



Committee on Faculty Welfare

Annual Report 2002-2003

George Gregory, MD
Chair

During the 2002-2003 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. George Gregory, MD represented the Committee on the State Wide Academic Senate Committee on Faculty Welfare (UCFW).

Issues reviewed and acted on by the Committee included:

- System-wide faculty welfare and health care issues
- Current housing problems
- Health care coverage for UCSF faculty
- Phased Retirement and Phased Employment

Faculty Housing at UCSF

Lori Yamauchi, Vice-Chancellor for Campus Planning, attended the Committee meeting of December 2, 2002 to discuss the August 2001 *Report to the Chancellor on Housing Assessment: Goals and Recommendations for Faculty, Residents and Clinical Fellows, Postdoctoral Scholars and Postgraduate Researchers and Students* (Appendix 1). Discussion at this meeting focused on faculty assistance programs to facilitate home ownership for UCSF faculty and Committee members affirmed their support for specific recommendations outlined in the report:

- Chancellor's and departmental discretionary funds should be used to fund faculty assistance programs.
- Loans for the purchasing of housing should be made available to faculty in the clinical and adjunct series.
- More housing available for rent to faculty should be developed.

This support was reaffirmed at the Committee meeting of January 9, 2003 and the Committee hopes to continue to proactively encourage the adoption of the recommendations outlined above in the year 2003-2004.

UC Health Sciences Task Force Report

The UC Health Sciences Task Force Report - Recommendations for Improving Retirement Benefits for UC Health Sciences Faculty was completed and released in February, 2003 following extensive work both at the statewide and divisional levels. The effort to research and contribute to this report at UCSF was led by Larry Pitts, MD – Incoming Chair of the Systemwide Academic Senate.



This important report was discussed extensively by Committee members throughout the year and will be distributed for further system-wide comment this year. Full details of the report are available at <http://www.ucop.edu/acadadv/acadpers/taskforce.html>. The Committee will provide comment to the Council of the UC Academic Senate as requested.

Health Benefits Available to UCSF Faculty

Committee members remained apprised of issues associated with health benefits available to UCSF faculty throughout the year. Regular updates regarding health benefits were provided by Sandra Norberg, Human Resources Benefits Coordinator who attended meetings of the Committee as a permanent invited guest.

In addition to discussing changes to health care benefits and providing feedback regarding these changes through discussion with Ms. Norberg, the Committee endeavored to disseminate important information to all faculty at UCSF. Such dissemination was primarily achieved through informal discussion with colleagues and departmental groups and through the posting of links and updates to the Committee website at <http://www.ucsf.edu/senate/0-committee/h-fwel.html>.

Presentation by Fred Luskin, PhD

The Committee was delighted to co-sponsor (along with the UCSF Work/Life Resource Center, the UCSF Staff Council and the UCSF Student Activity Center) a presentation by Fred Luskin, PhD – Director and Coordinator of the Stanford University Forgiveness Project - entitled *Holding a Grudge Can Be Hazardous to Your Health* which was held on April 29, 2003.

The event was enormously successful and well-attended. Dr. Luskin presented evidence from his clinical research showing that learning how to forgive measurably improves physical health and emotional well-being.

Dr. Luskin is the author of the recently published book *Forgive for Good*, a guide to understanding and overcoming the negative effects of anger, bitterness and hurt.

Phased Retirement / Phased Employment

A Phased Retirement / Phased Employment program was discussed extensively at the statewide Committee on Faculty Welfare (UCFW). Chair Gregory reported frequently on discussions held at UCFW and conveyed feedback from the divisional committee to UCFW.

Discussion of Phased Retirement/ Phased Employment focused primarily on increasing interest in such a program which would allow older faculty members to retire but return to work on a less than 50% time basis. The Committee expressed enthusiasm for such a program as a useful mechanism to increase recruitment of young faculty and meet the need for increased numbers of faculty associated with a growing student body, but noted that any such program would require extensive discussion and further examination before implementation.



Committee members remained apprised of developments regarding this important issue during 2002-2003 and will work to ensure that extensive discussion of this issue occurs within the Faculty Councils of each of the Schools of Dentistry, Medicine, Nursing and Pharmacy during 2003-2004.

1st Annual Senate Leadership Retreat

Chair Gregory attended the Academic Senate 1st Annual Leadership Retreat at the Tiburon Lodge Hotel on September 14, 2002. The Retreat provided a valuable opportunity for the chairs of the Academic Senate standing committees to meet and discuss issues of importance for the year ahead. Chairs also had the opportunity to meet Senate staff and to familiarize themselves with the structure and processes of the Senate.

UCSF Health Care Facilitator

The Committee welcomed UCSF's new Health Care Facilitator, Pamela Hayes, at its meeting of November 14, 2002. Ms. Hayes is available to assist faculty and staff with difficulties and concerns associated with medical coverage and processes.

The Health Care Facilitator Program was piloted at UC Irvine and UC Berkeley to enable, empower and assist active and retired staff, faculty, and Medical Center employees and enrolled family members of all the above in understanding and obtaining the full benefits and services available from UC-sponsored health plans. The program, supported by the UC HR/Benefits Office at the UC Office of the President, was so successful it has been rolled out to all UC campuses and laboratories including UCSF.

Full details of the UCSF Health Care Facilitator Program are available at <http://ucsfhr.ucsf.edu/benefits/info.shtml?x=327>.

Other Issues

Throughout the year 2002-2003, the Committee proactively remained apprised of developments and issues of concern to the faculty at UCSF. Many of these issues will continue to be of importance in the year 2003-2004 and may lead to Committee action as required:

- Parking and Transportation
- Retirement Benefits Available to UCSF Faculty
- Faculty Housing
- Child Care
- Welfare Issues Associated with Long Range Planning and Development at Mission Bay
- Impact of State Budget on Faculty Welfare



Respectfully Submitted,

UCSF Academic Senate Committee on Faculty Welfare 2002-2003

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