



Committee on Faculty Welfare

Annual Report 2003-2004

Bob Newcomer, PhD
Chair

During the 2003-2004 academic year, the Committee on Faculty Welfare (FW) met five times. George Gregory, MD represented the Committee on the University Committee on Faculty Welfare (UCFW).

Parking and Transportation Issues

The Committee heard from Jon Gledhill, UCSF Director of Parking and Transportation Services, on various transportation issues including the state of parking at Parnassus, Mission Bay, Mount Zion, and Laurel Heights. Current locations in need of increased shuttle services were also discussed, including China Basin, Mission Bay and San Francisco General Hospital (SFGH). J. Gledhill noted that a Parking and Transportation Advisory Committee (PTAC) was being formed to assess the need and necessary funding; G. Gregory volunteered to serve on the PTAC, which also includes other Senate faculty representatives to ensure faculty input into these issues.

Open Enrollment and Health Benefit Issues

Changes for 2003-2004. Carol Broderick, Principal Coordinator with Benefits and Financial Planning, reported on several changes to the benefit program for 2003-2004.

- For 2003-2004, changes to health plans and certain other plans for active members during open enrollment could only be submitted online.
- Health care plan costs increased from 15% to 20%. A new, four-tiered rate structure was adopted to protect those UCSF members at the bottom of the salary scale from reducing or foregoing their health insurance benefits.
- A new health plan was offered called Definity Health. Representatives from Definity Health were at campus meetings in October and November 2003 to explain the plan.
- The legal services benefit plan was offered by a new provider called ARAG. Enrollment for the plan was closed for the last few years, but enrollment was opened in 2003-04. Certain services were expanded, including the ability to use Certified Public Accountants instead of lawyers for certain problems.
- Members should continue to get information about their accounts at <http://atyourservice.ucop.edu>.

C. Broderick agreed to attend a special Committee meeting on October 26, 2004 to give a preview of the presentation Humans Resources staff will give to the faculty on changes to benefits for the upcoming year.

Concerns about Denials of Treatment. Health Care Facilitator Pamela Hayes reported on concerns that had been expressed in 2002-2003 about denials of treatment from HMOs/Brown and Toland Medical Group when requested by UCSF providers. P. Hayes reported that she would work to improve relations and establish linkages with Brown and Toland in an effort to improve customer service and help employees understand their rights and responsibilities when seeking care through a Brown and Toland physician. She also noted that she would determine who the UCSF manager for the contract between the UCSF Medical group and Brown and Toland is so that interested faculty members can explore provider issues further.

UCSF Health Care Facilitator Program. The UCSF Health Care Facilitator Program helps members of UC-sponsored health care plans understand and obtain the full benefits and services available from the health plans. The primary concerns identified by users in 2002-2003 were:

- access to care, including primary care providers/specialists and understanding the medical group referral/authorization process
- customer service issues, including billing problems
- coverage questions

More information about the UCSF Health Care Facilitator Program is located at <http://ucsfhr.ucsf.edu/benefits/info.shtml?x=327>

UCSF Health Care Reimbursement Account. The Health Care Reimbursement Account program is open to all UC employees but only available at open enrollment or when newly hired. The maximum amount of pre-tax dollars that can be set aside for health care is \$5,000 per year. The program can be used to cover expected/anticipated health care costs that will occur during the year in which the money is set aside. The program reimburses the employee for costs related to medical, dental, vision, mental health and over the counter medications which are not reimbursed by insurance. Users should estimate anticipated expenses accurately because any monies which have been set aside into this account and are not incurred by the end of the year are forfeited.

Defined Contribution Plan Proposal

Chair Newcomer had discussions with staff at the Office of the President (OP) and in Vice Chancellor for Academic Affairs Dorothy Bainton's office to participate in a Senate sponsored Town Hall meeting to field questions and clarify misconceptions that regarding the proposed 7% Defined Contribution Plan for UC Health Sciences faculty. Following lengthy discussion, the Committee concluded that the faculty would be best served if representatives from OP and VC Bainton's office would provide a focused orientation to Department Chairs and Faculty Councils so that they would be able to field specific questions in the context of each Department's potential liability and each School's compensation plan.

The Committee discussed at length the implications of adopting any mandatory defined contribution plan. There was substantial concern that this might erode the historical reliance on a Defined Benefit system and would affect the ability to recruit and retain faculty and staff. Ultimately, it was decided by UC administration that a proposed mandatory 7% defined contribution plan for health sciences faculty would not be implemented.

Participant Directed Investments

At the request of UC Human Resources and Benefits, the Committee participated in a March 31, 2004 focus group to give input on UC's participant-directed investments. UC Human Resources and Benefits solicited

Faculty Welfare committees on various UC campuses to hear the opinions, priorities and concerns of the faculty on this issue.

Faculty Housing Issues

Housing Assistance Programs. Academic Personnel Director Diane Dillon provided an overview of the housing assistance programs available at UCSF, including the Mortgage Origination Program (MOP), the Supplemental Home Loan Program (SHLP), and the Salary Differential Housing Allowance. All programs are available to Senate series faculty only.

