Committee on Faculty Welfare  
Jacque L. Duncan, M.D., Chair

Minutes  
Thursday, February 11, 2009

Present: Chair Jacque Duncan, Vice-Chair Susanne Mueller, Pam Bellefeuille, Paul Green, Don Kishi, Ernest Newbrun, Professor Emeritus, Jean Ann Seago

Excused: Abe Rudolph

Absent: Carolyn Calfee, Maria Orellana

Permanent Guest: Pamela Hayes, UCSF Human Resources

Chair Duncan called the meeting to order at 2:05 pm. The Minutes from the December 10, 2009 meeting were approved.

Chair's Report

Post Employment Benefits

Interim Provost and Executive Vice President for Academic Affairs Lawrence Pitts, M.D. attended the Executive Committee on February 1, 2010 to discuss concerns regarding the future of UC Post Employment Benefits (PEB). At the center of the discussion was a letter dated January 8, 2010 [link to the letter](http://senate.ucsf.edu/2009-2010/ucpeb-12-08-09-postemploymentbenefits.pdf) from Chair Elena Fuentes-Afflick to Interim Provost Pitts requesting his response to questions from the Academic Senate as well as questions submitted to the Post Employment Benefits Task Force Chair, Randy Scott. While there were many questions, the discussion was limited.

There is concern regarding the factors being used to determine future changes to PEB and whether the decisions were being made without shared governance. A request was made that not only the decisions, but also the reasons for the decisions, be made known to the faculty.

Another round of listening sessions on post-employment benefits will be held in April 2010. Any announcement on changes will be made in July 2010 after the California state budget has been ratified. Additional information about the UC System Task Force in the Future of UC Post-Employment Benefits may be found on the following website: [link](http://senate.ucsf.edu/0-currentissues/ucpostemploymentbenefits.html)

ACTION: Jean Ann Seago, Representative to the UCFW and Pamela Hayes, UCSF Human Resources, will keep the committee informed of any new information on this issue.
Campus Wellness Initiative

Don Kishi, a member of the Campus Community Center Advisory Committee (CCCAC) announced the launch of the UCSF Wellness website that provides links and information to the campus about wellness resources and activities. Tracy Gearlds, director of Programs and Services at Campus Life Services will present the comprehensive programs and resources available to the campus that is designed to promote mental, physical, social and cultural balance at UCSF at the April 8, 2010 Faculty Welfare Committee meeting. Additional information in the wellness program can be found at http://livingwell.ucsf.edu/.

Old Business

Parking and Transportation
The opening of the Kirkham Childcare Center has caused a parking issue with the reallocation of 16 parking spaces, twelve to childcare drop-offs and four to comply with ADA requirements. There is also an issue of University shuttle buses parking in this area during their down-time.
ACTION: Paul Green will contact the Office of Parking and Transportation to relay these concerns.

New Business

Academic Service – 80% Time Option
The Committee on Faculty Welfare discussed the issue of faculty whose requests to decrease their appointment from full-time to 80% time are denied.

After reviewing APM 220, the committee had questions on the chain of command in the review process and faculty’s course of action if their request is denied and whether there is there a list of criteria by which the requests are reviewed.

The committee would like to review the following data:

- number of faculty who have moved to a less-than-full-time appointment in the last 5 years,
- purpose of the request,
- gender
- number of requests that were denied.

ACTION: Contact Cynthia Leathers, Director of Academic Personnel, to request any information that will assist the committee in determining the procedure by which requests for decreased time are reviewed and the chain of command for this process.

There being no additional items, the meeting was adjourned at 3:35.
### ATTENDANCE:

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<th>Oct. 9, 2009</th>
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<th>Feb. 11, 2010</th>
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X – In attendance  
EX - RSVP – Excused  
A - Absent

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Senate Staff:  
Kathleen Dargan, Analyst  
476-1308,  
kdargan@senate.ucsf.edu