Committee on Faculty Welfare
Paul Green, PhD, Chair

MINUTES
Thursday, October 3, 2013

PRESENT: P. Green (Chair), L. Karliner (Vice Chair), P. Bellefeuille, M. Dall’Era, T. Lowe, O. Plesh, R. Rehm, S. Roy, L. Thompson

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

GUESTS: Joe Bengfort, CIO, and Shari Dworkin, Chair, SON Faculty Council

The Committee on Faculty Welfare (FW) was called to order by Chair Green on October 3, 2013 at 2:00 p.m. in room U 506. A quorum was present.

The minutes of April 4, 2013 were approved. Introductions were made.

Chair’s Report
Chair Green went over the charge to the committee. He reminded members that professional research staff and students are included in the “faculty welfare” charge.

Chair Green advised that the update/maintenance of the Faculty Handbook now fall under the purview of this committee. It was recently revised by Analyst Cleaver. The next review is slated for summer 2014. Analyst Cleaver will circulate a link to the current Faculty Handbook to FWC members.

Faculty Exit Survey
Chair Green advised that there’s not enough data at this time to provide a report. Only 150 faculty have left and of those, only about eighty have filled out the survey; provided information is anecdotal but consistent that junior faculty left in part due to lack of support.

UFW Matters
FW Vice Chair Karliner and UFW Representative advised on the impending insurance plan changes. Vice Chair Karliner advised that there’s a Town Hall on October 24 during lunch hour to discuss Open Enrollment changes. There will also be help desks throughout campus to provide assistance for those who need to change.

Other Matters
UCSF was asked to develop a Faculty Equity Survey as part of a Systemwide survey. At present they need to develop the campuswide metrics for such a survey. FW member Lowe is the representative on that committee. Dates for meetings are still in development.

Additional topics to explore throughout 2013-2014 include:
1. Space Utilization Plan
2. Educational Issues, including online education
3. Campus Infrastructure Changes (IT, HR/AP, finance, research administration)
Campuswide IT Changes
CIO Bengfort has previously been CIO in the Medical Center. FW members did introductions and Chair Green went over the foci of the committee. CIO Bengfort provided an overview of the forthcoming changes (Attachment 2)

Cost of desktop support is to remain $50-60 a month even if people don't use the support. CIO Bengfort asked "What is the check on the rising cost of IT?" – that's something that must be determined by campus at large, not by the ITS.

For more information please review Attachment 2.

19900 Fund Information
Chair Green gave an overview of the issue. Those faculty with a salary shortfall were asked to make up the shortfall themselves. Departments were going to cover this. They've done so but it has depleted discretionary salary and they've nothing left. They in turn want faculty to increase their grant funding.

The shortfall affects the Y factor (it's a 23 percent difference between state funds and university salary). This impacts benefits largely. It also affects faculty ability to hire a grant writer or other things.

The next logical step might be that faculty have their base salary cut. No known faculty have had this done yet but it can easily be seen as a next step.

Chair Green offered to have the Faculty Councils address this, however inquiries to SOMFC didn't get a strong response. Guest Dworkin, who serves as Chair of SON Faculty Council, requested that FWC tackle it. Yet FWC doesn't have the authority or purview to tackle this, while the Councils do.

Chair Green and Vice Chair Karliner set up a meeting have requested that Teresa Constantikis discuss and present on this issue at the December 3 FWC meeting.

UCFW Rep Karliner will discuss this with the Systemwide Committee also.

Old Business
Analyst Cleaver encouraged FWC members to review the annual report from 2012-2013.

New Business
None

Chair Green adjourned the meeting at 3:35pm