MINUTES
Meeting of February 18, 2004

PRESENT: B. Newcomer (Chair), B. Hoener (Vice Chair), D. Drasner, B. Ljung, A. Miller, G. Gregory, B. Siegel

ABSENT: J. Engstrom

The meeting of the Committee on Faculty Welfare was called to order by Chair Newcomer on Wednesday, February 18, 2004 at 3:05 p.m. in Room S-30. A quorum was present.

Announcements from the Chair

- The proposed mandatory 7% defined contribution plan for health sciences faculty will not be implemented at this time, and as such the Senate has withdrawn the request that the Faculty Welfare Committee vote on this issue.

- Chair Newcomer reported that the Coordinating Committee and Academic Planning and Budget Committee (APB) are discussing the report from the Task Force on Faculty Recruitment, Retention and Promotion, which indicates that approximately 40% of UCSF non-Senate faculty are doing the work of a Senate series, and should be considered for a change of series. APB is considering forming a subcommittee to discuss recommendations to remedy the situation. Faculty Welfare members expressed interest in participating in such a subcommittee. Senate staff will raise the issue with APB Chair David Gardner.

Housing Assistance Programs – Diane Dillon, Director of Academic Personnel

D. Dillon provided an overview of the housing assistance programs available at UCSF, including the Mortgage Origination Program (MOP), the Supplemental Home Loan Program (SHLP), and the Salary Differential Housing Allowance. All programs are available to Senate series faculty only.

The MOP funds come from the Office of the President discretionary fund, and distribution to campuses is based on FTE. At UCSF, 202 loans have been given out, for a total of $118 million since the program’s inception in 1984. MOP loans can be approved to $1 million, but the average amount given at UCSF is approximately $500,000 at a variable rate (currently 3.8%). MOP loans can be used for recruitment or retention purposes, and funding for about 10 loans is available annually at UCSF. This figure, if limited to Senate faculty, is approximately consistent with the number of “searched” positions annually. The Committee expressed concern that more attention should be given to recruiting clinical faculty and key staff, and that if MOP funds were available to such individuals, the ability to provide more than 10 loans annually would be necessary.
SHLP loans are made available by individual departments, with the funds coming from the departments at the discretion of the department and the Dean. UCSF has processed 87 SHLP loans with interest as low as 3.25%. SHLP loans are often given in combination with MOP loans.

The Salary Differential Housing Program is a grant program, also available at the discretion of individual departments, and with their financing. UCSF has processed 134 cash payments of up to $53,000 through this program. D. Dillon reported that this program has been used primarily for senior faculty recruitment to make up for cost-of-living differences. Junior faculty rarely participate in this program because of an inability to afford an initial down payment.

All loan programs can have individually negotiated terms relative to rates of pay back, including having several years of interest only payments. The Committee felt that this could offer some assistance to junior faculty, but noted again that junior faculty have not been utilizing these programs.

Committee members discussed the inequity between junior and senior and Senate and non-Senate faculty regarding availability of housing assistance, and proposed that a communication be drafted that would:

1. Request Regent approval of SHLP loans and Salary Differential Housing Program for all full time salaried faculty (Senate and non-Senate), with priority given to junior faculty.

2. Request that the $53,000 cap on the Salary Differential Housing Program grants be lifted, and that each campus be granted authority to make local decisions on grant amounts.

Senate staff will draft a letter to UCFW outlining these proposals before their March 12, 2004 meeting. Committee members requested that this communication, which should be copied to the Divisional Senate officers, underscore the importance of junior level faculty and indicate that non-Senate faculty should be considered for all programs for which Senate faculty qualify.

The Committee also requested Bruce Spaulding, Vice Chancellor for University Advancement and Planning, be invited to a future meeting to discuss plans for housing vis a vis the new campus at Mission Bay.

Report from Representative to University Committee on Faculty Welfare (UCFW) – George Gregory

G. Gregory reported on several issues, including:

- Consideration is still being given to the possibility that UC implement a defined contribution program for its employees rather than the current defined benefit program.

- Concern continues about proposed 40% increases in graduate school student fees. Discussions are occurring about decreasing the proposed graduate fees and increasing the proposed undergraduate fees or about increasing financial aid for graduate students.

- Another VERIP (Voluntary Early Retirement Incentive Program) is unlikely for the immediate future.

Chair Newcomer will attend the March 12, 2004 UCFW meeting for G. Gregory.

Old Business
The Committee is continuing to look at ways to ensure that faculty take advantage of all the benefits available to them. More information is desired on Human Resources’ plans for open enrollment advertising and information dissemination for the fall. Senate staff will query C. Broderick, and if necessary ask her or other staff to attend a future Faculty Welfare committee meeting.

New Business

None.

The meeting adjourned at 4:55 p.m.

Meeting Attendance Record

<table>
<thead>
<tr>
<th>MEMBERS</th>
<th>10-22-03</th>
<th>12-17-03</th>
<th>2-18-04</th>
<th>4-28-04</th>
<th>6-30-04</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bob Newcomer (N), Chair</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Betty-ann Hoener (P), Vice Chair</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kenneth Drasner (M)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Engstrom (M)</td>
<td>Absent</td>
<td>X</td>
<td>Absent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Britt-Marie Ljung (M)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arthur Miller (D)</td>
<td>X</td>
<td>Absent</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bryna Siegel (M) (Adjunct Rep.)</td>
<td>Absent</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>George Gregory (M), (UCFW Rep.)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Senate Staff:
Erica Jamin
Assistant Director
476-4245
ejamin@senate.ucsf.edu
www.ucsf.edu/senate