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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*

February 6, 2023

**MICHAEL DRAKE, PRESIDENT
UNIVERSITY OF CALIFORNIA**

Re: Request for Comprehensive Benefits Survey

Dear President Drake:

At its January 2023 meeting, the Academic Council unanimously endorsed the attached request from the University Committee on Faculty Welfare (UCFW) for a comprehensive benefits survey of UC employees.

The goal of the survey is to generate data about employee experiences with UC benefits to help inform decisions about benefits design and packages as well as discussions about total remuneration. The survey will look at how UC employees are using all available benefits and identify which employee groups are using which benefits.

The University has numerous faculty experts available to help design and evaluate the responses to a request for proposals for a firm that will work with the University in developing and administering the survey. UC faculty experts can also work with the selected firm to design the survey. The involvement of UC subject matter experts at various stages of projects like this is helpful to ensure an excellent survey design and to reduce potential problems with data collection. We look forward to working with you on this important project. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan Cochran".

Susan Cochran, Chair
Academic Council

Cc: CFO Brostrom
Vice President Lloyd
Academic Council
UCFW
TFIR

Chief of Staff Kao
Chief Policy Advisor McAuliffe
Campus Senate Executive Directors
Executive Director Lin

Encl.



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Terry Dalton, Chair
tdalton@uci.edu

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

January 18, 2023

**SUSAN COCHRAN, CHAIR
ACADEMIC COUNCIL**

RE: Comprehensive Benefits Survey

Dear Susan,

The University Committee on Faculty Welfare (UCFW) agrees with our Task Force on Investment and Retirement (TFIR) that the University should conduct a comprehensive benefits survey to inform how we spend our benefits budget and best support our colleagues. Current benefits surveys are limited to broad satisfaction surveys or are limited to subsets of enrollees in certain plans only. To best meet the needs of our changing employee population and to remain competitive in recruitment and retention, we need data. Systemwide Human Resources has agreed in concept, but we ask your support in ensuring that adequate time and resources are dedicated to the project. UC faculty experts should be invited to join writing and evaluating the RFP itself, not just the responses. UC has faculty experts in large-scale survey methodology and implementation, and those experts should be leveraged. A timely start is needed to the project so that upcoming insurance bids can be most beneficial for the UC community.

Thank you for your support in this important area.

Sincerely,

Terry Dalton, UCFW Chair

Copy: UCFW
Monica Lin, Executive Director, Academic Senate
James Steintrager, Academic Council Vice Chair