



**Committee on Faculty Welfare**  
**Grayson W. (Bill) Marshall, DDS, PhD, MPH, Chair**

## **ANNUAL REPORT 2010-2011**

**Primary Focus Points for the Year:**

- UC Changes to Post Employment Benefits
- Response to the Systemwide Task Force on Senate Membership
- Participation in the UCSF Divisional Task Force on Senate Membership
- Review of Changes to Post Employment Benefits and Increasing Costs of Health Care
- Proposed Pilot Program for Emergency Backup Dependent Care
- COLASC Efforts to Support an Open Access Model for Scholarly Communication

**Task Forces, Special Committees, and Sub-Committees:**

- Systemwide Accountability Advisory Group—Jean Ann Seago, Representative
- Task Force on Senate Membership – Paul Green, Representative
- Proposed Modifications to APM 025 and APM 670 Governing to the Health Sciences Compensation Plan to Allow for Greater External Activity
- Statement from the Academic Senate in Support of Marriage Equality for Same-Sex Couples and their Families

**Issues for Next Year (2011-2012)**

- Ongoing Efforts to Expand Senate Membership to Adjunct and Health Sciences Clinical

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**2011-2012 Members**

**Bill Marshall, DDS, PhD, MPH, Chair**

**Paul Green, PhD, Vice Chair**

Pam Bellefeuille, RN

Carolyn Calfee, MD

Christine Cheng, PharmD

Maria Dall'era, MD

Abe Rudolph, MD (Emeritus Rep)

Lisa Thompson, FNP, MS, PhD

**Permanent Guests**

Brent Lin, DMD (Clinical Rep)

Jae Sevelius, PhD (Adjunct Rep)

Jean Ann Seago, RN, PhD (Continuing UCFW Rep through 2010)

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**Number of Meetings: 5**

**Senate Analyst: Wilson Hardcastle**

## Systemwide Business

The Academic Senate Committee on Faculty Welfare took up the following System-wide issues this year:

### **Proposed Changes to Systemwide Changes to Post Employment Benefits**

The University Committee on faculty Welfare had spent a year working with UCOP on proposed changes to Post Employment Benefits for faculty. Jean Ann Seago agreed to continue her service on UCFW through 2010 so that she could continue her review and work on this issue on behalf of the committee until its completion. J.A. Seago made regular reports to the Committee and explained the issues related to the Final Report from the Post Employment Benefits Task Force ([Appendix 1](#)). The Committee expressed its opinions and recommendations in a Communication to Academic Senate Chair Fuentes Afflick in a communication dated October 13, 2010 ([Appendix 2](#)).

### **Response to the Systemwide Task Force on Senate Membership**

The Committee reviewed the Final Report from the Systemwide Task Force on Senate Membership ([Appendix 3](#)) and took serious issue with many elements of the report. The response from the Committee to Division Chair Fuentes Afflick is attached as [Appendix 4](#).

### **Increasing Costs to UCSF Employees for Health Care Plans**

Chair Marshall reported from UCFW regarding increased cost sharing for retiree health insurance premiums ([Appendix 5](#)). A system-wide task force, a subcommittee of Faculty Welfare, was formed to examine these issues. Chair Marshall took feedback from the Committee to UCFW.

### **UCFW Health Care Questionnaire**

The Committee engaged in an online discussion regarding the UCFW Health Care Questionnaire sent out informally by UCFW Health Care Task Force ([Appendix 6](#)). This discussion was expanded to include the four faculty councils. Chair Marshall participated in the discussions at UCFW using feedback from these exchanges.

## Divisional Business

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

### **Proposed Pilot UCSF Backup Child and Elder Care Program**

Vice Chair Paul Green presented the Committee with information regarding the new Backup Child and Elder Care (also known as "Backup Dependent Care" program recently approved and successful for UC Berkeley ([Appendix 7](#))). A pilot program for Associate Professors has been approved for UCSF and will begin enrollment in March. The proposal was for \$100 annual fee for 15 days of care, with \$6/hour at home and \$15/day in center co-pay. This likely has changed, as reported by Paul Green in his presentation to the Coordinating Committee. See also: [Backup Dependent Care Program](#) web page from Bright Horizons.

### **Striving Toward an Open Access Model for Scholarly Communication**

Rich Schneider, Chair of the University Committee on Library and Scholarly Communication (UCOLASC) and Vice Chair of the UCSF Committee on Library and Scholarly Communication (COLASC) gave an informational presentation regarding the University and the Campus' efforts to address the "serials crisis," the unsustainable subscription model for academic journals, and the subsequent negotiations with the Nature Publishing Group and a system-wide effort to move the campuses and the health sciences toward a submission fee-based model and ultimately an open access model of scholarly communication. This will greatly benefit faculty in the retention of rights of their own creative work as well as the financial stability of the academic institution. UC's Office of Scholarly Communication has many useful resources

and educational materials on their [website](#). The Committee on Faculty Welfare expressed their support for this effort and is prepared to participate at COLASC's direction.

**Joint Review with the Committee on Academic Planning and Budget Proposing Modifications to APM 025 and APM 670 Governing the Health Sciences Compensation Plan to Allow for Greater External Activity**

Mary Gray, Vice Chair of the Committee on Academic Planning and Budget (APB) and Vice Chair of the APB Subcommittee Investigating Possible Changes to the Health Sciences Compensation Plan to Allow for Greater External Activity presented the APB recommendations for modification to APM sections 025 and 670 governing the Health Sciences Compensation Plan to increase benefits for faculty, particularly in light of the recent reduction in Post Employment Benefits and limited salary increases. (Appendices [8](#) and [9](#)). The major issue under examination is regarding external clinical care. There is significant historical evidence and precedent necessitating limiting external practices. Points requiring clarification include the exclusion of the Clinical Professor, Volunteer faculty from the Health Sciences Compensation Plan, the definition and enforcement of the requirement to be a faculty member "in Good Standing," and the significance of liability issues regarding outside patient care.

