

Faculty Welfare Committee

Leah Karliner, MD, Chair

Minutes

Thursday, December 10, 2015

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

ABSENT: Michael Disandro, Thuan Le, Shuvo Roy

GUESTS: Mickey Zief, Assistant Dean in School of Medicine Academic Affairs; and UNMN Insurance Brokers

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

Chair's Report

Chair Leah Karliner reported on the following items:

- **Campus Space Planning:** To address concerns with productivity in activity-based workspace, a taskforce, lead by faculty who reside at Mission Hall, has been formed to develop recommendations for how existing activity-based workspace can be reorganized and future space can be planned. Taskforce members have been asked to make their recommendations in the context that UCSF will no longer support the development of suite-style offices. Instead, offices will be in an open format where offices or focus rooms line the walls and workstations remain in the middle of the floor. Along with the Mission Hall taskforce, the university has formed several space planning committees for buildings that have not been constructed. UCSF Academic Senate The Senate is working to identify faculty volunteers who would be willing to serve on the committees.
- **Enrichment Fund Update:** Chair Karliner informed the committee that last week, the UCSF Coordinating Committee passed the 2015-2016 Chancellors Fund budget. Included in the budget is a \$120,000 allocation to the Faculty Welfare Committee to administer the Enrichment Fund. To assist in the selection applicants, a 10-member committee will be convened. The committee will consist of representatives from all Senate committees offering grants. Faculty Welfare Committee members discussed and decided that the group should opt out of appointing a representative and instead retain the rights to review and select the proposals. Member Doranne Donesky suggested that the Academic Senate should consider using some of the Chancellors fund to either develop hotel space for faculty who have to work late and be back early the next day. Committee members agreed and suggested that EVCP Dan Lowenstein should be notified as he has been working on expanding housing for students and faculty.
- **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. To implement the UC Retirement Plan changes, President Napolitano requested that a task force be formed. UCSF Associate Vice Chancellor of Human Resources David Odatto, a member on the task force, attended the December Coordinating Committee and reported that the task force may recommend that a supplement be offered to those with salaries above the \$117,000 cap. The

supplement will mostly likely take the form of a Defined Contribution plan. The recommendations from the task force should be released on January 15 for Academic Senate to review and comment.

Enrichment Fund

With the approval of the 2015-2016 Enrichment Fund budget, Chair Karliner informed the Committee must make a few decisions on how to administer the application and selection process. Senate Analyst Cardenas informed the Committee that the following questions must be answered:

- Will there be a set deadline or rolling application process?
- Will there be a lottery to select proposals?
- How will the committee review the applications?

Committee members discussed and made the following recommendations:

- Deadline: Committee members agreed that there should be one set deadline for applications. Members also agreed that the call should be open for six weeks.
- Lottery: Committee members agreed that there should be a lottery to select proposals.
- Proposal Review: Members requested that the Senate Staff do the review and initial screening of the proposals to determine eligibility. Senate Analyst Cardenas informed the committee that he and the Senate Office could assist.

Potential Supplemental Disability Insurance Option

Chair Karliner informed the group that the School of Medicine Academic Affairs Office has requested for the committee to review a potentially new supplemental disability insurance option for faculty. SOM Assistant Dean Mickey Zief attended along with two insurance brokers from UNMN to provide an overview of the insurance product.

The UNMN brokers explained to the committee that they feel UC does not offer adequate coverage for the Y portion of faculty salary. Currently, the products that are offered will only cover up to 50% of a claimant's salary. The product that is being offered by the brokerage will cover up to 70% of the Y portion and payments will be offered for longer than UC's plan. In addition, the brokerage's product will include language that covers clinical faculty. Currently the insurance products are being offered in the School of Medicine and School of Pharmacy. The brokers informed the group that they are unsure whether it would be applicable in the Schools of Dentistry and Nursing. Member Paul Green asked why UNMN was being considered over other firms? The response was that there is a 25% discount for UCSF; there are no health questions; and there is a payroll deduction.

After the presentation and discussion, members provided the following feedback:

- Uniform Application: Members believe that all faculty benefits should be offered equally across all schools. Members were concerned that the insurance product is only being offered to the Schools of Medicine and Pharmacy at this time. Many faculty in all schools are eligible for a Y salary component; offering disability on the Y salary component only to faculty in these two schools would create an inequity in benefits, which the Committee absolutely does not support.
- Develop Scenarios: Members felt that the coverage benefit is complicated and can be difficult to explain. To ensure that faculty can quickly understand the insurance product and apply it to their situation, members recommend that the Academic Affairs Office, or the brokers, create several scenarios.
- Tier the Monthly Rate: Members feel that the product should have a tiered monthly rate. Many School of Nursing faculty make under the \$150,000 cut off and it would not make sense to have to pay the rate for those who make \$150,000 or over.
- Removal of Z: On the summary document that was provided to the committee, it was noted that Z is a form of compensation that could be considered covered. Members suggest the removal of the mention of the Z portion of salary because the funding resources for Z are not consistent and it would be difficult to have coverage on a payment that may be here one year, but gone the next.

Old Business

None

New Business

None

Chair Karliner adjourned the committee at 2:00pm.

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