Committee members discussed the inequity between junior and senior and Senate and non-Senate faculty regarding availability of housing assistance, and requested that Senate staff research the feasibility of requesting Regental approval to make SHLP loans and the Salary Differential Housing Program available to full time salaried faculty (Senate and non-Senate), with priority given to junior faculty. The Committee also requested Senate staff explore requesting that the \$53,000 cap on the Salary Differential Housing Program grants be lifted, and that each campus be granted authority to make local decisions on grant amounts. Upon advice of the Systemwide Academic Senate Office, the Committee decided to pursue these issues through our Senate Chair and Chancellor rather than through formal request to UCFW. After discussion with Chancellor M. Bishop, Senate Chair L. Zegans reported that such changes were very unlikely at this time.

Available Faculty Housing. Assistant Vice Chancellor Stella Hsu informed the Committee about faculty housing options provided by UCSF.

- 15 Edwardian houses on 5th Street; first priority for newly appointed permanent faculty, second priority is visiting professors and senior administration. The wait list length fluctuates with the housing climate; at the time there were approximately 20 people on the list.
- A complex at 145 Irving Street consisting of 16 two-bedroom student apartments (only available to students without cars in compliance with an agreement with the neighbors).
- Apartments on Turk Street – UCSF plans to sell this complex. The apartments are too far from direct transit lines and there is substantial wear and tear on the units.

AVC Hsu also informed the Committee about the housing available at the Mission Bay campus. UCSF Mission Bay Housing Project is a mixed-use housing complex providing 431-units available to graduate students, post docs, and professional students. The top floor, consisting of 40 suite units, is being allotted to faculty. The bottom floor of this complex will include various retail outlets.

Members of the Committee noted the importance of disseminating the information about available faculty housing. The Committee felt that faculty search committees should be prepared with a packet of information outlining the various housing options. AVC Hsu agreed to prepare a packet for such a purpose.

Faculty Life Issues

In 2001, Chancellor M. Bishop charged VC Bainton with assessing and evaluating the climate for women faculty at UCSF and to look for changes to improve that climate. VC Bainton sent out a survey in the spring and summer of 2001, which revealed that women faculty have more critical views and negative experiences at the University. After the survey, the Chancellor appointed a Task Force on Faculty Life to review the report and make recommendations for change. Ruth Greenblatt and Bill Margaretten co-chaired this Task

Force, which met for a year and in February 2003 produced ten principal recommendations to improve the climate for women faculty at UCSF. In response, the Chancellor appointed a Council on Faculty Life to advise the Chancellor on implementation of the recommendations and to oversee that implementation.

The recommendations of the Task Force, as well as the Chancellor's responses, are located at <http://chancellor.ucsf.edu/responsetotaskforce/chancellor.htm>.

The Committee and R. Greenblatt agreed that Betty-Ann Hoener would join the Task Force on Faculty Life as a representative of the Senate Committee on Faculty Welfare, and keep the Committee apprised of Task Force progress.

Report of the Task Force on Faculty Recruitment, Retention and Promotion

Senate Chair L. Zegans asked the Committee to comment on the recommendations of the Committee on Academic Planning & Budget vis-à-vis the report of the Task Force on Faculty Recruitment, Retention and Promotion. Though they were somewhat concerned about a potential unfunded mandate on departments, the Committee endorsed the letter. ([Appendix 1.](#))

Matters for Review/Consideration in 2004-2005

Issues to continue to focus on in 2004-2005 include:

- Parking and Transportation
- Retirement Benefits Available to UCSF Faculty
- Faculty Housing
- Child Care
- Welfare Issues Associated with Long Range Planning and Development
- Impact of State Budget on Faculty Welfare
- Implementation of the 457 Tax Sheltered Investment Option
- Disability Insurance Coverage and Workers' Compensation (Especially for Non-FTE Funded Faculty)
- Participation/Coordination with the Task Force on Faculty Life

Other presenters that the Committee might consider in 2004-2005 include:

- Alma Sisco Smith, Director of UCSF Work Life Resources on Workplace Civility to discuss sexual harassment concerns on campus;
- A representative from UCSF Childcare Services to discuss childcare expansion options; and
- A representative from the Faculty Staff Assistance Program to discuss their services and mental health service more generally.

Respectfully Submitted,

Committee on Faculty Welfare

Bob Newcomer, Chair
Betty-Ann Hoener, Vice Chair
Kenneth Drasner
John Engstrom

George Gregory
Britt-Marie Ljung
Arthur Miller
Bryna Siegel

Prepared by:
Erica Jamin
Assistant Director
415-476-4245
ejamin@senate.ucsf.edu
www.ucsf.edu/senate

APPENDICES

- [Appendix 1](#): Draft letter from FW to L. Zegans Regarding APB Recommendations on Report of Task Force on Faculty Recruitment, Retention & Promotion (07/01/04)