### Annual Report: Academic Year 2010-11
### Davis Division: Academic Senate

#### Faculty Welfare Committee

<table>
<thead>
<tr>
<th>Total Meetings: 9</th>
<th>Meeting frequency: 3 / Qtr and Always as needed</th>
<th>Average hours of committee work each week: 6</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Total items reviewed: 19 (Items are listed in Appendix A)</th>
<th>Total number of items carried over from the previous year: 0 However, topics were revisited.</th>
<th>Total items carried over to the coming academic year: 0 However, discussion of issues that remain unresolved will continue to be discussed.</th>
</tr>
</thead>
</table>

**Listing of bylaw changes proposed:** None.

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

**Issues considered by the committee:**
- Davis salary scale (revisited)
- Salary reductions and pay cuts to faculty and staff (revisited)
- Status of the University of California Retirement System (revisited)
- Status of the University of California Retirement Plan (revisited)
- Budget cuts (revisited)
- Retention and recruitment of faculty (revisited)
- Performance bonuses to administrative executives (revisited)
- Post-Employment Benefits (revisited)
- Recommendations of UC President’s Task Force on Post-Employment Benefits
- Downsizing Resolutions of the Academic Senate and UCLA
- How best to inform faculty, and a greater number of faculty, on issues and matters of concern
- Shared Governance
- Transportation and Parking responsibilities

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

The committee met nine times during the 2010-11 academic year. Most committee meetings were scheduled the Monday following the most recent University Committee on Faculty Welfare (UCFW) meeting. Committee Chair Saul Schaefer and Committee Member Lisa Tell shared the responsibility of representing the committee at the systemwide UCFW meetings. All of the 2010-11 UCFW monthly meetings were attended by Lisa Tell or Saul Schaefer. Committee procedures and practices were established at the beginning of the year and maintained throughout the year. The procedures and practices focused on the confidentiality protocols to be observed regarding the business of the committee and the UCFW, communication protocols, the scheduling and noticing of committee meetings, the management and processing of Requests for Consultation, and the recording of meeting minutes.

Throughout the year, efforts were made to streamline the management of the business before the committee. Electronic communications were the principal means by which streamlining was achieved. Email and the committee’s home page in the Academic Senate Information System (ASIS) were the tools used. Email was used to notify, distribute and communicate information of a non-confidential nature. ASIS was used to post committee business documents and elicit comments from the committee membership. Internet searches and web site information were computer projected during committee meetings. And electronic links to information were provided instead of typed synopses.

Summaries of the non-confidential matters discussed at UCFW meetings were presented at FWC meetings.

Although there were no items of unfinished committee business that carried over from 2009-10, the faculty welfare issues that were revisited during 2010-11 are marked as such in the “Issues considered” table above.

The committee began the year discussing the current status of the UC’s Post-Employment Benefits and reviewing the associated issues, and their significance. The primary focus of the discussion was the actuarial liability of retiree benefits and the modifications to the pension plan required to meet this liability. Variations of retirement benefits, lump sum cash-outs, the continuance of current plan benefits for those in the current plan, the new tier benefits available to new hires, early retirements, UC contributions and employee contributions as percentages of payroll, the ongoing negotiations between President Yudof, UCOP and the Academic Senate, Defined Contribution Plans (DCP’s), open enrollment into health benefit plans and the issues involved, and the impending changes to HealthNet participation were discussed. The potential consequences and ramifications of a medical care provider opting out of a HealthNet package were discussed with particularity.

The status and updates on the efforts of the Task Force on Investment and Retirement and the UCFW Health Care Task Force were topics of discussion throughout the academic year.

Other topics discussed were the San Francisco Chronicle article on 34 UC executives’ argument for pay raises, a Mortgage Origination Program foreclosure, compliance
issues, HRB administration costs due to staff shortages, the subsidized home/hotel care program service which operates to help people manage an emergency, student enrollment numbers, classroom space availability, the faculty/student ratio, the public’s perception that the faculty’s teaching load is considered a part-time job, the current practice and impetus to hire more non-senate faculty because of budget concerns, the HealthNet notification letter regarding loss of client data, the potential of reduced benefits for those working 50-75% time, Medicare coverage, benefits coverage during retirement and the changing qualifier, the reduction of health care credit, the reduction of health care benefits and the lowering of health care costs.

Post-Employment Benefits

In September, 2010, the recommendations of the UC President's Task Force on Post-Employment Benefits, a dissenting statement from the faculty and staff members of the PEB Task Force work groups, which proposed a third option C to options A and B of the President’s Task Force, and a letter from the Chair of the Academic Council, which provided informational links and requested divisional comments, were summarized and discussed. In October, the committee discussed the town hall meeting that occurred earlier in the month—at which PEB options A, B and C were presented, compared and discussed by means of a question and answer period.

In March, 2011, a note from Health Care Task Force Chair Robert May asking for help in gathering faculty perspectives on priorities for new health and welfare benefit designs was shared with the committee membership. The note included an HCTF questionnaire for feedback from campus FWC’s regarding higher health care costs and decreased health care benefits or both.

