

**COUNCIL ON FACULTY WELFARE
ANNUAL REPORT
2003-2004**

To the Irvine Divisional Senate Assembly:

INTRODUCTION

The Council on Faculty Welfare (CFW) considers faculty issues that are relevant to faculty welfare, academic freedom, affirmative action and diversity, and emeritae/i affairs. The Council's membership and duties are stated in Irvine Bylaw 99. Professor Douglas Haynes chaired the Council this year and also served as the Council's representative to the Senate Cabinet and the Irvine Divisional Senate Assembly. The Council sent representatives to three UC committees: University Committee on Faculty Welfare, University Committee on Academic Freedom, and University Committee on Affirmative Action and Diversity. The Council's standing subcommittee for Emeritae/i Affairs consisted of three emeritae/i members, including the Chair of the UCI Emeriti Association.

CFW met monthly during the 2003-04 academic year and conducted additional discussions electronically. At its meetings, the Council reviewed and discussed the following issues, proposals, policies, reports and requests from faculty. When appropriate, the Council has responded to the Chair of the Academic Senate, UCI administrators, or University Senate committees:

SUMMARY OF COUNCIL'S DISCUSSIONS AND ACTIONS

Faculty Welfare Issues Under Review

1. Health Care

Health care at UCI continues to be a major issue for CFW. The Council met with Pat Jones, Vice President, Business Administration, and she provided an overview of local and national trends in the health care industry. The causes of rising premiums and co-payments, and UCIMC's response to higher operational costs and lower reimbursements were discussed. The Council will review health care plans next fall. Gina Merriott, Human Resources' Benefit Programs Manager, reported on the changes to UC health care plans being offered during open enrollment.

2. Faculty Housing

Richard Haier, Chair of ICHA, presented an overview of the Irvine Campus Housing Authority. The Council's concerns and questions included the following. Should new ground leases be written to include limitations on the number of years that retirees can stay after retirement? Are inducements for retirees to move to smaller units needed? Should a retirement housing complex on campus be considered? Is there a need to acquire off-campus housing or land?

3. Faculty Housing Assistance Programs

Susan Rupp, Faculty Home Loan Coordinator, provided an overview of UCI's housing assistance programs: Mortgage Origination Program (MOP), Graduated Payment Mortgage Origination Program (GP-MOP), Supplemental Home Loan Program (SHLP), and Housing Allowance Program (HAP).

4. Child Care Services

Three guests were invited to the meeting to discuss UCI's child care services. Professor David Meyer, Chair of the UC Irvine Childcare Advisory Committee, reported on his committee's activities. Daniel Dooros, Interim Executive Director of Student Affairs Auxiliary Services, presented a history and overview of the campus facilities. Kathy White, Director of Child Care Services, was present to answer the Council's questions about the campus child care facilities.

If UCI plans to grow from its original target of 27,000 students to 40,000 students, child care services will need

to grow accordingly. CFW will review the issue again during the 2004-05 academic year and it may forward its concerns to Campus Life, one of the Chancellor's committees that will be participating in the review of the Long Range Development Plan.

5. Recruitment, Retention and Gender Equity

Professor Priscilla Kehoe, Director of the Advance Program, provided background information on the Advance Program. The Irvine campus was one of nine universities selected nationally to receive \$3.5 M over five years. Each of universities proposed different methods for achieving gender equity. UCI's grant provided funding to study the eight academic schools that receive NSF funding and EVC Gottfredson agreed to provide funding to include the Schools of the Arts and Humanities in the study. The Advance Program is looking at each school individually for generic and discipline-specific causes. Professor Kehoe provided data on recruitment, retention, and advancement. CFW will continue to monitor the results of the study.

6. Faculty Salaries and Gender Equity

Professor Yahr provided data on faculty salaries and reported that gender inequities continue to exist when merit (rank/step) are held constant. The Council on Faculty Welfare strongly supported Professor Yahr's request to advance the issue to the Academic Senate for further review and action. Senate Chair Klein was informed of the Council's concerns which included: 1.) There is a persistent pattern of inequality in female faculty salaries relative to male faculty salaries. 2.) The inequality hampers morale and UCI's ability to recruit and retain outstanding female faculty. 3.) The Council urges the Senate Cabinet to consider the attached data, identify possible solutions, and consult with the Executive Vice Chancellor about action that will remedy the inequality. The Senate Cabinet has met with AEVC Killackey and a meeting with both Professor Yahr and AEVC Killackey has been schedule during Fall Quarter '04.

7. UCI's International Center

Anna Wimberly, Director of UCI's International Center, provided an overview of the center's services for international students and scholars (faculty and researchers). This was an information item and no action by CFW is required.

Proposal Reviews

1. UC Health Sciences Faculty Retirement Proposal

The proposal would offer additional retirement coverage to Health Science faculty for income above base salary. Although UCFW decided not to accept or reject the proposal, CFW unanimously approved the proposal for several reasons: it as a practical proposal with no cost to

the University; and, in order to hire and retain outstanding physicians, UCIMC needs to be a competitive employer.

