



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

**MINUTES**

**Thursday, December 1, 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:** E. Harel, CIO, UCSF; D. Rusting, IT Security & Privacy Officer; S. Colorado-Calwell, Chancellor's Awards, EVXP Office; S. Glantz, Faculty Welfare Representative, Committee on Committees; and S. Kirrane, Family Services Manager, Campus Life Services

The Committee on Faculty Welfare (FW) was called to order by Chair Marshall on December 1, 2011 at 2:00 p.m. in room CL-222. A quorum was present.

The minutes of October 13, 2011 were approved. Faculty Welfare Representative to the Senate's Committee on Committees Stanton Glantz introduced himself; he attended the meeting to learn more about the committee, to assist in assigning new members to it for the 2012-2015 term.

**Chair's Report**

Chair Marshall reminded members about the new Patent Agreement Policy circulated for their signature.

Chair Marshall updated members on Systemwide issues:

**Health Compensation Plan**

Alta Bate Summit Hospitals and Sutter Medical Centers have agreed to join the Blue & Gold health plan. Coverage will reach farther; the Santa Cruz area will not be included in the coverage however.

UC will pick up 70% of health care costs. As such, the cost to employees will be less than anticipated. It's expected that part-time employees may get partial benefits. There is a plan in place for staff who go part-time, however nothing in place for faculty in a similar situation. At present, employees and staff at 50% time and up get full benefits. However, still being discussed is the proposal that those at 50% or under won't get benefits at all.

**Campus Audit**

Separately, an audit request has gone out and the Campus anticipates finding medical fraud claims, including those who are not eligible for coverage at all.

### Bridge Funding

Since the close of the last academic term, an additional \$100M has been located. There will be no additional cuts during the 2011-2012 fiscal year.

Separately, California Governor Brown has acknowledged that the State has a UCRP liability in regards to payment of retirement funds. This bodes well for UC employees statewide.

### APM 670 & 668 Update

UCSF faculty member Ellen Weber substituted for Chair Marshall at the recent the Systemwide Faculty Welfare Committee.

In that discussion around APM 670, issues were raised around questions of:

1. "In good standing" being connected to a faculty member's financial standing and their ability to bring in funding
2. Management of APUs through the APU Advisory Board
  - a. Appointment of people to that board seems to be arbitrary
  - b. Fifty percent of those appointed to that board are done so by the Dean.
  - c. Faculty Welfare members proposed that members of the APU Advisory Board should be representative and selected from the campus-at-large.

In the discussion on APM 668—which is an APM 670 look-alike for other professional campuses—most general campuses declined supporting it. Arguments against it included:

1. Generating outside income is separate from the mission of UC Campuses
2. Faculty using outside income to supplement their incomes could skew the opportunity for all faculty to get raises and erode salary equity at non-health science UC campuses.

### Presentation on IT Privacy – E. Harel, CIO, and D. Rusting, IT Security Officer

CIO E. Harel and IT Security Officer D. Rusting provided an overview on email privacy and security measures that surround it at UCSF.

Spam filters pull out about 90% of all emails sent to campus. For the Medical Center, PHI information is a little bit more difficult to filter. The combination within an email of both the UCSF patient number (MRN) with patient name will bounce the communication to the secure email portal—if the communication is being sent outside of the UCSF system. It will also send an automatic reply to the sender that they had used the incorrect format.

This policy may be developed for the full campus. ITS needs to determine however if this is desired by the campus.

Faculty Welfare committee members inquired about:

1. How to use the secure email portal.
  - a. Guest Rusting explained type: "secure:" into the subject line or "PHI" and it will automatically go to the secure portal.
2. Input provided by UCSF CIO to the Systemwide level committees.
  - a. Guest Harel confirmed that he serves on several Systemwide committees including one with his counterparts from all other UC campuses.
3. If there is anything new on the horizon that faculty should be aware of now, in re privacy matters
  - a. Guest Rusting said still in development are practices to assist each campus with new IT policies that are coming down from the UC Office of the President.

## Public Records Act and Requests for Public Records

Guests Harel and Rusting provided an overview on what constitutes a “public record” and the UCSF policies regarding it and requests for public records. The UCSF Legal Affairs website has information on [Public Record Act \(PRA\) Requests](#).

Anything you possess (electronic or hard copy) whether your property or you’re holding it for someone else is considered a “public record.” UCSF verifies if the information sought by the PRA requestor is scientific-related or of-a-personal nature.

Chair Marshall requested a broad educational effort be made that can create “Best Practices” around this topic. Guest Rusting advised that such a campaign around Security Awareness was in development.

## **Update on the Pilot Backup Dependent Care Program – S.Kirrane, Family Services Manager**

Family Services Manager S. Kirrane updated committee members on the [Pilot Backup Dependent Care Program](#) that was launched in June 2011. It didn’t reach its target number of participants for faculty, so the program was expanded to include residents and fellows. It is still being explored if this can be rolled out to staff as well.

Bright Horizons nationwide childcare provider is the UCSF partner in the program. There are numerous Bright Horizons centers such that enrollees can use the program even if they’re outside of the Bay Area. There are both Bright Horizon and other partner centers available for use.

In the Pilot, there were 130 enrollees. Combined there were 158 registrants (some enrollees have 2+ children or dependents).

- Each person paid \$125 annually to use the program. There is no age limit to the dependent but data to date shows that childcare is what is most widely being used.
- Most requests have been to Bright Horizon network centers.
- Most common reason for why backup care is being utilized is that the regular caregiver is unavailable or school isn’t in session.
- Use of the program is at 108% of anticipated use
- The first quarter’s customer serve satisfaction survey has been completed and scores are all high. Biggest complaint was that centers didn’t seem prepared to receive dependents when dropped off.

Challenges for the program are the annual funding needed. At present there is a \$30K funding gap.

Committee members advised that such information be included in the Open Enrollment period to all UCSF employees.

Chair Marshall suggested Faculty Welfare members draft a communication to recommend the UCSF model be modified to more closely reflect how the UC Berkeley campus handles backup dependent care. Committee members also proposed recommending that the UCSF Chancellor publicly endorses the program or that UC Systemwide adopt it, and assist in funding it.

Committee member Karliner advised that Systemwide already has a dependent care program it is rolling out in January 2012, although it is a much smaller model. That program, Sitter City, is facilitated through the Chancellor’s Advisory Committee on the Status of Women (CACSW) provides people with access to their portal and a “Craigs-list”-style of moderately screened care providers for children and pets.

Campus Life Services is meeting with CACSW in the coming months to allow for open-rolling enrollments for UCSF employees within the Sitter City program.

### **Chancellor's Awards Nominations – Suya Colorado-Caldwell, EVCP Office**

Suya Colorado-Caldwell encouraged members to nominate people for the Chancellor's Awards. Upcoming award deadlines include the Advancement of Women and separately, the Award for Public Service. She requested interested faculty review the [Committees and Awards](#) section of the Chancellor's website.

### **Old Business**

Analyst Cleaver will circulate via email the Library at Mission Bay Business Plan for committee members review. She will obtain verification from the Committee on Library and Scholarly Communication if any aspect of the plan has been implemented as of yet.

### **New Business**

Committee members asked about the pathway for assistance for faculty who become disabled. Analyst Cleaver will contact Human Resources to gather more information. The example cited by Faculty Welfare members needs to be determined if it's an exception or a standard practice.

Chair Marshall adjourned the meeting at 3:35 p.m.

Senate Staff:  
Alison Cleaver, Senior Analyst  
Alison.cleaver@ucsf.edu; 415/476-3808