

**Committee on Faculty Welfare**  
**Margot Kushel, MD, Chair**

**ANNUAL REPORT**  
**2017-2018**

---

**2017-2018 Members**

**Margot Kushel, Chair**  
**Doranne Donesky, Chair**  
Robin Corelli  
Michael Disandro  
Doranne Donesky  
Annesa Flentje  
Elyse Foster  
Audrey Foster-Barber  
Snehlata Oberoi  
Shuvo Roy  
Michael Winter

---

**Number of Meetings: 4**

**Senate Analyst:** Artemio Cardenas/Todd Giedt

**Systemwide Business**

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

**UC Faculty Welfare (UCFW) Committee Reports**

Over the course of the academic year, Chair Margot Kushel and Vice Chair Doranne Donesky reported on the work of the systemwide UC Faculty Welfare Committee:

**Retiree Health Benefits**

Over the course of the year, CFW followed the progress of the Retiree Health Working Group, which submitted their interim [report](#) in July 2018. The history of this issue goes back to June 2017 when UCFW opposing a proposed Regents item scheduled for discussion in July that would remove the 70% floor for aggregate expenditures on retiree health, and allow placement of a cap on the rate of growth of the maximum UC employer contribution to an individual retiree's health coverage at 3%. President Napolitano subsequently established the Retiree Health Working Group, which has been working over the past year to address concerns over retiree health. While the Working Group has not completed its work, UC President Napolitano announced in July 2018:

- There will be no significant changes to the retiree health program for 2019.
- The UC contribution for eligible retirees aged 65 and older who are not coordinated with Medicare will be gradually reduced to adjust to levels comparable to Medicare-coordinated retirees.
- UCOP will continue to work with members of the Working Group through 2019.

**Faculty Salaries**

Earlier in the year, the systemwide Senate submitted a proposal for a faculty salary increase plan that would address the gap between UC faculty salaries and faculty salaries at UC's Comparison 8 group of

institutions. While she ultimately did not accept the Senate's proposal, President Napolitano formally announced a three-year academic salary program in May 2018, with the following increases:

- Ladder-Rank Faculty: Ladder-Rank scales will be increased by four percent. Health Sciences Compensation Plan (HSCP) faculty and other academic appointees with salary tied to these scales will also see the same four percent adjustment to the scales.
- Other Faculty: Salary scales for other non-represented faculty and academic personnel will be increased by three percent.

### **Systemwide Review of the Four-Year Renewal of the Presidential Policy on Supplemental to Military Pay**

CFW supported the extension for four years, to June 30, 2022, of the current UC policy of supplementing military pay for eligible UC employees on an active overseas military mobilization campaign if the military pay is less than the employee's University salary. In addition, employees receiving supplements are eligible to receive University contributions for health and welfare benefits, subject to a two-year lifetime limit.

## **Chancellor's Fund**

### **2017-18 Enrichment Fund**

In December 2017, Committee members agreed to fund the 2017-18 Enrichment Fund at \$70,000.<sup>1</sup> As was the case in previous years, the [Faculty Enrichment Fund](#) continues to be intended for small grants to support activities, services, or items that would enhance work-life and/or well-being at work for UCSF faculty members. The principal guidelines include a UCSF faculty appointment that must be at 50% or greater. The awards are limited to a \$3,000 maximum (although partial funding may be offered). For furniture (e.g., sit-stand desks) and computer requests, applicants must attest that they are unable to get these through their department/unit, or through an ergonomics evaluation (where relevant). These also must be for the faculty member's use, not for staff (research or otherwise) use. Requests that will benefit multiple faculty – e.g., to support a group of faculty who meet regularly around a theme like a writing group, a leadership group, etc., including to pay for speakers/consultants for that group will be considered. This can be in the form of a single request from one faculty member to support a group (max \$3,000), or a bundled request from four or more faculty members for the same activity (with a limit of \$12,000 total for the group). Faculty may also not be fund in consecutive years. Finally, funds can be used for any learning or development activity that has occurred, or will occur during the 2017-18 academic year (July 2017 – June 2018).