2. Emeritae/i Association's Proposal for Faculty Award

CFW supported in principle the proposal for a mentorship award and will be interested in reviewing the final proposal when the details have been worked out.

3. CFW's Mid-Career Service Award Proposal

CFW's proposed award is designed to encourage and recognize service to the university as an integral part of faculty careers. In response to suggestions made by the Council on Planning and Budget and the Committee on Scholarly Honors and Awards, a few modifications were made to the proposal. The Senate Cabinet approved the following award on June 8, 2004.

Distinguished Mid-Career Award for Service (Est. 2004)

The recipients of the Distinguished Mid-Career Award for Service should be awarded to mid-range professors (Associate Professor I through Professor V) who have made outstanding contributions of University and public service. (For a more detailed description of service, see Academic Personnel Manual 210. d. (4) University and Public Service.)

4. Proposal for a Retiree's Center

Gail Brooks, Assistant Vice Chancellor of Human Resources, has submitted a proposal to the Administration for a UCI Retiree's Center. Four other UC campuses have successful centers with permanent funding. UCI's Emeritae/i Association has stated that there is a need to have a staff member who can assist retirees with their particular needs. CFW agreed that the Irvine campus has grown to an age and size when it is time to encourage the Administration to provide the necessary funding. The Council asked the Senate Cabinet to lend its support to this worthwhile proposal.

Policy Reviews

1. Senate Bylaw 335B. Grievance Cases and the Whistleblower Policy

The proposed amendments to Senate Bylaw 335B seek to integrate the new whistleblower related policies into the grievance process of divisional senates throughout the UC system. CFW unanimously approved the proposed amendments to Senate Bylaw 335B without further comment.

2. UC Policy on Sexual Harassment

Kirsten Quanbeck, Director of the Office of Equal Opportunity & Diversity, reported on the updating of the systemwide policies on sexual harassment, and on the proposed new Policy on Conflict of Interest Created by Consensual Relationships. The Council identified two concerns about the wording and suggested revisions were forwarded to Chair Klein.

3. Proposed UCI Policy on Conflicts of Interest Created by Consensual Relationships

Kirsten Quanbeck reported that the UC policy varies from the UCI policy in that it is more explicit about the types of relationships covered, forbids certain types of relationships, and is a separate policy. The Council's suggestion that UCI's policy should clarify what office or offices would be designated to oversee local compliance was forwarded to Senate Chair Klein.

4. Informal Review of Family Friendly Policies: APM 133, 210, 220, and 760

No additional comments were developed during the Council's discussion. The Council was satisfied with its previous response to Chair Klein on January 14, 2004.

5. UCAAD's Proposed Revision to APM 210, 240, and 245

The proposed revisions encourage, but do not mandate, that credit be given to those that facilitate diversity. In general, the Council supported the added language to explicitly include diversity activities as part of the measure of excellence. Regarding APM 210.1, the language of the six proposed additions was found to be inconsistent and a suggested revision was forwarded to Senate Chair Klein. CFW approved the proposed revisions to APM 240 and 245 as written.

6. Fractional FTEs

In response to the Administration's plans to increase the number of fractional FTEs (100% positions with 50% state funding) and to extend the practice to the main campus, CFW agreed that this type of appointment is not in the best interest of UCI's faculty for several reasons. It would create a lower tier of faculty who will face inequitable expectations and morale issues. The academic unit will not have the benefit of a full FTE. And, finally, this could be a slippery slope. The Administration is asking for 10% of new appointments on the main campus to be fractional FTEs and the percentage could be increased in coming years. This would have a negative effect on the quality and stability of the university.

7. Posting U-Wide Senate Committee Agendas & Minutes to Public Web Site

The UC Senate office has requested input from the divisional Senate offices regarding what should or should not be posted on the "public" portion of its website. The Council did not reach a consensus of opinion, but the pros and cons of the issue were forwarded to Chair Klein.

Report and Resolution Reviews

1. Task Force on Instructional Activities

The Task Force was formed in response to the Office of the Bureau of State Audit's questions about the reporting of instructional activities throughout the UC system. Reporting, evaluating and defining instructional activities were in the task force's charge. The adoption of a new instructional category, the Total Instructional Effort (TIE) was a central focus of the report. A summary of the Council's general support, along with its concerns, was forwarded to Chair Klein.

2. Resolution for University Support of Open Software and Standards

While certainly worthy of further study, Council members viewed this resolution as premature and a possible infringement on academic freedom. Instead CFW would like the university to take steps to raise awareness about open-source software as well as provide technical support for faculty who opt to utilize it.

3. Resolution on the University's Response to the USA Patriot Act and Related Measures

The Council on Faculty Welfare strongly supported the Resolution on the University's Response to the USA Patriot Act and Related Measures as written. (Vote: For - 10, Opposed - 0, Abstentions - 2)

Senate Chair Klein was informed of the Council's support.

