The meeting of the Committee on Faculty Welfare was called to order by Chair Newcomer on Wednesday, October 22, 2003 at 3:05 p.m. in Room S-30. A quorum was present.

**Introductions and Orientation**

At Chair Newcomer’s request, the Committee members introduced themselves and provided information about their department and school. Chair Newcomer then gave an overview of the work of the Committee, explaining that the Committee’s primary functions are: (1) to serve as a “watchdog” for issues involving faculty welfare on campus, for example, parking and transportation; (2) to educate the Committee members so they can continue serving effectively on this Committee; and (3) to respond to issues that come forward from the University Committee on Faculty Welfare (UCFW). This year, the meetings of the Committee on Faculty Welfare were scheduled to follow UCFW meetings so that information from UCFW can be timely received.

Academic Senate Analyst Melanie Fisch provided a brief overview of the materials in the orientation folders provided to the Committee by the Academic Senate Office, including member contact information, the Committee meeting schedule, the Committee bylaws and other bylaw information, information on Academic Senate officers, standing committees, and calendar of events, the definition of Senate membership, information on the campus review process for academic programs, academic units and research units, the Annual Report for 2002-03, Senate Office analyst assignments and staff contact information, and materials relating to UCSF Transportation Services studies.

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

G. Gregory reported on several issues raised at the October 17, 2003 UCFW meeting, including:

- **Investment and Retirement Issues.** In 2002-03, there was concern that faculty members would be required to begin contributing to the UC retirement system in 2003-04. At this point, because
the stock market has improved somewhat, it is expected that contributions will not be required immediately.

- **Lack of Salary Increases for Faculty.** Faculty should not anticipate receiving salary increases in 2003-04. In addition, faculty will pay more for health insurance, which has the net effect of decreasing faculty income. The University is considering various mechanisms to address this problem, including contributions to CAP.

- **National Laboratories.** The University is expected to bid for the contracts to operate the national laboratories. If the University does not succeed in retaining the contracts, employees of the laboratories who lose their employment would likely withdraw funds from the UC retirement system at the same time. It is unclear whether the University would be obligated to fund health care retirement benefits for former laboratory employees. These circumstances could have a substantial impact on the UC retirement plan.

- **UC Retirement Plan.** In 2002-03, two groups of faculty reviewed the UC retirement plan. The group led by Robert Anderson, a professor of economics at UC Berkeley, proposed a plan that among other things, would change the base salary which would be covered by the retirement plan. G. Gregory discussed this plan with outside consultants, who advised that the plan is not favorable to faculty at UCSF. The University of California Office of the President (UCOP) Benefits Office will forward the plan to all Chancellors and Deans. Since most of the medical center faculties in the University system are supported by funds generated at the campuses, for example, through grants and professional fees, these campuses are in a very different situation than most of the other campuses. G. Gregory is making strong efforts to have a reexamination of the proposed plan.

- **Venture Capital Issues.** The University made a substantial profit from its venture capital projects in 2002-03. However, since financial information about these ventures must now be disclosed, venture capitalists no longer wish to work with the University.

- **Budget Issues.** The University is currently anticipating that budget difficulties will continue for the next four to five years. The University faculty salaries will lag behind the “Comparison 10” universities by 7 to 10%. Important concerns include the lack of funding for the University’s libraries, and the University’s inability to accommodate more students, as it is required to do. In 2004-05, the State will not pay for the cost of increased student enrollments or for faculty salary increases.

- **Future Issues for UCFW Consideration.** In the future, UCFW will be considering parking issues, University sponsored housing loan programs and the faculty recall program.

**Report and Update on Parking and Transportation Issues – Jon Gledhill**

J. Gledhill introduced K. Cox, Associate Director of Parking and Transportation Services, to the Committee, and provided the Committee with an overview of the work of the UCSF Parking and Transportation Services. J. Gledhill explained that a Transportation Study (Study) was completed in 2001 by Wilbur Smith Associates, which had done a similar study for the City and County of San Francisco. The Study was prompted by the development of the Mission Bay campus, and examined parking resource and scarcity issues, as well as transportation operations. The Study included recommendations on the following:

- **Shuttle Funding.** Historically, shuttle services at UCSF have been funded by parking revenues. The UCSF Medical Center had not been paying for the full cost of their shuttle service use, and the Study recommended charging the Medical Center for its share of this cost. Last year, the
Medical Center paid its share. As a result, shuttle services were able to be implemented at Mission Bay, and parking rates were able to remain competitive.