In 2017-18, a total of 66 applications were received and 19 were awarded. The entire fund of \$70,000 was depleted. By School, funding was distributed in the following manner: 89% to SOM applicants, 22% to SOD applicants, and 2.7% to SON applicants; there were not any SOP Enrichment Fund applicants. Three group proposals (\$12,000 each) were awarded. Proposals awarded included:

- Physician Storytelling Event
- Mindfulness, Resilience and Compassion Retreat for Women Faculty in the School of Dentistry
- Negotiations Workshop
- Collaborative Activities for Global Surgery & Anesthesia Faculty
- Speaker, Lecture, & Seminar Series (2)
- Computers/Laptops
- Travel Grants to Academic Conferences
- Ergonomic Office Equipment/Stand Up Desks
- Software Packages

### **Back-Up Care Program**

In fall 2017, CFW members voted to approve the continuation of the Back-Up Care Program, which allocates \$20,000 allocation for the Back-up Childcare and Elder program. The allocation will help fund the second year of a pilot program that waives the enrollment fee for all new applicants. In partnership

---

<sup>1</sup> In 2016-17, the Enrichment Fund was funded at \$86,000.

with Bright Horizons, the program offers back-up care for up to ten days per year to UCSF faculty, residents, and clinical fellows (e.g., in-home well and mildly ill child care; in-home adult and elder care; and center-based child care). Prior to the pilot, in addition to hourly co-pays for care, UCSF required payment of a \$175 annual fee during a limited-time enrollment period. The annual enrollment fee had increased from \$99 to \$175 per year since the program began in 2011.

## Divisional Business

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

### **Part-Time Academic Series Faculty**

Last year, CFW investigated into whether Academic Senate series faculty (Clinical X, Ladder Rank, and In Residence) could seek appointments at less than 100% time. The review was prompted by numerous faculty complaints, which noted that their School, Division, or Department would not allow a change in series to a Senate Series, despite otherwise meeting the specified criteria, because their appointment was less than 100%. The affected faculty were primarily women with childrearing responsibilities. The commonly cited policy for these decisions was Academic Personnel Manual (APM) Policy 220. However, a careful reading of APM 220-16, APM 220 Appendix B, and APM 760-29 made it clear that the University recognizes that faculty may hold less than full-time appointments in Senate series, either temporarily or permanently, in order to accommodate family caregiving responsibilities. The APM states that, in general, part-time appointments must be the faculty member's sole professional responsibility, and that each request, either for appointment or for change to part-time, must have the approval of the Chancellor. CFW consulted with VPAA Alldredge, who informed committee members that the Chancellor has delegated the approval authority cited in APM 220 to his office, and that he would be willing to approve requests on a case-by-case basis. CFW and the Executive Council subsequently sent a November 2017 letter to the School Deans advocating for part-time Senate appointments, which resulting in a local policy change for such part-time appointments.

### **UCSF Police Advisory Board**

Last year, the systemwide UCFW initiated a Public Safety Task Force to review the UC Police Policies and Administrative Procedures manual (the "Gold Book") and other systemwide public safety directives to identify best practices for public safety policies and procedures that affect all campus police departments. The Task Force recently released its final report. With this in mind, CFW invited UCSF Police Chief Mike Denson to provide an overview on UCSF's own Police Community Advisory Board. He noted that UCSF's Advisory Board has been in place for approximately one year, and is intended to facilitate and enhance communication between the UCSF community and UCSF Police Department. It allows non-law enforcement constituencies, as well as broader community views, to influence local law enforcement service decisions and processes on a regular basis. It also reviews and makes recommendations to the Chief of Police on police matters, significant community issues, budgeting, program review, and community outreach assistance.

### **Sexual Violence & Sexual Harassment Policy**

In June 2018, CFW members discussed possible SVSH policy changes, particularly related to the different standards of proof between P&T cases and the Title IX Office investigations (or OPHD). The main difference is that OPHD investigators use the 'probable cause' standard of proof, as opposed to a 'preponderance of the evidence' standard, which is utilized in cases reviewed by P&T. CFW has been asked to comment on whether P&T should lower its standard to 'probable cause,' as this change would have significant career implications for faculty members. Members will opine on this issue in fall 2018.

### **Faculty Childcare Update**

In December 2017, CFW heard an update on the various childcare-related projects ongoing at UCSF:

- UCSF plans to relocate and expand the Mission Bay Child Care Center. The completion of the project will be in spring of 2018.
- Mission Bay child care seats will go from 85 to 272.

- The Kirkham Center expanded in the April of 2017.
- The Kirkham Center expansion increased seats from 72 to 93.
- With the closure of the Laurel Heights center, 116 seats will disappear.

## Going Forward

Ongoing issues under review or actions which the Committee will continue into 2018-2019:

- 2018-19 Chancellor's Fund/Travel Grants
- Sexual Violence & Sexual Harassment Policy
- Retiree Health
- Faculty Salary Scale Differentials between "Clinician" and "Researcher" Faculty Members
- Faculty Parking
- Childcare Facilities

## Appendices

There are not any appendices.

Senate Staff:  
Todd Giedt, Executive Director  
[todd.giedt@ucsf.edu](mailto:todd.giedt@ucsf.edu); 415.476.1307