DRAFT Faculty Welfare Committee
Leah Karliner, MD, Chair

Minutes
Thursday, February 11, 2016

PRESENT: Leah Karliner (Chair), Roberta Rehm (Vice Chair), Robin Corelli, Doranne Donesky, Paul Green, Margot Kushel, Shuvo Roy

ABSENT: Michael Disandro, Thuan Le

GUESTS: Pat Phelan, IT Security Director; Sue Forstat, UCSF Health Benefits Coordinator

Chair Leah Karliner called the Faculty Welfare Committee meeting to order at 1:00 p.m. in room CL-211 & 212. A quorum was present.

Approval of Minutes
Committee members approved of the December minutes.

Chair's Report
Chair Leah Karliner reported on the following items:
- Campus Space Planning: To address faculty concerns with the activity-based workspace, a taskforce, lead by faculty who reside at Mission Hall, was formed to develop recommendations for how existing workspace can be reorganized and future space can be planned. Recently, the recommendations of the group were released, and a town hall was organized to present the results to the campus community. Details on the task force recommendation can be found here - http://space.ucsf.edu/sites/space.ucsf.edu/files/wysiwyg/open_plan_workspace_task_force_recommendations_01262016_FINAL.pdf. Along with the Mission Hall taskforce, the university has formed several space planning committees for buildings that have not been constructed. Committee member Robin Correlli noted that she serves on the San Francisco General Hospital space committee, and that so far, the group has been discussing adopting a hybrid space that will blend open space offices and private offices. Allocation of the private offices will be given to faculty and staff who need private space the most.

UC Faculty Welfare (UCFW) Committee Report
UCFW Representative Roberta Rehm provided the committee with the following report:
- Retirement Plan Changes: In May of 2015, UC President Napolitano and Governor Brown agreed to a budget deal that would provide UC with additional state funding in turn for an undergraduate tuition freeze and several university policy reforms. One of the components of the deal was a requirement from Governor Brown and the state legislature that UC align its pension plan with the state's program. This included a cap on covered compensation at $117,000. On January 15, 2016, the UC Retirement Taskforce released their recommendations report for systemwide review. On February 12, the UCFW meet to discuss and comment on the recommendations. After discussion, all UCFW members expressed displeasure with the proposed recommendations and the implementation of the proposed new pension tier. Committee members believe this will be a cut in benefits that will net the university very little savings. Some members discussed requesting that the President reject the plan. UCFW representative Rehm noted that faculty still have the opportunity to comment on the changes until February 18 on the UC Office of the President's website.

- Cybersecurity: A couple weeks ago, it became public that the UC Office of the President had contracted with an external vendor to monitor network traffic on all campuses. The decision to monitor the networks was done to help secure campus information after leadership had become aware of potential security breaches. When news of the network monitoring was leaked, faculty, students and staff all noted concern that network monitoring may be a breach of privacy. The Office of the President responded that the monitoring occurred within policy guidelines. However, do to concerns and cost of the vendor, UC will be suspending all monitoring efforts until better options can be identified. Overall, faculty believe that the security actions were poorly communicated to the campus community.

UC Benefits Coordinator
UCSF Health Care Benefits Facilitator Sue Forstat attended the committee to give an overview of her consultative services and to ask the committee for recommendations on how she can widely promote her office as a resource. Facilitator Forstat informed the group that several years ago, the UC system created a new Health Care Facilitator office on each campus to be a resource for benefits information and be an advocate for employees, dependents and retirees. The consultative service that her office provides is confidential and is free. To accomplish the mission of her office, Benefits Facilitator Forstat conducts educational events such as health and retirement workshops. During these events she helps individuals, sometimes up to 100 in attendance, navigate benefit processes and helps employees understand and fill out necessary paperwork. Committee members asked Benefits Facilitator Forstat to provide some specific examples the consultative services she has provided. Forstat informed the committee that she recent helped an employee navigate the reimbursement process with UC Care to receive payment for emergency care she received in another country. In addition Benefits Facilitator Forstat also helps a lot of individuals with their flex spending accounts.

Committee members noted that many faculty and staff at UCSF are unaware that a Benefits Facilitator exists and that there must be more promotion of the wonderful services, Forstat's office provides. Committee members suggested that the most effective way to bring awareness would be to contact all department MSOs and school Associate Deans of Administration. Another suggestion is to have a newsletter or email blast that notes a particular benefits updates. Benefits Facilitator Forstat agreed and thanked the committee members for their input.

IT Security Presentation
IT Security Director Pat Phelan attended to provide the committee with the following report:
- UC Systemwide Monitoring
  - Director Phelan acknowledged the concerns of faculty, staff and students with the Office of the President's network monitoring efforts. He assured the committee that the actions that the university was taking did not include review of individual email accounts of web browser history. Instead, the university was focusing on suspicious network traffic such as high-volume and or high frequency data transfers from foreign countries. He noted that while the Office of the President has suspended the monitoring program, UCSF has plans to do something similar. He assured the committee that in the future there will be plenty of communication between the IT office and the Academic Senate and that the monitoring will comply with university privacy rules.
- Background of UC IT Security Improvements
  - Due to potential security breach incidents, the UC system is taking new steps to increase security systemwide
  - Each UC campus has assigned responsibility to cyber-security contacts on each campus
  - The President requested that each campus design a 120-day accelerated action plan. This was developed to identify quick solutions
  - Advisory Board was developed which included internal and external experts
  - Framework has been established for assessing and documenting risks
- Strengthen and Modernizing our Security Environment
  - UC accelerating plans in place
  - Investigating new funding options for security applications
- UC Systemwide Privacy Concerns

- o UC Academic Computing and Communications (UCACC) Response
  - o The UCACC will be closely consulted on all security efforts going forward
- UCSF to Contract External Vendor
  - o UCSF will be contracting with a network security platform
  - o This platform will provide real-time protection against many threats and most cyber attack strategies
- Immediate Efforts
  - o The UCSF Information Technology department is working on the follow efforts in the near-term
    - BigFix
    - Network Patching
    - Dual-factor authentication
    - Increasing password standards
- Upcoming Initiatives
  - o The Information Technology department will be working on password reset systems in preparation for increasing password security
  - o Once plans are complete a new password standard will be set and implemented. To ensure the new policy will not be too much of a burden, UCSF will offer premium keychain services such as LastPass.

Old Business
None

New Business
None

Chair Karliner adjourned the committee at 2:00pm.