The Budget Crisis

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.

During 2010-11, the committee reviewed the development of the budget crisis and salary cuts and focused on the short term and long term effects that each was going to have on the UC, the short term and long term funding plans of the UCD campus, Post-Employment benefits and the re-institution of employee contributions.

In December, 2010, the availability of funds to augment UC salaries and how to apportion these funds, was brought to the attention of the committee. The position of the UCFW was explained via an enclosed letter from the Chair of the UCFW.

In January, 2011, the committee was briefed by Academic Senate, Divisional Chair Robert Powell on Chancellor Katehi and Provost Hexter’s Campus Budget Update letter to the campus, dated Jan. 21, 2011. The brief touched upon the estimated impact on the campus of the State budget funding cut and ways to lessen the impact of the State and Campus cuts, besides the issues of keeping faculty, teaching assistant, staff support
and the June State tax initiative. UC Davis revenue sources and uses, structural change, balancing the budget, and a transparent approach to dealing with the budget were discussed.

In March, 2011, the committee considered the results of a survey of the membership of the Academic Senate at UC Irvine. The survey sought insight into the collective opinion of the faculty on some key issues related to the current budget reductions.

**Matters about which the Committee had Questions:**

The UCOP budget cut strategies to minimize cuts passed down to the campuses. The short sales and foreclosure(s) of the Mortgage Origination Program. The Task Force on Investment and Retirement investigation into why the disability benefit was cut from the new tier of benefits when it was compared with the old UCRP benefits. The formalization of the UCRS Advisory Board and seats designated for Academic Senate positions. The continuing conversations with the governor that focused on pension reform and some sort of spending cap and a potential trailer bill that would dictate how funds would be used by UC. The SMG banding project. Health Sciences Compensation Task Force data gathering. The UC Provost’s administrative task force regarding faculty salaries. Part-time faculty work groups. The existence of different relationships on the different UC campuses and different position titles. The classifying/regrouping of faculty on the standardization of systemwide position descriptions and criteria. UC President Mark Yudof’s five year plan. ExtendHealth’s ability to deliver on its claim to be capable of providing at substantially lower costs the same health care services and quality level that are and have been in place. The changes in health care that would be caused by President Obama’s Health Care Plan.

**Committee on Transportation and Parking - Duties and Responsibilities**

At the beginning of the 2010-11 academic year, Clifford Contreras, Director of TAPS, was informed that the previous Spring (2010) disestablishment of the Committee on Transportation and Parking resulted in the transfer of some of the committee’s duties and responsibilities to the Committee on Faculty Welfare. Director Contreras replied that, beginning in January 2011, meeting minutes of the Transportation and Parking Administrative Advisory Committee and the Campus Committee on Bicycle Programs would be electronically forwarded to FWC Chair Saul Schaefer, after they were approved at each committee’s next scheduled meeting. Director Contreras indicated in his reply that faculty representation existed on both of the committees, and he welcomed the Committee on Faculty Welfare to participate in future discussions. In addition to each committee’s minutes, the agendas for each committee’s meetings would be forwarded in advance of their respective meetings to provide Chair Schaefer the opportunity to attend or send a member(s) of the Committee on Faculty Welfare.

Wanda Brown, Assistant Manager, UC Davis Health System, Parking and Transportation Services, was also informed of the disestablishment of the Committee on Transportation and Parking and the transfer of some of the committee’s duties and responsibilities to the Committee on Faculty Welfare. Throughout 2010-11, Wanda kept the Committee on Faculty Welfare apprised of Parking and Transportation Services meetings and minutes.
Items Reviewed and Responded To

During the course of the 2010-11 academic year, the committee responded to the following matters of concern that were directed to its attention via Requests for Consultation distributed and posted by means of ASIS. In each case, the purview of the committee, as defined by its charge, was the criteria used for responding via the ASIS RFC functionality. The RFC’s included: Post-Employment Benefits options, the Academic Senate and UCLA resolutions regarding downsizing, Information Technology’s Shared Service Center concept, the UC Senate Membership Task Force Report, a Graduate School proposal, an HR and Finance Case Management Shared Service Center concept, a UC Draft Privacy Policy, a 2011-12 budget planning memo, a note from Health Care Task Force Chair Robert May.

Items Not Responded To

Although some membership comments were provided via the ASIS whiteboard “Comments” functionality and the topics were discussed during a committee meeting, the committee did not provide a formal response to the UCD APM Streamlining Initial Section Review or the Information Technology Excellence Committee Report Review.

Additional Items Presented to the Committee for Their Information and Consideration

The 2009-10 committee annual report. Draft revisions of APM 670 (HSCP). Senate-Administration Task Force on Faculty Salaries response to Executive Vice President and Provost Lawrence Pitts on his first charge to the task force. Professors Dahl and Forbes of UCSD proposed statistical evaluation of the impact on employee behavior due to the roll out of the HealthNet Blue and Gold insurance plan option and their health welfare data request. “Gap” insurance coverage to provide short-term supplemental health insurance coverage for short trips. UCFW request of Dwaine Duckett, Vice President – Human Resources, for data regarding the impact of proposed changes in health benefits, especially regarding part-time employees.