- **Shuttle Services.** The Study reviewed each shuttle service unit and recommended discontinuing two units: the service between UCSF and UC Berkeley, and service on all routes between 1:00 a.m. and 5:00 a.m. The UCSF/UC Berkeley service was expensive and not widely used, and the route was well served by public transportation. The early morning service was initially established as a security shuttle, but it was rarely used. The savings achieved from discontinuing these units were used to support the remaining shuttle services.

- **Stop Warrants.** The Study reviewed the location of shuttle stops to ensure that stops occurred at locations that justified this service.

Currently, there are increasing needs for shuttle services, including at China Basin, Mission Bay and San Francisco General Hospital (SFGH). A Parking and Transportation Advisory Committee (PTAC) is being formed to assess whether increased shuttle services are needed and what level of funding will be feasible. Faculty Welfare Committee member G. Gregory has volunteered to serve on the PTAC, which also includes other Senate faculty representatives to ensure faculty input into these issues.

Parking and Transportation Services is also assessing issues relating to capital expenditures, such as the construction of parking structures. The last parking structure to be built at Parnassus is the Ambulatory Care Center (ACC) parking garage, built in the late 1960s. The capacity at Parnassus is 2,160 spaces, including the Millberry garage. Since the Mission Bay campus became operational, there has been less permit activity at the ACC garage.

Two parking structures, with a total capacity of 1,500 spaces, are being built at Mission Bay. The cost of construction is approximately $25,000 per space, and is financed by UCSF parking revenues. Although some faculty commute between Mission Bay and Parnassus by shuttle, most faculty commute by car. There is parking reciprocity for faculty between Mission Bay and Parnassus, and there is reciprocity with other campuses with the exception of Mt. Zion. Mission Bay has no parking restrictions; parking is available for faculty, students, or visitors. Currently there are extra spaces at Mission Bay due to the current level of demand. However, the capacity of the parking structures was based on anticipated “peak period” demands. Demand is expected to increase as the campus develops. Mission Bay will ultimately have two more parking structures, with a total of about 4,000 spaces.

Parking and Transportation Services also assessed the total parking resources available at Mt. Zion. UCSF owns a 150-space subterranean parking garage and a very small parking lot. Patient and staff demand has increased. Faculty and staff now generally use the subterranean lot, while patients generally park across the street in a privately-owned above-ground lot. Faculty with parking permits from Parnassus cannot use them at Mt. Zion, but parking permits from Mt. Zion can be used at Parnassus.

Parking fees are consistent among all of the UCSF campuses. All parking revenues are used to fund operating costs, shuttle costs, capital debt and equipment, including shuttle buses, which UCSF owns. UCSF shuttle riders do not pay to ride, and no revenue is generated from student fees. Reserves need to be built up to cover the cost of repairing older structures, such as the Millberry parking garage, which is 50 years old.

Parking and Transportation Services has been working with San Francisco Muni to develop a plan for UCSF riders to reach Laurel Heights. The #1 California bus runs along California Street from BART to Divisadero, but the standard bus ride takes too long to be workable for UCSF riders. When the bus returns from downtown to the City, it is usually empty. UCSF has asked Muni to allow UCSF riders to
use the empty buses to reach the Laurel Heights campus. Although discussions have been ongoing for some time, no agreement has been reached.

Report on Open Enrollment and Benefits Issues – Carol Broderick, Principal Benefits Coordinator and Pamela Hayes, Health Care Facilitator

C. Broderick reported on several issues relating to benefits at UCSF including:

- **Open Enrollment.** Open enrollment for 2004 is from November 1 through November 30, 2003. During this period, eligible UCSF faculty and staff can sign up for certain benefits or make changes to their enrollments or dependents in UC-sponsored insurance plans. There will be an Open Enrollment Carrier Fair on November 10, 2003 at Millberry Union Conference Center, from 8:00 a.m. to 1:00 for active members and from 1:00 p.m. to 3:30 p.m. for annuitant members. See Attachment 1. This year, for the first time, open enrollment to change health plans and certain other plans for active members can only be submitted online. There are kiosks at all campus sites which can be accessed by active members. Annuitant members must use the telephone service to make changes in enrollment. Hard copies of forms will not be accepted. See Attachment 1.