After extensive discussion, the Committee drafted a response to APB including their modifications, recommendations and support for the proposal ([Appendix 10](#)).

**Statement from the Academic Senate in Support of Marriage Equality (Same-Sex Marriage)**

Prompted by an published opinion piece by a professor at Stanford University, Brad Hare, MD, Associate Professor of Clinical Medicine; Medical Director, UCSF Positive Health Program, San Francisco General Hospital and James W. Dille, MD, Vice-Chair, UCSF Department of Psychiatry; Chief of Psychiatry, San Francisco General Hospital; Executive Director, UCSF AIDS Health Project sent a request to Academic Senate Chair Elena Fuentes-Afflick requesting that the UCSF Academic Senate draft a similar resolution in support of marriage equality as an issue of health care access disparity and faculty welfare. Chair Fuentes-Afflick directed them to the Committee on Faculty Welfare to present a proposed resolution which could be discussed and vetted by the Committee before review by the Coordinating Committee and the Division.

James Dilly and Patty Robertson drafted the attached statement as Co-Chairs of the LGBT Center on Excellence Committee, appointed by Vice-Chancellor Barbara French ([Appendix 11](#)). Patty Robertson and Ellen Haller, MD, Director, Residency Training Program in Psychiatry; and Co-Director of the Lesbian Health & Research Center presented this request to the Committee.

E. Haller presented an outline for this resolution and the history and context of this proposal ([Appendix 12](#)), a FAQ from the Gay and Lesbian Medical Association Marriage Equality Initiative, "Frequently Asked Questions about Marriage Equality and LGBT Health" ([Appendix 13](#)) and a report from the American Psychological Association "Marriage Equality and LGBT Health" ([Appendix 14](#)).

Ultimately, the Committee was able to draft a statement on behalf of the Academic Senate that came from the body as a faculty and not as a statement from the University as a public institution. It was also important that this statement be an educated opinion supporting equality as a health policy issue.

The Committee on Faculty Welfare submitted a statement as a Communication from the Committee to Division Chair Fuentes-Afflick Supporting Marriage Equality as Health Policy Issue ([Appendix 15](#)). This statement was endorsed by the Coordinating Committee on behalf of the Division at its meeting on May 16, 2011 and a press release was issued from the Office of the Academic Senate on May 24, 2011 ([Appendix 16](#)). This statement was submitted to originating agencies, campus media outlets, to the Chancellor, the UCSF Center for LGBT Health and Equity, and the LGBT listserv.

## Going Forward

Ongoing issues under review or actions which the Committee will continue into 2011-2012:

- Participation in the efforts to expand Senate membership to engaged faculty in the Adjunct and Health Sciences Clinical series.

## Appendices

- [Appendix 1:](#) Final Report from the Post Employment Benefits Task Force
- [Appendix 2:](#) Communication to Academic Senate Chair Fuentes Afflick Regarding UC Changes to Post Employment benefits dated October 13, 2010
- [Appendix 3:](#) Final Report from the Systemwide Task Force on Senate Membership
- [Appendix 4:](#) Communication to Academic Senate Chair Fuentes Afflick Regarding the Final Report from the Systemwide Task Force on Senate Membership (November 16, 2010)
- [Appendix 5:](#) University of California—The Facts: Retiree Health Benefits
- [Appendix 6:](#) UCFW Health Care Questionnaire from the UCFW Health Care Task Force
- [Appendix 7:](#) Slides Regarding Proposed Pilot UCSF Backup Child and Elder Care Program
- [Appendix 8:](#) Communication from the Committee on Academic Planning and Budget to the Committee on Faculty Welfare Regarding the Health Sciences Compensation Plan Dated March 15, 2011
- [Appendix 9:](#) Report from the Committee on Academic Planning & Budget: Proposed Modifications to the Health Sciences Compensation Plan (APM Sections 025 and 670) Dated March 4, 2011
- [Appendix 10:](#) Communication from the Committee on Faculty Welfare to the Committee on Academic Planning and Budget Regarding Proposed Modifications to the Health Sciences Compensation Plan (APM Sections 025 and 670) Dated April 7, 2011
- [Appendix 11:](#) Request to the Committee on Faculty Welfare for a Senate Resolution in Support of Same-Sex Marriage Equality
- [Appendix 12:](#) Historical Outline of LGBT Prejudices and Rights Prepared by the Petitioners for the Committee on Faculty Welfare
- [Appendix 13:](#) The Gay & Lesbian Medical Association's (a subsection of the American Medical Association) Document Addressing Frequently Asked Questions About LGBT Health and Marriage Equality
- [Appendix 14:](#) Report from the APA Public Interest Government Relations Office on Marriage Equality and LGBT Health
- [Appendix 15:](#) Communication and Statement from the Committee on Faculty Welfare to Division Chair Fuentes-Afflick Supporting Marriage Equality as Health Policy Issue Dated April 28, 2011
- [Appendix 16:](#) Press Release from the San Francisco Division of the Academic Senate Supporting Same-Sex Marriage Equality as a Health Policy Issue dated May 24, 2011

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