



Committee on Faculty Welfare
Jacque Duncan, M.D., Chair

ANNUAL REPORT

2009-2010

Primary Focus Points for the Year:

- UC Retirement Program (UCSF/TFIR)
- Academic Service – 80% Time Option
- Furloughs and/or Salary Cuts
- Support
- Transportation and Parking

Task Forces, Special Committees, and Sub-Committees:

- Task Force on Mandatory Training – Susanne Mueller
- Transportation Advisory Committee – Paul Green, Representative

Issues for Next Year (2010-2011)

- Salary Cuts (and/or Furloughs)
- UC Retirement Program Changes

2008-2009 Members

Jacque Duncan, MD, Chair
Susanne Mueller, MD, Vice Chair
Pam Bellefeuille, RN
Carolyn Calfee, MD
Paul Green, PhD
Don Kishi, PharmD
Brett Lin, MD

Marie Orellano
Abe Rudolph, MD
Jean Ann Seago, UCFW Rep

Permanent Guest

Pamela Hayes, Principal Benefits Coordinator, Human Resources

Number of Meetings: 6

Senate Analyst: Kathleen Dargan

Systemwide Business

The Academic Senate Committee on Faculty Welfare took up the following Systemwide issues this year:

Mandatory Furloughs/Budget Cuts

Mandatory furloughs and salary cuts were imposed on UC faculty and staff beginning September 1, 2009. One noted exception to the mandated furloughs was the Medical Center's option to not impose furloughs with the promise of other cost savings. Clinicians would continue to attend clinics and will be supplemented using productivity figures (buybacks) on last quarter of last year.

Of concern were the effect of furloughs on faculty's research as well as a movement by AAUP and other unions who proposed a walk-out based on their feeling that shared governance was compromised. Instructors and clinicians found compliance difficult, but did not want to violate the mandated furlough rule. Each school and department had to look at inefficiencies and be proactive to avoid additional mandated cuts.

Chancellor Susan Desmond-Hellman stated she thought furloughs would not go on after one year but noted there would continue to be cuts in programs, etc. after review of 2009-2010 budget cuts. UC President Mark Yudof has stated that fees hikes, salary cuts and furloughs would make up approximately 60% of deficit.

Choices Report

The Committee reviewed "The Choices Report" created by the University of California Planning and Budget Committee and supported the many careful analyses of the budgetary challenges facing the University. The Committee felt the report provided an invaluable starting point for discussion on increasing revenue and decreasing cost. A communication was submitted on June 17, 2010.

[Communications\CFW Communication to Chair re UCPB choices.pdf](#)

Post Employment Benefits (PEB)

Following the October 2009 Post-Employment Listening Session, the Committee submitted a letter to Lawrence Pitts, Interim Provost and Executive Vice President, Academic Affairs, informing him that several written concerns submitted by the committee to the in preparation for the sessions were not addressed. [Communications\AS Chair EFA to L Pitts re Post Employment Benefits 2009 12 08.pdf](#). The issues included:

- Transparency and necessity of efficient communication between the Task Force and System-wide and Senate committees.
- Full insight into models and methods used to evaluate the performance of the current and potential alternate PEB plans.
- Official support for the establishment of political action.

UCSF/TFIR (Task Force on Investments and Retirement) Recommendations on Assuring Adequate Funding for UCRP.

The Committee on Faculty Welfare was asked to review a communication from Shane White, Chair of the UC System-wide Committee on Faculty Welfare regarding the report "TFIR Recommendations to Assure

Adequate Funding for UCRP". [Communications\UCFW_UCRP Funding.pdf](#) The committee submitted a communication on April 15, 2010 supporting re-instating employer and employee contributions to pre-1991 levels and implementing Pension Obligation Bonds (POB) to support that effort.

The Committee also noted that other means of obtaining funding should be explored while proceeding with the POB strategy. For example:

1. Compare the current UC indirect cost recovery rates with comparable institutions, and if indicated, evaluate the impact of increasing rates.
2. Encourage cost-saving measures at the campus level rather than system-wide, permitting flexibility and autonomy in determining how best to allocate resources at each campus.
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3. UC has extraordinarily valuable assets. Given the current fiscal crises, evaluate the potential risks and benefits that the selling of selected assets will have on its credit rating and revenue.
4. Any consideration of reducing post-employment benefits for current and future faculty must be viewed in the context of existing salary rates and from its potentially adverse impact on the University's recruitment and retention of quality faculty, the resultant effect on the quality of research and funding in the long term, and the potential for litigation.
[Communications\CFW Communication to Chair re TFIR.pdf](#)

Commission on the Future

The Committee on Faculty Welfare was asked to review the new Commission on the Future recommendations. [Communications\Review Commission on the Future 2nd round.pdf](#). While the Committee agreed with most of the recommendations, it noted exceptions in an April 6, 2010 communication. [Communications\Communication to Chair re TFCF Responses.pdf](#)

Divisional Business

This year, the Academic Senate Committee on Faculty Welfare took up the following issues related to the San Francisco Division:

Recommendations on Mission Bay Library Space

The Committee endorsed the recommendations outlined in the Library Master plan that included a larger library at Mission Bay as well as 24-hour secure access to all UCSF libraries. [Communications\CFW Ltr re Library Space \(COLASC\).pdf](#)

Report from the Committee on Library and Scholarly Communication Regarding the Potential Boycott of the Nature Publishing Group

Rich Schneider, Chair, University Committee on Library and Scholarly Communication, Vice Chair, UCSF Committee on Library and Scholarly Communication and Karen Butter, University Librarian discussed the 400% increase in the price of the license for Nature Publishing Groups's (NPG) on-line journals. There is a movement to ask UC Libraries to suspend the online subscriptions and to encourage UC faculty to decline peer review manuscripts for NPG and resign from their editorial and advisory boards. Additional steps are included in the communication from the Office of the President, California Digital Library dated

June 4, 2010. [..\Communications\Library -Nature Boycott.pdf](#)

Going Forward

Ongoing issues under review or actions which the Committee will continue into 2008-2009:

- Child Care
- Salary Cuts
- Employee Retirement Changes
- Post-Employment Benefits Changes

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