- **At Your Service Website.** This website, which may be found at [http://atyourservice.ucop.edu](http://atyourservice.ucop.edu) has a great deal of valuable information about each UCSF member’s account.

- **Health Plans.** For 2004, health care plan costs have increased 15 to 20%. A new, four-tiered rate structure, has been adopted to protect those UCSF members at the bottom of the salary scale from reducing or foregoing their health insurance benefits.

- **New Definity Health Plan.** This year a new health plan is being offered, known as Definity Health. Representatives from Definity Health will be at campus meetings in October and November 2003 to explain the plan. Meeting dates, times and locations are shown on Attachment 1.

- **Legal Plan.** For 2004, the legal services benefit plan is being offered by a new provider, known as ARAG. Enrollment for the legal services plan has been closed for the last few years, but enrollment is now open. For those who are already enrolled, the transition to the new plan will be seamless. Certain services are being expanded, including the ability to use Certified Public Accountants instead of lawyers for certain problems.

- **Medical Savings Account.** The medical savings account benefit is not widely used at UCSF. C. Broderick will provide the Committee with information about this plan.

P. Hayes reported on problems with health care providers or plans over the last year, which included:

- **Denials of Treatment.** Concerns have been expressed about denials of treatment from HMOs/Brown and Toland Medical Group when requested by UCSF providers. In addition, Faculty members that also serve as providers have expressed frustration at working with Brown and Toland. P. Hayes noted that Brown and Toland does not receive high ratings in patient satisfaction surveys. P. Hayes is working to improve relations and establish linkages with Brown and Toland in an effort to improve customer service and help employees understand their rights and responsibilities when seeking care through a Brown and Toland physician. P. Hayes will investigate who at UCSF manages the contract between the UCSF Medical group and Brown and Toland so that interested faculty members can explore provider issues further.

- **Providers Who No Longer Accept Medicare Patients.** Although some providers no longer accept Medicare patients, overall, UCSF annuitants have not reported problems with this issue. UC annuitants and their family members who turn age 65 and are eligible for Medicare Part A free of
charge are required by the University to enroll in Medicare Part B. In addition, annuitants that are enrolled in an HMO plan (HealthNet, Kaiser, PacifiCare and WHA) will need to enroll in Medicare coordinated HMO (HMO + Choice plan) and assign their Medicare benefits to the plan. In the case that the Medicare coordinated HMO is not contracted in the county where the annuitant resides, the member is given a period of initial eligibility to change to a new health plan. HMO plans typically require a member to select a primary care provider within 30 miles of their home address. This ensures that the member will have reasonable access to care.

- **Overview of Issues for the UCSF Health Care Facilitator Program.** The Health Care Facilitator Program helps members of UC-sponsored health care plans understand and obtain the full benefits and services available from the health plans. The Program supports approximately 16,770 enrollees, including UCSF active faculty, Medical Center employees, and staff, as well as annuitants. Although active faculty represent 14% of the enrollees, calls from faculty over the last seven months have averaged 23% of the calls received. Problems have been reported in three main areas: (1) access to care, including primary care providers/specialists and understanding the medical group referral/authorization process; (2) customer service issues, including billing problems; and (3) coverage questions. The Program aims to identify trends and systemwide approaches to solving these problems. The University Office of the President is working on a program that would allow all the UC campuses to collect the same data. The goal is to roll out the new program next year. For more information about the UCSF Health Care Facilitator Program, please see [http://ucsfhr.ucsf.edu/benefits/info.shtml?x=327](http://ucsfhr.ucsf.edu/benefits/info.shtml?x=327)

The meeting adjourned at 5:00 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></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Betty-ann Hoener (P), Vice Chair</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kenneth Drasner (M)</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Engstrom (M)</td>
<td>Absent</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Britt-Marie Ljung (M)</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arthur Miller (D)</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bryna Siegel (M) (Adjunct Rep.)</td>
<td>Absent</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>George Gregory (M), (UCFW Rep.)</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Senate Staff:
Melanie Fisch
Senate Analyst
mfisch@senate.ucsf.edu