Committee on Faculty Welfare  
Paul Green, PhD, Chair

MINUTES  
Thursday, February 6, 2014

PRESENT: P. Green (Chair), M. Dall’Era, E. Epel, M. Grumbach, L. Karliner, M. Newlon, T. Lowe, O. Plesh, S. Roy, L. Thompson

ABSENT: R. Rehm, B. Lin (Clinical Representative)

GUESTS: N. Mia, Director, Costing Policy & Recharge Operations, Budget & Resource Management

The Committee on Faculty Welfare (FW) was called to order by Chair Green on February 6, 2014 at 2:00 p.m. in room U 506. A quorum was present.

The minutes of December 5, 2013 were approved with edits.

Chair’s Report
Chair Green gave an update on issues affecting faculty throughout campus.

Chancellor’s Search Committee
FWC members asked if the Chancellor’s departure will impact philanthropy. Initial appearance is that philanthropy won’t be affected. Chancellor Desmond-Hellman is in fact requesting potential donors give sooner rather than after her departure. Many have responded positively to her request and donated early.

Chair Green asked FWC members what was important to them in a new Chancellor. Items mentioned included:

1. Background in academia and clinical experience  
2. Diversity in leadership, be it ethnicity or gender  
3. Fostering entrepreneurial spirit  
4. Having and being able to articulate a clear vision of UCSF now and in the future  
5. Strength in driving philanthropy

Changes in the Gift & Endowment Tax Assessment
Chair Green provided an overview of the proposed changes. Administration is slated to cover the extra cost if other sources aren’t available. Campus leadership is absorbing the extra funds into the Chancellor’s Office General Fund.

FWC members expressed strong reservation on the proposed retroactive nature of the change in tax percentages on endowments. FWC member Newlon raised the fact that at SOD, where the tax percentage on clinics was raised from five percent to twenty percent, faculty were unable to make their comp plans due to this change. It has resulted in many SOD faculty departing UCSF.

FWC Member Roy will draft a Communication to UCSF Academic Senate Chair Chehab summarizing FWC’s position on the topic. It will be circulated for members’ review at a later date.
Faculty Climate Survey Results
Current results show issues with faculty representation especially of Latinos and African-Americans. FWC member Lowe also advised that initial findings related to salary equity issues are forthcoming from the Salary Equity Committee. Results of the climate survey are forthcoming as of March 2014.

MBC Building
A post-move-in survey will be conducted of all occupants. That survey will be accomplished some time over the next five years.

Space Plan
Chair Green advised that the proposed plan to value space based on the amount of funding a faculty brings in is being re-examined and it will be put on hold for now, per Executive Vice Chancellor Bluestone.

Employee Wellness Toolkit for Managers
Leanne Jensen, Wellness Manager, Campus Life Services presented on the new program being rolled out on campus. There will also be a Step It Up Challenge as a way to build up the habit of staying active. That challenge will run from March 3, 2014 through to March 31, 2014. She encouraged FWC members to inform their colleagues and staff of the program.

Presentation on Composite Benefits (Attachment 2)
Nilo Mia, Director, Costing Policy & Recharge Operations, Budget & Resource Management, provided an overview of composite benefit rates. The Budget & Resource Management Office is in the process of finalizing the campus’s federal rate. They won’t know the final timeline until March 2014.

The new HR/Payroll System (UC Path) requires composite rates. It reduces workload when transferring compensation expenses among fund sources. It simplifies and improves the planning processes, and eliminates variation in department costs due to employee benefit selections. It’s goal and outcome is to provide consistency between both budget and actual charges.

The disadvantages to composite rates include:

1. Change from the current practices where benefits are charged per pay type eligibility
2. Fund sources will offset each other
3. IT modifications identified to mitigate positive or negative changes may prove costly to implement

FWC members requested Nilo Mia return to the committee in late spring 2014 to early fall 2014 to receive additional feedback.

Old Business
None

New Business
None

Chair Green adjourned the meeting at 3:30pm