Chair Gregory called the meeting of the Committee of Faculty Welfare to order on Thursday, October 10, 2002 at 12:00 in Room S226. A quorum was present.

Chair’s Report

Chair Gregory informed the Committee that he attended the 1st Annual Academic Senate Leadership Retreat on Saturday, September 14th, 2002. The chairs of each of the UCSF Academic Senate committees were present at this retreat and Chair Gregory noted that a majority of attendees had expressed concern regarding faculty recruitment, retention and promotion. Many attendees emphasized the issue of housing in San Francisco as often being a determinant factor in the recruitment of faculty to the University. Chair Gregory requested that members of the Committee review the August, 2001 Report on Housing Assessment, Goals and Recommendations for Faculty, Residents and Clinical Fellows, Postdoctoral Scholars, and Postgraduate Researchers And Students produced by Campus Planning and the Chancellor’s Advisory Committee on Housing (attached). The Committee will discuss this report at its November 14th meeting.

Health Benefits Available to USCF Faculty – Sandra Norberg

Sandra Norberg gave a brief overview of recent developments regarding health benefits currently available to UCSF faculty. She made the following points:

- Open enrollment will begin on November 1, 2002. The UCSF Benefits Office will sponsor a number of informational meetings prior to Open Enrollment to help inform faculty and staff of recent changes to health coverage plans. Details of these meetings and changes to plans are available at: [http://www.ucop.edu/bencom/hw/hw.html](http://www.ucop.edu/bencom/hw/hw.html). Major changes to coverage include:
  - Defined contribution will be calculated according to salary; employees earning above $40,000 per annum will pay more than those earning below $40,000 per annum.
  - Aetna coverage will be replaced by Blue Cross.
• Rates for all plans have increased by 24%. UCSF will assume 2/3 of this cost. The consumer will assume 1/3.
• Prescription co-pay rates have increased for all plans.
• The University of California Office of the President is currently reviewing “consumer model” plans for future development. Discussion of this model will continue in the future.

Committee members directed several questions to Sandra and discussed several of the issues outlines above. The Committee agreed to continue discussion of health care benefits at future meetings and will strive to ensure that faculty are adequately informed of ongoing changes throughout the year.

The meeting adjourned at 1:00 p.m.

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