Dean Emeritus Hess summarized a draft directive regarding the rights and privileges of emeriti/ae faculty. His summary included highlights and an administrative history of the draft directive.

Committee Resolutions

Three resolutions were passed out of committee. One was in response to the Post-Employment Benefits options A and B that the UC President’s Task Force on Post-Employment Benefits put forward, and the option C that was put forward in a dissenting statement from the faculty and staff members of the PEB Task Force work groups. A second resolution was in response to recommendations delineated in the Report of the Task Force on Senate Membership. The third resolution was in response to the Planning Principles for UC Davis as outlined by Chancellor Katehi and Provost Hexter.
Other Topics Discussed by the Committee.

New York Times article on faculty salaries. A statement issued by President Yudof and UC Regents' Chair Gould concerning the retirement compensation letter signed by 36 UC community members. The rights and privileges of emeriti/ae faculty and professors or UC Davis. UC Davis as the only UC campus with an Academic Federation. The suitability of the Academic Federation to people because of what they want to accomplish professionally. The distinctions between health sciences faculty and non-health sciences faculty. Travel insurance: registration and reporting. UC's need to create an overarching privacy and information security policy framework that appropriately balances University values of individual privacy and academic freedom with other institutional obligations, including data protection. Faculty unawareness of the benefit of travel insurance for anyone (and their co-travelers) who registers their business trip with UC (even if they haven't gone through CONNEXUS). Sabbatical overseas policies. UC online education. Differential fees concerning royalties and consulting fees. Recruitment of faculty from other campuses. Endowments. Tuition remission regarding fee waiver for children of UC employees. The ExtendHealth program. Grant funding mechanisms. The outsourcing of the regulation of parking on the main campus and the medical center and or the consolidation of the separate parking services organizations.

Committee Actions

The committee disseminated to the members of the Academic Senate and the members of the Academic Federation via their respective Academic Senate Office list serve information regarding the benefit of travel insurance for anyone (and their co-travelers) who registers their business trip with UC (even if they haven't gone through CONNEXUS).

Committee member Alan Jackman agreed to represent the committee as a member of a joint working group created by Academic Senate Chair Robert Powell and UC Davis Vice Chancellor John Meyer to discuss implementation of the UCOP policy governing purchase and use of controlled substances in research. The policy was to address the special requirements and procedures applicable to the procurement, storage, use, transfer, disposal, and inspections of controlled substances at all locations that are the responsibility of the UC Davis administration. The workgroup discussed how to implement the mandate at UC Davis in a manner that complies with UC policy and federal/state law and that creates as little administrative and fiscal impact as possible. Alan Jackman's service involved attending a monthly meeting, participation via e-mail, draft review and presenting updates to the FWC throughout the process.

After hearing Dean Emeritus Hess summarize a draft directive regarding the rights and privileges of emeriti/ae faculty, the FWC offered a suggestion for consideration.

Respectfully submitted,

Saul Schaefer, Chair
Michael Dahmus
Frances Dolan
Alan Jackman
Stuart Hill

Lori Lubin
Lisa Tell, UCFW DD Representative
Katherina Lin, Academic Federation Representative
Bryan Rodman, Resource Analyst
APPENDIX A
ITEMS REVIEWED DURING THE 2010-11 ACADEMIC YEAR

Letter from Academic Council to Division and Committee Chairs regarding review of the report of the Post-Employment Benefits Task Force.

Letter from Academic Council to Senate Division Chairs and Committee Chairs requesting review of Council Recommendation and UCLA Statement on the Future of the University.

Email sent on behalf of Academic Senate Chair to Senate Division Chairs and Committee Chairs requesting review of the report of the Task Force on Senate Membership.

UCFW endorsement of Dissenting Statement by Staff and Academic Senate Members of the Work Groups of the President’s Task Force on Post-Employment Benefits.

UCFW resolution regarding proposed Post-Employment Benefits Options.

Academic Council email message regarding Option B, as recommended by the Steering Committee of the Post-Employment Benefits Task Force.

Request to participate in a conceptual review of an Information Technology Shared Service Center.

Draft directive regarding The Rights and Privileges of Emeriti/ae Faculty.

Summary of The Rights and Privileges of Emeriti/ae Professors at UC Davis.

Request to participate in a conceptual review of Case Management of HR and Finance issues in a Shared Service Center.

Biennial Accountability Sub-Report on Faculty Competitiveness

Draft of Davis Division Faculty Welfare Committee resolution regarding UC Senate Membership Task Force Report.

Draft of Davis Division Faculty Welfare Committee resolution regarding UC Davis Chancellor and Provost letter regarding Campus Budget Update.

Graduate School Proposal.

Draft of UC Systemwide Policy on Privacy.

Request for formal review of additional streamlining of APM and APM-UCD policy.

Letter from Chancellor Katehi and Provost Hexter regarding 2011-12 Budget Planning.

The UC Online Education Project Plan.

Information Technology Blue Ribbon Committee Report.