Committee on Faculty Welfare
Grayson W. (Bill) Marshall, DDS, PhD, MPH, Chair

MINUTES
Thursday, February 2, 2012

PRESENT:  G. Marshall (Chair), P. Green (Vice Chair), C. Calfee, C. Cheng, M. Dall’Era, L. Karliner, O. Plesh, S. Roy, A. Rudolph, L. Thompson

ABSENT:  P. Bellefeuille, B. Lin (Clinical Representative), J. Sevelius (Adjunct Representative)

GUESTS:  P. Hayes, Benefits, Human Resources Specialties Group, and J. Rosen, Disability Manager, Human Resources Specialties Group

The Committee on Faculty Welfare (FW) was called to order by Chair Marshall on February 1, 2012 at 2:00 p.m. in room U-506. A quorum was present. The minutes of December 1, 2011 were approved with minor editorial edits.

Chair’s Report

Chair Marshall discussed Systemwide Faculty Welfare issues:

1. In 2024, a smoking and tobacco-ban goes into effect on all UC-owned property. Employees or visitors won’t be able to smoke out by their car if its on UC property.

2. Charges were brought by Los Angeles District Attorney’s Office against a UCLA faculty member and the UC System itself. A lab technician, two years ago, was killed in an accidental explosion.

   a. However what the filing revealed was that UC Systemwide has the option to defend faculty in criminal cases – it does defend in civil cases – but its unclear if the faculty member has coverage in this particular matter.

   b. A secondary issue arose for cases involving whistleblowers (against UC Systemwide). It is undetermined at this point whether or not the UC System would cover expenses of whistleblowers.

   c. Unilaterally, no legal expenses are paid in faculty Privilege & Tenure matters (faculty grievances).

   d. There will be additional trainings for faculty around these issues.

      i. UCFW has heard from Compliance Office and has repeatedly complained about the volume and lack of lag time for trainings.

3. The State of California has contributed $90M to UCRP. This hasn’t been annualized as of yet.

4. A Health Care Task Force has been developed to maintain the UCSF contribution at the 2011-2012 levels, rather than the anticipated 8% annual increase. Ideas include making Kaiser the standard program for employees, rather than Blue & Gold or using the UC medical centers as the primary provider.
a. New combined contribution plans are also being discussed by UCFW. UCFW would like to know if support for families is as important as salary increases to faculty, clearly a tough question.

A Feasibility Study is also being conducted. As not all medical center staff want to be in the UCRP plan, UC medical centers would have to make additional contributions to offset the UCRP contributions that would be lost.

**Benefits Presentation – Pamela Hayes, Benefits Representative, Campus HR**

Pamela Hayes, Benefits Representative, Campus HR provided an overview of benefits for faculty.

At present, when faculty join UCSF, they don't receive a comprehensive benefits overview. With some of the OE changes, a one-hour overview webinar is being developed for faculty. This would be separate from the September Welcome Week event and is proposed to occur twice a month to accommodate faculty hires throughout the year.

Committee members recommended:

1. This information be shared with faculty member in advance of their arriving – or even accepting their faculty offer.
2. Members also asked for an explanation of faculty housing assistance; while this latter item isn't handled by benefits directly - Pamela Hayes will route to the right group within HR to be added to the Benefits website.
3. A single sign-on location within the Benefits website, and within that a clear step-by-step instruction list for new hires/potential hires.
   a. If a short instructional video were included along with the step-by-step instructions it might be most beneficial.
   b. If faculty choose to opt-out of a particular benefit, it should be clearly communicated to them that particular benefits—once declined—can never be restored in the future.
      i. Examples of this include use of UC legal services and Disability Insurance.
   c. Of crucial importance is having a Benefits representative available to discuss options with.
      i. Pamela Hayes advised that everyone has access to a Health Care Facilitator who can do so – however most faculty were unaware of this.

UCSF FW Committee will work with the Health Care Facilitators group to further expand faculty knowledge of this option.

**Presentation on Disability Management Program – Judy Rosen, Disability Manager, Human Resources Specialties Group**

Members discussed with Judy Rosen, UCSF Disability Manager, ways to communicate to faculty as a whole the fact that this service exists. Staff is aware of it, however, faculty often do not discover it until long past when they need it.

Committee members recommended a website link from Academic Affairs and each School back to the Disability Management webpage be created.

They also advised including this information in with the Benefits overview new faculty receive when joining UCSF. They also recommended the creation of a Disability Handbook specific to Faculty.
Update on Academic Senate Membership Task Force

Committee Vice Chair Green updated members on that status of the Task Force.

Most recently, after discussion with Campus Counsel, it appears that UCSF can define what it considers “Senate faculty.” Following on that, the campus is poised to enact within the next month the admission of Health Sciences Clinical and Adjunct series faculty (full-time and Associate-level or higher) into the Academic Senate.

The impact of this decision on the Systemwide Academic Senate committees has yet to be seen. Of particular interest is whether Systemwide Senate committees would recognize a UCSF Senate committee Chair if that faculty member were Systemwide non-Senate but UCSF Senate member.

Vice Chair Green will update committee members on progress as information becomes available.

Old Business

Chair Marshall advised Faculty Welfare members and he and Vice Chair Green will draft a communication to recommend the UCSF Back-up Dependent Care model be modified to more closely reflect how the UC Berkeley campus handles it. Within that Communication will be the further request to support both the Backup Dependent Care program and the new Sitter City program.

Committee members also proposed recommending that the UCSF Chancellor publicly endorse the program or that UC Systemwide adopt it, and assist in funding it.

New Business

Members discussed the Chancellor's idea of making UCSF more independent. As more information becomes available, the Senate will pass it along.

Members asked about the UC Patent Agreement and what happens if you don't sign it. Chair Marshall advised that being considered are both sanctions and no C&G grant can be submitted until it's signed. This however is just at the idea stage and not something being implemented Systemwide as of yet.

Chair Marshall adjourned the meeting at 3:40 p.m.

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