Annual Report: Academic Year 2008-09
Davis Division: Academic Senate
Faculty Welfare Committee

<table>
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<th>Total Meetings:</th>
<th>Meeting frequency: 1 / Qtr</th>
<th>Average hours of committee work each week: 4</th>
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<tr>
<td>4</td>
<td>Always as needed</td>
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<th>Total items reviewed:</th>
<th>Total number of items carried over from the previous year: 3</th>
<th>Total items carried over to the coming academic year: None</th>
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Listing of bylaw changes proposed: None.

Listing of committee policies established or revised: None.

Issues considered by the committee:
- Fee waiver for university employees (carried over from previous year)
- Childcare availability
- Davis salary scale (carried over from previous year)
- Proposed State law to create reporting of students placed on psychiatric hold (carried over from previous year) (Round 2 discussion initiated in September, 2008)
- Proposed UC Policy Restricting Rehire of Retirees
- Status of University of California Retirement System
- Outsourcing University of California Retirement Plan administration
- Proposed amendments to APM sections 110, 230, 279, 360, 520 and 710
- Proposed new APM policy 765
- Various and diverse academic plans
- Proposal to amend APM 240 – Deans covered by APM rather than SMG policy
- Proposal for Principal Investigator Online Administration Information Module
- Proposed technical amendments to APM 028 – State of California conflict of interest codes
- Budget cuts
- Revisions to original amendment of APM 240 – Dean’s review
- Proposed furlough and salary cut policy
- Proposed furlough and salary cut options

Recommended procedural or policy changes for the coming year: None.
Committee's narrative:

The committee met four times during the 2008-09 academic year. Committee Chair Joel Hass extended a standing invitation to Professor Charles Hess to attend all committee meetings as a guest. Professor Hess represents emeriti at the system-wide UCFW Committee. At its first meeting, the committee decided to discuss business items electronically and in parallel and to limit business items to those that were faculty welfare issues or for which comments were requested from the committee.

At the beginning of the academic year, the committee was asked to respond to a Sexual Harassment Policy (PPM 380-12) review, but had no comments to forward.

Also at the beginning of the year, the committee discussed having a representative from Employee Benefits provide information about available retirement benefits and the status of the university retirement program. When it was determined that the scope of what such a representative could provide was limited, it was decided that it was more appropriate to refer this to the systemwide UCFW.

In October, the committee formulated and forwarded to the Davis Division Academic Senate Chair a resolution to the effect that the University of California shall waive 50% of undergraduate fees for dependents of UC faculty attending a University of California school. The resolution was conveyed to the UC Davis Academic Senate Executive Council and was discussed subsequently at the systemwide Academic Council and the systemwide UC Faculty Welfare Committee. The Davis Division committee’s proposal was found to be not feasible for implementation at this period of financial stress.

During the course of the year, the committee responded to requests for input on: a proposed State law to create reporting of students placed on psychiatric hold, a proposal to regulate the rehire of retirees, proposed amendments to the Academic Personnel Manual (sections 110, 230, 279, 360, 520, and 710), new APM policy 765, a proposed amendment to APM 240, a proposal to develop an online administrative information module for principal investigators, proposed technical amendments to APM 28, a proposed furlough and salary cut policy, revisions to the original proposed amendment to APM 240, and furlough/salary cut options. In each case committee comments were forwarded to the UC Davis Academic Senate Executive Council.

The committee’s response to UC President Mark Yudof’s various furlough and salary cut plans included the following recommendations: 1) retirement benefits should be held harmless; 2) there should be cuts in non-salary compensation (housing allowances, car allowances, etc) equal to the cuts in standard compensation; 3) pay cuts should be termed “temporary,” just as furloughs are, and both should have a sunset period; 4) progressive furloughs and salary cuts are more appropriate than an arbitrary $46,000 point for an increase; 5) all administrative and non-academic units need to be revaluated for necessity, efficiency and cost savings; and 6) the UC President, campus chancellors and senior administrators should take significantly greater cuts.

The committee was asked to review Academic Plans submitted by the Graduate School of Management, the College of Biological Sciences, the Division of Humanities Arts and
Cultural Studies, the College of Agricultural and Environmental Sciences, the School of Veterinary Medicine, the Department of Mathematical and Physical Sciences, the School of Education, the Department of Social Sciences, the College of Engineering, and the Law School. The committee did not find items within its purview requiring comment on these plans.

Of the three separate issues that carried over from the previous year, two were considered and discussed during 2008-09. These two issues concerned the tuition fee waiver for university employees and the Davis salary scale. The third issue that was carried over from 2007-08, the proposed State law to create reporting of students placed on psychiatric hold, was deemed by the committee to be outside its purview, and as mentioned above, the committee responded as such.

After discussion of the Davis salary scale, the consensus of the committee was that this issue was addressed by the campus and required no further action by the committee.

Committee discussion of the tuition fee waiver issue resulted in a resolution that, on October 20, 2008, Committee Chair Hass brought to the attention of Davis Division Academic Senate Chair Robert Powell. (See above.) By February, 2009 it became clear that this was not likely to be approved in the current economic environment. A pre-tax funding approach in support of tuition waivers was then brought up. Discussions about a pretax tuition waiver at the systemwide level led to the conclusion that this was not a realistic option under current tax law.

All of the 2008-09 UCFW monthly meetings were attended by the Davis Division representative or an approved alternate. Committee member Lisa Tell continued to be the DD representative for 2008-09. Committee Chair Joel Hass attended the April and June, 2009, UCFW meetings as the DD’s approved alternate.

Of the topics that were discussed at the UCFW meetings, the committee discussed the following: the briefings by Sheryl Vacca, Sr. VP – Office of Ethics, Compliance and Audit Services, and by Marie Berggren, UC Treasurer; the requested input from campuses on their current childcare needs; the compensation committee that was formed by Provost Grey revising the APM with regards to stipends of deans and other administrators; the status of the UC Retirement Program; the revamping of the UC Retirement System; and the revised rehiring mechanism for retirees.

Following up on requested input by UCFW from all campuses on their current childcare needs, Davis Division representative Lisa Tell and Committee Chair Joel Hass discussed childcare availability with the UCFW and the local childcare offices.

The committee began a discussion of academic calendar dates—particularly the sometimes short intervals between the end of finals and the subsequent beginning of instruction and the constraints of a systemwide calendar. Further evaluation of the academic calendar is occurring in conjunction with discussion of the furlough implementation. The committee also discussed the unionization of postdoctoral scholars and possible effects on research at UC Davis.

Email updates that provide substantive information regarding implementation procedures of the new policy on reemployment of UC retired employees and UC furloughs and
salary cuts were circulated electronically to the committee membership and resulted in extensive email discussions.

Finally, the committee discussed the role of the UCFW within the UC system, the role of the Divisional Academic Senate committee chairs and how they are informed of systemwide issues; the roles of Divisional representatives and the limits placed on them; the UC Office of the President Task Force on Post Retirement Benefits, the START program, and the flow and circulation of issues and information within the UC system.

Respectfully submitted,

Joel Hass, Chair
Michael Dahmas
Alan Jackman
Norma Landau
Saul Schaefer
Lisa Tell, UCFW DD Representative
Chih-Ling Tsai
John Stenzel, Academic Federation Representative