MINUTES
Thursday, December 5, 2013

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

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


The Committee on Faculty Welfare (FW) was called to order by Chair Green on December 5, 2013 at 2:00 p.m. in room U 506. A quorum was present.

The minutes of October 3, 2013 were approved.

Chair’s Report
Chair Green gave an update on UC President Napolitano’s visit. Her foci are:

- transfer students
- freeze tuition rates
- sustainability (carbon neutrality by 2025)
- technology transfer

The campus is exploring more creative ways of raising funds. One of the ideas being considered are charging faculty each time they apply for a grant. However the issue of academic freedom arises if faculty are prevented from applying for grants – or denied support for such applications. SOM would take the biggest hit on this idea if it’s developed into an actual practice.

Separately, the campus is trying to raise indirect cost rates to be equal to Stanford. However this will take a while.

The retrofit planning for UCH/CSUB is ongoing. It’ll be a mix of open space and small offices. By 2030, there will be an additional 240 faculty/staff, that need to be fit in somewhere.

Insurance Plan Changes
Chair Green updated committee members on developments at UCFW on changes to insurance plans. If people have recognized they’ve made an error, they can go back and make changes after the deadline if needed. There are some ongoing issues with blood glucose monitoring and prosthetics not been covered by the new plans. This is still being explored. At present changes have produced skyrocketing prices in these areas – the goal is to reduce it back to the original prices.
Proposed Bylaw Changes
Members discussed the proposed bylaw changes. They added back in “professional staff” as one of the groups whose interests the committee represents. They also added the word “academic” to professional academic research staff. They further edited the section regarding The Faculty Handbook to state that committee members commented on revisions rather than conducted the revisions themselves.

Analyst Cleaver will shepherd the proposed bylaw changes up to the Rules & Jurisdiction Committee for their review and approval.

19900 Funds and Shortfalls for Faculty Salaries
Teresa Costantinidis, Associate Chancellor, Budget/Resource Management gave an overview on the flow of 19900 funds at UCSF into/out of the Core Financial Plan funds pool.

FW members asked about APM 190F. UCOP agrees with it in spirit, but cannot financially support the seven to fifteen percent as listed in the APM. APM 190F was intended to protect faculty from being hired then not funded. It wasn’t meant to guarantee funding/salaries.

Staff Engagement Survey and Relevance for Faculty
Sausan Fahmy, CLO, Learning & Development Office provided an overview of the survey results and how they impact faculty who supervise staff.

FW members noted that most faculty had never received training on how to manage staff. Sausan further advised that faculty development courses are run by Cynthia Leathers in the Academic Affairs Office. These courses provide training in faculty-to-staff and faculty-to-faculty managing.

Old Business
None

New Business
None

Chair Green adjourned the meeting at 3:39pm

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