

## **Faculty Welfare Committee**

**Leah Karliner, MD, Chair**

### **Notes**

**Thursday, June 9, 2016**

PRESENT: Leah Karliner (Chair), Robin Corelli, Doranne Donesky, Paul Green, Margot Kushel

ABSENT: Roberta Rehm (Vice Chair), Michael Disandro, Thuan Le, Shuvo Roy

GUESTS: Todd Giedt, Executive Director of the UCSF Academic Senate Office

Chair Leah Karliner called the Faculty Welfare Committee meeting to order at 1:00 p.m. in room S-936. A quorum was present.

### **Chair's Report**

Chair Leah Karliner reported on the following items:

- **Division Meeting:** On June 2, the UCSF Academic Senate held its bi-annual division meeting. The focus of this meeting was on campus Information Technology (IT) security and strategy. Chair Karliner noted that there was good attendance of the meeting and discussions were productive.
- **Gender Equity Task Force – Next Steps:** In addition to the IT presentation at the division meeting, the Chancellor provided a report on space planning and on the recent UC sexual harassment policy reforms. During the question and answer period, Chair Karliner asked the chancellor whether there are any plans to follow up on the Gender Equity Task Force recommendations. The Chancellor Hawgood responded that Executive Vice Chancellor Dan Lowenstein would be responsible for any plans to follow up. Faculty Welfare committee members noted that the Academic Senate should continue to pressure administration on this issue.
- **Senate Membership Notifications and Request for Re-Review:** Faculty Welfare committee members noted that some HS Clinical and Adjunct colleagues do not know they are members of the UCSF Academic Senate. Executive Director Todd Giedt suggested that in the future, communications could include a note informing HS Clinical and Adjunct faculty that they are members of the Senate. Committee members also noted concern with the remaining limitations to the rights and privileges of HS Clinical and Adjunct faculty. Faculty Welfare committee members requested that the Academic Senate do another review of the Senate Membership rights to determine whether additional changes could be made. Executive Director Giedt noted that he would discuss the idea with Division Chair Ruth Greenblatt.
- **Enrichment Fund:** Chair Karliner informed the committee that the enrichment fund went very well this year. The committee awarded over \$90,000 in requests. Additional proposals were received, but many applicants were deemed ineligible because they had received funding last year.

### **UC Faculty Welfare (UCFW) Committee Report**

UC Faculty Welfare Committee representative Roberta Rehm provided the following written report:

- **UC Care Update:** Anthem Blue Cross has been named as the new third party administrator for UC Care beginning January, 2017. They are currently evaluating “disruptions” that will occur with the transition. While 1500 providers will be now be out of the plan, 6700 will now be moved to “in network” status. All providers who will not be in the plan are being contacted to see if they want to join, or reactivate as network providers.

- Behavioral and mental health services have been raised as a significant concern by UCFW and the Health Care Task Force. Jack Stobo, executive in charge of health plans has formed a task-force to study the needs and recommend improvements.
- Faculty Salary Increases: 3% raise in faculty salaries again, with 1.5% going to the scales, and 1.5% to be allocated at campus discretion to address equity, inversion, etc. Last year this led to the majority of UCSF faculty receiving 1.5%, and no faculty from the smaller schools receiving any “equity” funds.
- Tuition Benefits for Dependents: The Riverside Division has recommended that tuition reimbursement be considered as a faculty benefit, which UCFW thought would be very appealing to faculty and helpful in recruiting. However, previous proposals have not been approved due to expense.
- Disability Benefit Changes: A new disability plan revising the current structure and expense of short term/long term plans is being considered by the UC system and details should be available soon.
- Family Friendly Policies: Proposals under discussion with the Human Resources and Benefits office include a cash benefit to assist faculty who adopt a child, and further exploration of child-care support. It is a goal of UCFW to support “family friendly” initiatives, but it is unclear whether there is money to support these initiatives.
- UC Faculty Exit Survey: The UC wide exit survey is entering a pilot-testing year. Six campuses (not UCSF) are participating. They plan to also survey faculty who choose to remain in the UC system. There will be a system-wide roundtable meeting at Irvine in June to discuss early results. I believe our own Robin Corelli will attend.
- Mortgage Origination Program: The Mortgage Origination Program (MOP) for faculty has raised its limits for borrowing to 1.4 million. Representatives have met with UCFW 3 times this year to discuss concerns about how housing issues are affecting faculty, both current and potential hires. Different campuses have varied access to types of housing for faculty and there are strict rules about how funds from the MOP can be used, e.g., no multiunit buildings are funded.

### **Family Friendly Committee Report**

Committee member Paul Green informed the group that he is a member of the new UCSF Family Friendly Policy Committee. The Family Friendly committee was formed to research and review existing policies; reconcile variations in existing policies and practices; and develop a strategy to promote the available family friendly resources to the UCSF community. The ultimate goal is to develop one uniform family friendly policy for the entire campus. The policy will be comprehensive in that it will not only include children, but elders and immediate family members.

### **Compensation for Faculty in the New 2016 Retirement Tier**

With the recent approval of the new 2016 Retirement Tier, faculty have expressed concern that the new benefit structure will make recruiting even more challenging and create an environment where newly hired faculty may feel second-class to peers in the 1976 and 2013 tiers. To compensate for the benefit cut, Faculty Welfare Committee members proposed the following alternative compensation ideas for UC and UCSF consider:

- Loan Forgiveness/Tuition Repayment
- Subsidized Childcare
- Matching Funds for Dependent College Tuition
- Covering Moving Expenses
- Expansion of the MOP Loan Program
- Support for Family Friendly Initiatives

Committee members discussed the idea of increasing new hire compensation in lieu of the retirement benefits changes. Members felt that this would not be a good idea as it would be very difficult to implement and would create a great deal of administrative burden.

**Old Business**

None

**New Business**

None

Chair Karliner adjourned the committee at 2:30pm.

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