



Committee on Faculty Welfare

Annual Report 2001-2002

Norman Oppenheimer, PhD
Chair

During the 2001-2002 academic year the Committee on Faculty Welfare enjoyed a productive year during which it met nine times, with a quorum present at each meeting. The Committee's work was augmented by the use of electronic communications to gather data and facilitate communication among Committee members.

Issues reviewed and acted on by the Committee included:

- System-wide faculty welfare and health care issues.
- Current housing problems.
- Disability and mental health benefits for UCSF faculty.
- Health care coverage for UCSF faculty.
- Parking and transportation.

Systemwide Issues

In 2001-02, R. Binder was Chair of the University Faculty Welfare Committee and Dr. Binder, along with G. Gregory (Divisional Committee Vice-Chair) served as Systemwide Faculty Welfare Committee representatives from UCSF. A number of important issues concerning faculty welfare were discussed at the University-wide meetings which took place throughout the academic year. These topics were then reported to the membership:

Retirement Benefits: The UC Office of the President engaged William M. Mercer to conduct a retirement survey to determine if UC's retirement benefits were competitive for health sciences faculty in the compensation plan. The study noted that retirement benefits offered at UC health science campuses are less extensive than those offered by other universities.

The Office of the President has created a System Wide Health Sciences Retirement Task Force to recommend improvements to retirement benefits for the faculty at the five UC health sciences campuses. UCSF was represented on this Task Force by Professors Lawrence Pitts (Neurosurgery) and Warren Gold (Medicine) as well as Jackie Boyden, Vice-Dean of Administration in the School of Medicine. The Report and the announcement of the Task Force are available at the following website:

www.ucop.edu/acadadv/acadpers/taskforce.html



The University Faculty Welfare Committee will continue to follow current issues relating to retirement benefits for UC faculty. The Committee recognized that the implementation of phased retirement may represent an opportunity to reduce personnel costs in the future, in light of projected State budget cuts and a faltering economy. Such a plan, however, may not provide sufficient relief from an acute shortfall because the maximum benefit takes five years to be realized. The Committee will continue informal discussions of phased retirement but will make no recommendation until a formal proposal is submitted to the Committee for review.

Healthcare Insurance: The Committee has considered many issues related to the increasing difficulty of the University to provide adequate low cost health care insurance to faculty and staff. Few insurance providers are willing to contract with the UC system because of its size. Additionally, minor errors in estimation of health care use by UC subscribers can potentially have a major financial impact on insurance providers and the risk (by insurance providers) is often deemed excessive. UC is currently accepting bids for insurance coverage for the entire UC system and these bids are under review by the University Faculty Welfare Committee.

Campus-Wide Issues

HealthCare Coverage

The issue of faculty health care coverage was discussed at length by both the Divisional and University Faculty Welfare Committees.

The Committee discussed problems related to UCSF Faculty use of the UC Care health plan (negotiated with Brown & Toland Medical Group <http://www.browntoland.com/>) Many faculty subscribers do not have access to UCSF providers under this plan. The Committee acknowledged that UCSF physicians are increasingly reluctant to accept UC Care patients due to the inadequate reimbursement rates by Brown & Toland. As a result, in the past year over 4,000 UCSF faculty and dependents have lost their primary care physicians, as many UCSF and other providers opt to accept "fee for service" patients rather than those patients covered by UC Care.

In response to numerous email messages to the Committee from faculty who have expressed concern about the difficulty of healthcare access, the Committee invited Associate Chief Medical Officer, Tom McAfee, MD to the meeting of March 5, 2002 to discuss health care plans currently available to UCSF faculty. Following an extensive and informative presentation and discussion. The Committee agreed to continue consideration of health care coverage issues in the upcoming academic year.



Parking and Transportation

The Committee devoted time during several meetings to consider parking and transportation issues. The Committee considered the Transportation Study Review submitted to the Committee by John Gledhill, Head of UCSF Parking and Transportation Services.

UCSF Transportation Services and Operations Study

In 2000, the UCSF campus embarked on a study of all of its parking and transportation programs in an effort to review existing programs in concert with a Housing Study that was concurrently progressing. This approach was taken because housing, parking and transportation services are considered to be significantly linked.

An outside consulting firm, Wilber Smith Associates, was selected to perform the study and their charge was as follows:

- To maximize full campus shuttle services
- Optimize the balance of existing and future parking resources with parking demand

The campus identified goals for parking and transportation services and operations as follows:

Goal 1 - Maximize transportation cost-effectiveness and efficiency.

Goal 2 - Maximize customer satisfaction.

Goal 3 - Support and emphasize the Campus and City "Transit First" policy.

Goal 4 - Identify and pursue creative funding solutions.

The study divided its recommendations into four categories:

- 1.) Funding
- 2.) Shuttle Bus Services
- 3.) Parking Supply Management
- 4.) Transit/Alternate Travel Modes

This study was overseen and reviewed by the UCSF Parking & Transportation Advisory Committee which included broad representation from all campus sectors, including all Schools, Campus Planning, Budget Office, Student Affairs, the Medical Center, and School of Medicine representatives from SFGH.



