COMMITTEE ON FACULTY WELFARE  
Bob Newcomer PhD, Chair  

MINUTES  
Meeting of December 17, 2003  

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

The meeting of the Committee on Faculty Welfare was called to order by Chair Newcomer on Wednesday, December 17, 2003 at 3:10 p.m. in Room S-30. A quorum was present.  

Announcements from the Chair  

- Diane Dillon, UCSF Director Academic Personnel in the Office of VC for Academic Affairs will make a presentation to the Committee at its February 2004 meeting to discuss the UCSF Home Loan Program.  
- Ruth Greenblatt, Vice Chair of the Chancellor’s Committee on Faculty Life will be unable to present the findings of the report and the Chancellor’s response located at http://chancellor.ucsf.edu/ as planned, but will do so at one of the regularly scheduled meetings in 2004.  

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

G. Gregory reported on several issues, including:  

- **Investment and Retirement Issues.** Consideration is still being given to the possibility that all UC employees may have to begin contributing to the UC retirement system.  
- **Recall of Retired Faculty to Teach.** UC is considering a proposal to hire back retired faculty to teach for a limited period of time (three years maximum) at a limited percentage of time – so as not to disrupt faculty retirement and Medicare benefits. This is in response to the pressure from the State Legislature to increase the number of students at UC.  

Defined Contribution Plan Proposal  

Chair Newcomer informed members that he had been in communications with staff at the Office of the President and VC Bainton’s office. Both offices had offered to participate in a Senate sponsored and organized Town Hall meeting to field questions and clarify misconceptions that many faculty have regarding the proposed 7% Defined Contribution Plan for UC Health Science faculty. Following lengthy discussion, the Committee concluded that the faculty would be best served if representatives from OP and VC Bainton’s office would provide a focused orientation to Department Chairs and Faculty Councils so that they would be able to field specific questions in the context of each Department’s potential liability and each School’s compensation plan. Chair Newcomer asked the
Academic Senate to communicate to VC Bainton’s Office and OP the Committee’s request that a focused training be organized for UCSF Department Chairs and Faculty Councils.

The Committee also discussed at length the implications of adopting any mandatory defined contribution plan. There was substantial concern that this might erode the historical reliance on a Defined Benefit system and would affect the ability to recruit and retain faculty and staff. A vote was not taken on the Committee’s position on the proposal as there were too many issues requiring further clarification from UCOP. G. Gregory indicated that he would follow this matter closely and report back to the Committee with any updates.

**Presentation on Report UCSF Health Care Reimbursement Account– Carol Broderick, Principal Benefits Coordinator**

C. Broderick provided an overview of the Health Care Reimbursement Account program, for the Committee, indicating that the program is open to all UC employees – but only available at open enrollment or when newly hired. The maximum amount of pre-tax dollars that can be set aside for health care is $5,000 per year. The program can be used to cover expected/anticipated health care costs that will occur during the year in which the money is set aside. The program reimburses the employee for costs related to medical, dental, vision, mental health and over the counter medications which are not reimbursed by insurance. C. Broderick pointed out that it is important to estimate anticipated expenses accurately because any monies which have been set aside into this account and are not incurred by the end of the year are forfeited. Additional information can be obtained by logging into the UCOP website – UC at your Service [http://atyourservice.ucop.edu/](http://atyourservice.ucop.edu/) - Your Benefits Online and linking to the SHPS, Inc or logging onto the SHPS, Inc website directly at [http://www.shps.net/myshps](http://www.shps.net/myshps).

The meeting adjourned at 5:00 p.m.

### Meeting Attendance Record

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<th>MEMBERS</th>
<th>10-22-03</th>
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<td>Betty-ann Hoener (P), Vice Chair</td>
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<td>Kenneth Drasner (M)</td>
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<td>John Engstrom (M)</td>
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<td>Britt-Marie Ljung (M)</td>
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<td>Arthur Miller (D)</td>
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<td>Bryna Siegel (M) (Adjunct Rep.)</td>
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<td>George Gregory (M), (UCFW Rep.)</td>
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