### Faculty Welfare Committee

<table>
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<th>Total Meetings: 9</th>
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<td>2 were joint meetings with the Committee on Planning and Budget</td>
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<th>Meeting frequency: 3 / Qtr Always as needed</th>
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<tr>
<td>Average hours of committee work each week: 6</td>
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<th>Total items reviewed: 47 Appendix A and Appendix B list the items.</th>
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<th>Total number of items carried over from the previous year: 0 However, 7 topics were revisited.</th>
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<td>Total items carried over to the coming academic year: 0 However, discussion of issues that remain unresolved will continue.</td>
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#### Listing of bylaw changes proposed:
None. However, the disestablishment of the Academic Senate Transportation and Parking Committee will lead to the Faculty Welfare Committee absorbing certain T&PC responsibilities that have yet to be incorporated into the charge of the FWC.

#### Listing of committee policies established or revised:
None.

#### Issues considered by the committee:
- Proposed State law to create reporting of students placed on psychiatric hold (revisited)
- Fee waiver for university employees (revisited)
- Davis salary scale (revisited)
- Status of the University of California Retirement System (revisited)
- Status of the University of California Retirement Plan (revisited)
- Budget cuts (revisited)
- Furloughs (revisited)
- The UC Berkeley salary augmentation plan
- Oversight of UC President “emergency powers”
- The amount of influence that the FWC had
- Regular meetings with the Chancellor
- The current channels of communication available to the FWC
- The actual results of the merger of ORMP and OOA
- The size and efficiency of the UCD Administration
- New requirement when making changes to personal benefits during open enrollment
- Special Committee on Student Evaluations of Teaching
- Faculty representation on committees assigned to research and report on the
reorganization of the Administration
Faculty representation on the Committee on the Future (COTF) of the University
COLA increases in pension benefits for current retirees
Financial support via COR for faculty making less than $88,000
Replacement at the 10% level, and by campus, of all faculty and staff separations
The undertaking of new construction projects
Approval of new academic programs absent commensurate programmatic offsets
The exception of the Merced campus
Campus administrative efficiency studies and reorganization
Salary reductions and pay cuts to faculty and staff
Retention and recruitment of faculty
Performance bonuses to administrative executives
At risk variable incentives:
1) UC Office of the Treasurer Annual Incentive Plan (AIP)
2) UC Clinical Enterprise Management Recognition Plan (CEMRP)
Performance incentive award:
1) Senior Management Group Incentive Awards Policy

**Recommended procedural or policy changes for the coming year:** None.

**Committee's narrative:**

The committee met nine times during the 2009-10 academic year. Committee meetings were scheduled during the week following the most recent University Committee on Faculty Welfare. Committee Chair Saul Schaefer and Committee Member Lisa Tell shared the responsibility of representing the committee at the systemwide UCFW meetings.

The committee began the year reviewing the issues considered during 2008-09 and the issues that appeared would be the focus for 2009-10. Although there were no items of unfinished committee work that carried over from 2008-09, the faculty welfare issues that were revisited during 2009-10 are marked as such in the “Issues considered” table above.

**Revisited Issues**

Upon following up on the proposed State law to create reporting of students placed on psychiatric hold, the committee was informed that it had been decided not to move forward with the proposal.

The fee waiver was originally crafted and intended to be an added benefit for faculty and staff and was promoted as an item that would more closely align the UC faculty benefits with those of similar institutions of higher education. In October, 2008, 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. In November, 2009, the issue was raised at the UCFW and a small task force was formed. In May, 2010, the issue was referred to as a fee remission, intended to be a faculty retention stratagem.

The budget crisis and furloughs, which were impending issues in 2008-09, were revisited in terms of the actual equitability, scheduling and duration of salary cuts and variances in salary scales that were being administered. Moving beyond the general discussion of the status of the University of California Retirement System and the University of California Retirement Plan, the 2009-10 committee discussed the UCRS and UCRP in terms of their administration, paid benefits, preservation of medical benefits, solvency and means by which they were to be kept solvent.

Given clearer information and actual numbers to work with, the committee revisited the budget crisis, furloughs and salary cuts and focused on the short term and long term effects that each was having on the UCRS and the UCRP, the short term and long term funding plans for each, Post-Employment benefits and re-institution of employee contributions.

Fee Waiver

The committee researched the legal/tax issues surrounding a program where UC fees for employees and their dependents is paid using pre-tax dollars. UCOP said that the pre-tax fee waiver is against tax law.

2009-10 Priorities

Furloughs; salary cuts; executive administrative compensation; UCRS administration, employee contributions and preservation of medical benefits; oversight of UC President “emergency powers”; faculty representation on the Commission on the Future; and the proposed State law to create reporting of students placed on psychiatric hold were the priorities of the committee, by committee consensus, in the Fall of 2009.

Two Separate Faculty Matters of Concern

The committee also looked into two separate matters of concern that two faculty members brought to its attention. The first matter concerned a department on campus taking funds from two accounts of a retired-on-call principal investigator’s research contract, without the PI’s knowledge or authorization. The second matter concerned UCOP impending action regarding unsubstantiated charges to a faculty member’s Health Care Reimbursement Account (HCRA) account.