During a presentation to the Committee on January 8, 2002, J. Gledhill informed the Committee that:

- UCSF parking and transportation policy respects and incorporates the “Transit First” policy of the City of San Francisco. The “Transit First” Policy discourages the use of single occupancy vehicles and strongly encourages the use of alternative means of transport.
- The operating budget for the UCSF Shuttle Services is entirely derived from funds generated by UCSF parking fees.
- The Transportation Study Review recommends the discontinuation of services to UC Berkeley and “on demand” evening services. These cuts would represent a combined savings of \$208,000/year, which could be used to finance new services proposed for the Mission Bay site.
- Parking fees at UCSF are increased 4% annually.
- Parking rates are lower at UCSF than at most Bay Area parking lots and at UCSF are determined solely by the needs to cover operating costs and pay for subsidized services.
- Public transit passes for purchase with pre-tax dollars will be available to UCSF staff and faculty in late March/early April, 2002.
- Vanpool services continue to operate successfully and cost-effectively.

The Committee expressed concern that the Transportation Study did not include discussion of the community impact of UCSF transportation policies. Members believe also that the review should more adequately reflect the need to subsidize patient parking and to reinvest the revenue generated by parking into the development and maintenance of additional parking facilities. Members of the Committee emphasized the importance of parking as an incentive in the recruitment and retention of both faculty and staff .

Disability Benefits

At the meeting of November 6, 2001, Diane Dillon, Director of Academic Personnel in the Office of the Vice Chancellor for Academic Affairs summarized the implementation of Compensation Plans within School of Medicine Departments and highlighted the central debates taking place relative to disability coverage within these plans:

- All compensation plans provide a minimum six-week period of short-term disability coverage.
- No compensation plan outlines provisions for coverage of successive illnesses or disabilities.
- There is no record of how many members of the faculty are currently claiming long-term disability. Records are difficult to track centrally because they are



- maintained by individual departments. Therefore, there is no estimate of the cost to the University for long-term disability payments.
- Generally, Faculty have not been well informed regarding the disability benefits available to them.

A Health Care Facilitator joined UCSF this year to provide "ombudsman" type services to faculty and staff who might need assistance interacting with UC provided insurance coverage. Services to be provided include: impartial advice and analysis regarding existing healthcare coverage and advocacy for faculty and staff when dealing with insurance providers. Joseph Barbaccia will serve as the liaison from the Faculty Welfare Committee with this facilitator.

Bylaws

The Committee reviewed revised committee bylaws as conveyed by the Academic Senate Committee on Rules and Jurisdiction and recommended the following changes:

- Removal of the phrase "intra-group relationships".
- Editing of Section B, Paragraph 2, to read:
"2. To consider matters, initiated with or referred to it, which concern the Division as regards housing, parking, health, child care, retirement benefits, and the general welfare of the faculty, professional research staff, and students of the San Francisco Campus."

Issues for Academic Year 2002-2003

- *Housing* – Housing continues to be of critical importance in the recruitment and retention of both faculty and staff. The lack of affordable housing in the Bay Area represents an ongoing crisis for UCSF and for many campuses within the UC system. The Committee will continue to apprise itself of critical information regarding the development of housing opportunities, especially at the growing Mission Bay site. This issue will continue to be a priority for the Committee's agenda in the 2002-2003 academic year.
- *Disability* – There has been an effort over the past two years on this campus to finalize the establishment and notice to all faculty of a standard term of six weeks of guaranteed paid disability for all faculty. There is a continued need to disseminate information to faculty about this benefit and the Committee will work with departments and Human Resources to ensure that this information is successfully transmitted to all faculty by 2002-2003.



- *HealthCare Coverage* – Health care coverage for faculty members will continue to be a central issue for the Committee in light of proposals to dramatically increase premiums for UC Care. Proposals are now being considered to potentially increase co-payments in order to offset the increase in monthly costs to UC Care or to use another source of funds to offset this anticipated cost increase. No course of action has yet been taken and the Committee will remain involved in the review of these potential cost increases.
- *Chancellor’s Report on Faculty Life* - The Committee reviewed the Executive summary of this report and discussed future consideration of the issues raised. The Committee agreed to postpone further discussion of the report until Fall 2002.
- *Allocation of Resources* - The Committee will work extensively with the Committee on Educational Policy to monitor and improve the allocation of educational resources. Goals for implementation of improvements were discussed and finalized at the *Educational Policy Symposium of Leaders* held on Tuesday, May 21, 2002. Further information about this Symposium may be obtained from the Office of the Academic Senate.
- *Long Range Development Plan* – The Committee anticipates that the development of Mission Bay and the possible relocation of hospital services will have a significant impact on faculty welfare. The Committee will work closely with other standing committees of the Academic Senate and with the Chancellor’s Advisory Committee on the 2002 LRDP Amendment on the Long Range Develop Plan. The Committee plans to take a proactive role on all issues within the Plan which affect faculty welfare, particularly those affecting housing and parking.

Respectfully submitted,

Committee on Faculty Welfare

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