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*Chair of the Assembly of the Academic Senate*  
*Faculty Representative to the Regents*  
*University of California*  
*1111 Franklin Street, 12th Floor*  
*Oakland, California 94607-5200*

March 8, 2022

**MICHAEL DRAKE, PRESIDENT**  
**UNIVERSITY OF CALIFORNIA**

**Re: Fertility Benefits**

Dear President Drake:

At its February 2022 meeting, the Academic Council endorsed the attached letter from the University Committee on Faculty Welfare (UCFW). The letter asks UCOP to explore the viability of adding fertility coverage to the standard suite of UC health and welfare benefit options to support gender equity, faculty welfare, and the University's competitiveness with the growing number of top employers who provide those benefits, including the UC itself, which has agreed to offer the benefit to its represented Medical Residents and Fellows.

We encourage UCOP to work with UCFW and its Health Care Task Force to collect relevant data about options for expanding fertility benefits that will support an informed discussion about next steps.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in cursive script that reads "Robert Horwitz".

Robert Horwitz, Chair  
Academic Council

Cc: Academic Council  
UCFW  
Provost Brown  
Chief of Staff Kao  
Chief Policy Advisor McAuliffe  
Senate Directors

Encl.



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Jill Hollenbach, Chair  
[Jill.Hollenbach@ucsf.edu](mailto:Jill.Hollenbach@ucsf.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200

February 16, 2022

**ROBERT HORWITZ, CHAIR  
ACADEMIC COUNCIL**

**RE: Fertility Benefits**

Dear Robert,

The University Committee on Faculty Welfare (UCFW) has discussed again the question of adding fertility benefits to the standard suite of health and welfare benefits offered by the University. Several years ago the University added support for adoption, and recently, some collective bargaining outcomes include fertility benefits. UCFW believes that including fertility benefits would strengthen the University's position of being "family friendly" and enhance recruitment and retention efforts since many competitor institutions include these benefits. We note that this is also an equity issue, for example with respect to individuals in same-sex couples.

We ask the Council to request the administration conduct a fact-finding process to explore including fertility benefits, and we further ask that the final decision not be based on a calculation of "per member per month" costs.

Thank you for your support,

Sincerely,

A handwritten signature in blue ink that reads "jill hollenbach".

Jill Hollenbach, UCFW Chair

Copy: UCFW  
Hilary Baxter, Executive Director, Academic Senate  
Susan Cochran, Academic Council Vice Chair