



Committee on Faculty Welfare **Grayson W. (Bill) Marshall, DDS, PhD, MPH, Chair**

MINUTES

Thursday, October 13, 2011

PRESENT: G. Marshall (Chair), P. Bellefeuille, C. Calfee, C. Cheng, M. Dall'Era, L. Karliner, O. Plesh, S. Roy, L. Thompson

ABSENT: P. Green (Vice Chair), B. Lin (Clinical Representative), A. Rudolph, J. Sevelius (Adjunct Representative)

GUESTS: Rita Ogden, Director, Ambulatory Services, and Leeane Jensen, Wellness Director, UCSF

The Committee on Faculty Welfare (FW) was called to order by Chair Marshall on October 13, 2011 at 2:00 p.m. in room S 30. A quorum was present.

The minutes of April 7, 2011 were approved. Introductions were made.

Chair's Report

Chair Marshall updated committee members on highlights from the 2010-2011 academic year:

- Post Employment Benefits Proposed Revisions including Disability
- Resolution in Support of Marriage Equality
- Revisions to APM 670
- Senate Membership Task Force

Agendas and minutes of UCFW meetings are posted to the [UCFW web page](#).

Presentation on Proposed Policy on Tobacco-Free Hiring

Rita Ogden, Director, Ambulatory Care along with Leeane Jensen presented on the proposal to only hire tobacco-free employees moving forward. A similar policy is in place in eight states, including hospital systems such as the Cleveland Clinic in Ohio.

The testing will be included in the standard drug testing done of all potential employees in the Medical Center. Drug testing will be new to potential employees at the Campus. It is also being proposed to apply to students.

There is no intention to police or enforce this policy beyond the initial hiring phase.

Committee members raised issues of:

1. Tobacco dependency being listed in the DSM.
2. What else could be added to a no-hire list, i.e. obesity.

3. Successful implementation could change the health care costs at UCSF over time. Insurance companies could grant a lower health care cost per employee and for the institution if both could be shown to be smoke-free.

Separately, members asked about obtaining data from other hospitals or institutions who have implemented this policy already, in particular as it pertains to affecting the hiring of low-income job applicants. Statistics regularly show that long-term smoking is more prevalent in those communities.

Tobacco-free at Work

This would be separate and independent of the hiring policy. It would be implemented at a later date and would be included as part of the Dress Code Policy that includes no alcohol at work, or modified wearing of strong perfume.

Discussion of UCSF Perspective on Funding Streams and Rebenching Initiative

Chair Marshall went over the Finance presentation given by Vice Chancellor Eric Vermillion at the Academic Senate's Leadership Retreat.

The 2011-2012 UC Office of the President State budget process impacts UCSF in four ways:

1. Loss of \$38.2m of State educational appropriation
2. Loss of \$18.0m Systemwide Research Funds
3. Gain of \$3.2m from Student Tuition
4. Loss Systemwide of \$8.7m due to Funding Streams and Rebenching Process. (This initiative was implemented during the July 1, 2011.)

In addition to this, UCSF needs to self-cut to pay for another \$12.0m of fixed cost increases including salary, benefits, and retirement costs.

Funding Streams and Rebenching is a revised methodology for how the University of California allocates State general funds, tuition, indirect cost recoveries, and other core central funds to the individual campuses. Key components of the Funding Streams phase:

1. Allows revenue, including student tuition and fees and indirect cost recoveries, to remain that source campuses instead of being pooled together and differentially reallocated by UCOP.
2. One key exception sustains the redistribution of undergraduate financial aid across campuses, though it does eliminate graduate reallocations.
3. Implements a new expenditure tax on campuses, called a "Systemwide Assessment" that will be used to fund central UCOP operations: \$278m total, 1.6% of annual current funds expense
4. Changes the methodology for calculating future campus augmentations and cuts

The new Funding Streams methodology for allocating budget reductions disadvantages UCSF

1. It redistributes UCSF state funds to other campuses
2. In 2011-2012 UCSF will receive a one-time partial relief—"glide path funding"—of \$3.91m
3. UCSF may be subject to another cut of approximately \$4.35m due to the pending 2011-2012 \$100m trigger-based budget cut

Rebenching

The goal of Rebenching is to determine the best way to redistribute the existing state funding base.

1. A rebenching budget committee was formed in 2010 and is generating a proposal for redistribution of state funds across campuses
2. Includes as a goal the identification of the various primary functions of the university (teaching, research, public service, health science) and a goal of determining what the "proper" allocation to those functions should be

3. There was a strong inclination to use future incremental funding to reach identified goals, rather than redistributing existing funds during a time of budget cuts, but both alternatives are still under consideration

It is important that Rebenching takes into account UCSF's unique character as well as some of the outcomes of Funding Streams. Key factors include:

1. High cost of health science education
2. Significant expense to maintain medical education facilities
3. Need for baseline support regardless of student numbers
4. Challenge of a taxation model based on federal expenditure totals
5. UCSF is currently paying a large proportion (18%) of the systemwide assessment despite accounting for a small portion (5.5%) of the state funds and student fees
6. Many UCOP services are not applicable to UCSF programs
7. The existing Funding Streams allocation methodology hurts UCSF on an on-going basis

More information will be provided when available.

Old Business

None

New Business

None

Chair Marshall adjourned the meeting at 3:30 p.m.

Senate Staff:

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