COMMITTEE ON FACULTY WELFARE
Norman Oppenheimer, M.D., Chair

MINUTES
Meeting of November 6, 2001

PRESENT: N. Oppenheimer (Chair), P. Robertson, D. Perry, R. Binder, J. Barbaccia, S. Norberg, G. Gregory

ABSENT: S. Eisendrath, J. Howley, B. Newcomer

GUESTS: D. Dillon, Director, Academic Personnel

The meeting of the Committee on Faculty Welfare was called to order by Chair Oppenheimer on November 6, 2001 at 12:15 pm in Room S226. A quorum was present.

Chair’s Report

None.

Minutes

The minutes of the meeting of October 2, 2001 were approved unanimously.

Systemwide Report – Renee Binder, MD, Chair, University Committee on Faculty Welfare

*Insurance Available to UCSF Faculty:* R. Binder informed the Committee that the UC Office of the President has completed a survey to determine if UC's healthcare benefits are competitive when compared with benefits provided at other universities. UCOP will present the results of this survey to the system-wide committee in January.

*Proposed “Whistleblower” Policy:* The University-Wide Privilege and Tenure Committee and the University auditor submitted a proposed "whistleblower" policy for review by the system-wide Committee on Faculty Welfare. The Committee conducted a brief consideration of this proposal and will continue discussions at the next meeting.

*Disability Benefits Available to UCSF Faculty – Diane Dillon, Director, Academic Personnel*

Director of Academic Personnel, Diane Dillon, briefly summarized the extent of implementation of Compensation Plans across School of Medicine departments and highlighted the central debates surrounding disability coverage within these plans. She raised the following points:

- Compensation plans have been implemented by all but four departments in the School of Medicine. All departments will finalize compensation plans by the end of November.
• All compensation plans provide a minimum six-week period of short-term disability coverage.
• No compensation plan outlines provisions for coverage of successive illnesses or disabilities.
• There is no record of how many members of faculty are currently claiming long-term disability. Records are difficult to track centrally because they are maintained by individual departments. Therefore, there is no estimate of the cost to the University of long-term disability payments.
• Faculty are largely ill-informed regarding the disability benefits available to them. S. Norberg, Senior Benefits Counselor, informed the Committee that the Human Resources Department will work closely with individual Department representatives to ensure that they have all relevant, up-to-date information, and to encourage them to disseminate this information to their colleagues.

Committee members will use the information provided by D. Dillon to better inform colleagues of the disability coverage provided by individual compensation plans. The Committee requested that S. Norberg and D. Dillon work closely to determine how information can be effectively disseminated to faculty. S. Norberg will also work with E. Langdon-Gray, Senate Analyst to update and maintain the Committee page on the Academic Senate website (http://www.ucsf.edu/senate). This page will provide links to benefits information and basic advice on frequently asked questions relating to coverage. The Committee will continue to apprise itself of current information relating to benefits and disability coverage and will continue discussion of the issue at future meetings.

The meeting was adjourned at 1:00 p.m.