recommendations concerning the UCRP and retiree health benefits presentation to Executive Director Scott and the representatives from Mercer Human Resources Consulting.

ACTION: Executive Director Scott agreed to communicate the UCFW Principles on Proposed Benefit Changes to the Regents' Advisory Committee before the Regents' January 18, 2006 meeting.

IV. Consent Calendar

- Minutes of the November 4, 2006 UCFW meeting

ACTION: The minutes of the November 4, 2006 UCFW meeting were approved with amendments.

V. Consultation with UCOP – Academic Advancement

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

REPORT: Assistant Vice President Switkes announced that her office intends to submit for formal review this month the APM policies related Changes in Sick Leave, Reasonable Accommodation, Medical Separation and Presumptive Resignation. Based on comments received to date, she has determined that a second informal review is unnecessary at this point, and that if the formal review results in substantive changes to the policies, additional revisions can be made and/or a second informal review will be conducted. In addition, the APM policies related to Criteria for Advancement to Professor VI and to Professor Above-Scale Salary Levels will go out for formal Senate review in the near future.

DISCUSSION: UCFW members clarified with Assistant Vice President Switkes the reasons for not conducting a second informal review of the Sick Leave et al. policies. Members also discussed Enclosure 3(a) of the agenda, an October 2005 letter from former Provost Greenwood regarding the feasibility of allowing the use of extramural funding to provide salary support for academic year faculty salaries.

VI. Childcare and Adoption Benefits, Tuition Fee Waivers

REPORTS: UCFW members provided reports on their respective campus' priorities among the following proposals: (1) adoption benefits; (2) emergency back-up childcare program; (3) coordinating and optimizing resources for childcare; (4) tuition fee waivers; and (5) other faculty quality of life concerns (salary, housing, etc). Written reports from all campuses (except Merced) were received and distributed to the members at the meeting. Oral reports were provided by the Davis and Santa Cruz members.

DISCUSSION: Members discussed the appropriate priority level of each proposal under consideration. Most members agreed that among the family friendly proposals, adoption benefits should be a high priority for the University because of equity issues for an adoptive parent(s), however raising faculty salaries should remain as the number one priority at this time. In addition, most members agreed that the emergency back-up childcare and coordinating resources policies are notable goals, but may more appropriately administered at the local level. Other members mentioned that they would like to see more details and cost projections for the adoption and tuition fee waiver proposals. One UCFW member noted that he would like to see the emergency childcare proposal folded into a larger campus childcare initiative that could be pursued aggressively at each campus. A few UCFW members expressed inequity concerns for faculty who would not benefit from these proposals because they either do not have children, or have children who do not plan to attend college.

ACTION: UCFW will submit a letter to HR&B with a list of priorities and a request for plan designs/proposals, with cost information, for further study by UCFW.

VII. Chair's Report

- Raymond Russell, UCFW Chair

EXECUTIVE SESSION

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

ACTION: UCFW will submit a letter to Academic Council Chair Brunk responding to UCPB's January 12, 2006 letter requesting UCFW to consider UCPB's views on restructuring the hiring process and job description for Senior Vice President Mullinix's replacement.

ACTION: UCFW Chair Russell will report to the Academic Council UCFW's findings and concerns regarding the proposed Compensation Principles of the Academic Council at its January 25, 2006 meeting.

Meeting adjourned at 4:00p.m.

Attest: Raymond Russell, UCFW Chair

Prepared by: Michelle Ruskofsky, UCFW Analyst