Neither matter was deemed the charge of the committee, but the committee did recommend courses of action to be pursued by each faculty member. The Faculty Privilege and Academic Personnel Advisors and the Davis Faculty Association and the Privilege and Tenure process or Campus Mediation were recommended for resolution of the first matter. A Privilege Advisor was recommended for resolution of the second matter. The committee also suggested that the faculty member’s submitted records in
support of charges were lost during the transition of the management of the accounting from SHPS to CONEXIS.

**Items Reviewed and Responded To**

During the course of the 2009-10 academic year, the committee responded to Proposed Technical Revisions to the APM, Chancellor Katehi’s Draft UC Davis Vision Document, Proposed Revisions to PPM 230-05, Proposed Revisions to APM 241, 246, 245, 633, 242, 630 and 632, Request for Comment regarding Assuring Adequate Funding for UCRP and the First Recommendations of the Committee on the Future (COTF).

The committee also responded to requests for responses from the Health Care Task Force on end-user/patient concerns, the UCFW on a Fiscal Crisis Mitigation memorandum and the Commission on the Future (COTF) on the Work Group Recommendations form.

**Items Not Reviewed and Not Responded To**

The committee did not provide a response to the Second Round of Recommendations of the COTF. The Second Round of Recommendations were provided June 18, 2010; they were posted on June 22, 2010; and they were an agenda item for a committee meeting scheduled for July 12, 2010. The purpose of the agenda item was to provide meeting time to formulate a committee response to the Second Round of Recommendations. However, the scheduled committee meeting had to be cancelled due to the unavailability of most committee members.

**Committee Motions**

The committee passed the following two motions.

1. **Approved:** Modifications to the pension plan should incorporate more stringent anti-spiking provisions to prevent large increases in salary in the 3 years prior to retirement. For example, salary increase greater than 10% above the prior 2 years will trigger a revised formula to incorporate the previous lower salary.

2. **Approved:** We oppose the Gould Commission report's recommendations that teaching be delegated to lecturers and graduate students so that professors can devote more of their time to research. This recommendation sunders the connection between teaching and research which UC has always used as a justification of the need to have a first-class research university. Taxpayers send their children to UC so that they can be taught by those most engaged at the forefront of their fields. If their children are to be taught at UC by non-researchers and by graduate students, then they will send their children to CSU, where they will get instruction not from graduate students -- who have neither Ph.D.s nor experience in teaching -- but by people who have done sufficient research to get a Ph.D., and who are sufficiently engaged with their field to design and deliver courses. The Gould report states that professors will "supervise" courses delivered by lecturers and graduate students. Faculty are aware that this transparent fig-leaf does not hide the naked fact that it is next to impossible for professors to supervise instruction in a course that they do not teach.
COLA increases in pension benefits for current retirees and such increases being deferred until salaries of current faculty are restored and furloughs eliminated.

**Post-Employment Benefits Survey**

The committee discussed this survey and responded to it.

**Special Committee on Student Evaluations of Teaching**

The committee considered the opportunity to participate on this special committee, but no committee member was available to do so.

**Other Topics Discussed by the Committee.**

The downsizing and status of the Campus Library; effort reporting and the Federal Demonstration Project; Interim Provost Lawrence Pitts’ visit to UC Davis; compensation for lower paid faculty; Administrative changes: Vice Provost, Research Office; Committee on Research (COR) administration of a salary grant program, per request of the Provost and the Chancellor; joint meetings with the Committee on Planning and Budget; and Transportation and Parking Committee disestablishment.

**Procedures**

The committee decided to continue the 2008-09 practice of discussing business action items electronically and in parallel and to limit such discussion to those business items that were faculty welfare issues or which requested a response from the committee. During the Spring Quarter, the committee also began using the Request for Consultation (RFC) functionality that was added to the Academic Senate Information System (ASIS).

All of the 2009-10 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 2009-10. Committee Chair Saul Schaefer attended the October and December, 2009, UCFW meetings and the March, April, June and July, 2010, meetings, as the DD’s approved alternate.

Of the topics that were discussed at the UCFW meetings, the committee discussed the following: Compensation Task Force; survey on retention and recruitment of faculty, APM 670, 015, 241 and 246; the different contracts of Health Systems with insurers; UC request for $400 million from State; total remuneration; Post-Employment Benefits Task Force; Commission on the Future (a.k.a. the Gould Commission); health care premiums; Task Force on Investment and Retirement; salary scale compensation plan; HR related items; changes in benefits; UC payouts for benefits; UCFW Health Care Task Force subcommittee; Stay Well program; CONEXUS management of access to health care benefits; Post-Employment Benefits Survey; loan program; budget updates; Legislature bill of last year that says that the State is no responsible for UCRP; student fees; the governor’s expectation that there will be no increases in student fees; UC Merced’s sunset clause; funding for capital outlay projects; Cal Grants; pension reform for state employees; State employee firings and furloughs; compliance issues; Learning Management System; Vice Provost search; faculty administrator titles and policies; restart of contributions to UCRP; and a steering advisory group for optimizing resources.
Chancellor’s Briefing Book

For the benefit of the new UC Davis Chancellor, Linda Katehi, and to welcome her to the campus, Academic Senate Chair Robert Powell asked all standing committees of the Senate to prepare a briefing page. The Faculty Welfare Committee graciously complied.

Respectfully submitted,

Saul Schaefer, Chair
Michael Dahmus
Christyann Darwent
Alan Jackman
Norma Landau
Lisa Tell, UCFW DD Representative
Katherina Lin, Academic Federation Representative
Bryan Rodman, Resource Analyst