### Faculty Welfare Committee

<table>
<thead>
<tr>
<th>Total Meetings:</th>
<th>Meeting frequency:</th>
<th>Average hours of committee work each week:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Always as needed</td>
<td>.5</td>
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<table>
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<tr>
<th>Total items reviewed:</th>
<th>Total number of items deferred from the previous year:</th>
<th>Total items deferred to the coming academic year:</th>
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<tbody>
<tr>
<td>12</td>
<td>2</td>
<td>12</td>
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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 (deferred from previous year)
- Davis salary scale (deferred from previous year)
- Social Security (employer’s portion) paid by grants
- Is Wellpoint standing in the way of physician’s rights to prescribe medicines?
- Proposed State law to create reporting of students placed on psychiatric hold
- Proposed revision of APM 710 (sick leave)
- Creation of a new APM 080 (medical separation)
- Proposed transitional leave policy for senior management group (SMG)
- Proposed strategy for guaranteeing the long-term financial accessibility for UC undergraduates
- Proposed revised academic personnel policy 740 on sabbatical leave
- Proposal to revise cell phone policy (G-46)
- Proposal to change Senate Regulation 750.B and APM410 4a and 4b involving the use of graduate students as teaching assistants

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

The committee met once in person and had numerous e-mail “meetings” during the 2007-08 academic year. Two issues considered by the committee were carried over from the 2006-07 academic year: 1) Fee waiver for university employees; and 2) Davis Salary Scale. The Davis Salary Scale issue was addressed by the university. The fee waiver issue involved reducing university tuition and fees for the children of staff and faculty as a hiring and retention incentive measure. The Committee proposed this issue to the campus Executive Council.

Committee member Saul Schaefer conducted a survey, similar to one conducted by Penn State, by sending a questionnaire to the Internal Medicine Faculty to get a sense from this faculty group as to the importance of a tuition and fee waiver program for dependents of faculty and staff. The survey was timely and helpful because the University of California is considering the adoption of a Fee Waiver program and the Executive Council will be considering this proposal.

The questionnaire posed the following two questions:

Do you believe that having this [Fee Waiver] program is an important benefit?
Yes   No   Maybe

Would the presence of such a program positively influence your decision to become a faculty member at UC and/or remain at UC?
Yes   No   Maybe

Forty-six of forty-seven people responded “Yes” to the first question. One person responded “Maybe.”

Thirty-nine of forty-seven people responded “Yes” to the second question. Two people responded “Maybe.” Six people responded “No.”

The in-person meeting of the committee was scheduled on December 5, 2007. The agenda for the meeting listed the following topics for discussion: 1) the two aforementioned carry-over issues; 2) Social Security (Employer’s Portion) Paid by Grants; and 3) Is Wellpoint Standing in the Way of Physician’s Rights to Prescribe Medicines?

The committee was asked to comment on several items. These included a proposed revision of APM 710 (sick leave) and the creation of a new APM 080 (medical separation), systemwide senate review of proposed transitional leave policy for senior management group (SMG), a proposed strategy for guaranteeing the long-term financial accessibility for UC undergraduates, the proposed revised academic personnel policy 740 on sabbatical leave, a proposal to revise cell phone policy (G-46), a proposal to change Senate Regulation 750.B and APM410 4a and 4b involving the use of graduate students as teaching assistants, and the proposed state law to create reporting of students placed on psychiatric hold. The committee provided comments on most of these items.
UCFW held meetings in December and November, 2007, and January, February, March, April, May and June, 2008. Committee member Lisa Tell attended all of these meetings except the one in June. Committee member Joel Hass attended the June UCFW meeting as Lisa Tell’s approved alternate.

In mid-March, 2008, Bryan Rodman was assigned as the committee’s resource analyst, taking over for Solomon Bekele.

The Committee is very grateful to Solomon Bekele and Bryan Rodman for their help. They facilitated the work to make this a very efficient and effective committee work-year.

Respectfully submitted,

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