4. Report of the Professorial Step System Task Force

The UC task force was charged with reviewing the placement and number of special review or "barrier" steps within the full professor ranks. The Task Force suggested eliminating the special criteria associated with the review for advancement from Step V to Step VI along with five other recommendations. The Council discussed the report and unanimously endorsed all six of the task force's recommendations.

5. Report of Ad Hoc Committee to Draft UCI Faculty Disciplinary Procedures

Changes in UCI's faculty disciplinary procedures were needed to bring UCI policies into conformity with the 2001 revisions in UC Senate Bylaws and the Academic Personnel Manual. The changes included: 1.) a new investigative committee is being added to the procedures; 2.) the sole responsibility of Committee on Privilege and Tenure in disciplinary cases will be to conduct formal hearings on the charges. The Council voted unanimously to support the proposed changes that were recommended in the report.

Faculty Requested Reviews1. Split Faculty Appointments

Professor Basolo asked the Council to review the current hiring process for faculty with split appointments and to consider whether additional written procedures were needed. CFW discussed the issue at four meetings. The Council on Academic Personnel (CAP) and Herb Killackey were consulted about UCI's hiring procedures. Although CAP reported that it had not encountered a problem with any of the 36 split appointments during its review process, CFW asked the Academic Senate to consider adding a statement to the Academic Personnel Procedures Manual (APP) under Academic Senate Titles, 3-10. Appointment Policies, C. Other Appointments, 1. Split Appointments. When the Academic Senate endorsed the suggestion, CAP provided the additional wording to clarify hiring procedures for split appointments. Senate Chair Klein submitted the proposed revision to the APP to Chancellor Cicerone and Executive Vice Chancellor Gottfredson and asked for their consideration.

2. Faculty Reimbursement for Child Care Expenses

The Council was asked to review UC's current policy that precludes reimbursement for certain child care expenses. It was noted that UC accounting policies comply with IRS policies, and is therefore not negotiable.

3. University Hills – Survivorship Rights of Domestic Partners

In response to a request for information about survivorship rights of domestic partners, UCFW provided a response that was included in the agenda as an information item. The Council decided to invite Richard Haier, Chair of ICHA, to a future meeting to discuss other Irvine campus housing issues.

4. Bicycles on the Outer Ring

Concern was raised about potential accidents between bicycles and pedestrians on the outer ring. Council members agreed that skate boarders and motorized scooters were additional causes for concern. UCI's Institute of Transportation Studies (ITS) will be contacted. It was suggested that students could be assigned to map and design solutions as a class or individual project. CFW will revisit the issue next year.

5. EVC's Partial Funding of Off-step Salaries for UCI Faculty

EVC Gottfredson announced a plan to use campus resources to fund portions of off-step salaries for UCI faculty at a recent Senate meeting. UCI faculty members have not had cost-of-living increases in many years and this plan would be beneficial to morale and recruitment. However, faculty members from the College of Medicine would be excluded. Two reasons were given for the exclusion by the AEVC: 1.) Off-step increases are used less frequently in the College of Medicine. 2.) Because of the unique salary structure in the College of Medicine, it is more difficult to calculate off-step salaries for College of Medicine faculty. Although CFW members were encouraged that the EVC is trying to improve faculty salaries, they were concerned about the disparity of treatment. The Council unanimously approved sending a request to the EVC via Chair Klein asking for more information about the rationale for excluding the COM faculty.

6. University Extension's Online Grading Procedures

It was brought to the Council's attention that in order to submit grades online for Extension/ACCESS UCI students, faculty members are required to set-up an account by providing their Social Security Number and birth date. Although this form of grade submission is currently optional, it may become a requirement. The Council agreed that they would prefer to use their UCI ID number for identification purposes as they currently do when submitting grades online to the Registrar's Office. The Senate Cabinet shared CFW's concern about requiring faculty to provide personal information. Senate Chair Klein has forwarded a request to Dean Matkin asking him to reconsider University Extension's online grading procedures.

Information Items

1. Focus Groups for OP on Various Communications

Gina Merriott reported that the Office of the President was interested in convening two groups (a mix of faculty and staff) for the purpose of reviewing various communications and providing feedback on its effectiveness.

2. Limited Faculty Membership for the Anteatr Recreation Center (ARC)

In response to the Council's request during the 2002-03 academic year, a less expensive "Limited Faculty Membership for ARC" has been created for faculty who would like to occasionally use the facilities.

3. Model Plan for Faculty Recalled for Post-Retirement Teaching – Final Draft

The final draft of the "Model Plan for Faculty Recalled for Post-Retirement Teaching" is a replacement for the "Phased Employment/Phased Retirement Plan" which was circulated and discussed last year. Following an endorsement by UCFW and the Academic Council, the plan will be forwarded to Provost Greenwood with a request for immediate implementation.

4. Survivor Benefits

Karen Beck, a Benefits and Retirement Consultant from Human Resources, reported on UCRP survivor benefits. Comparative data on several survivor scenarios was provided. The Council was concerned about the inequity of payments to survivors of employees who were eligible to retire (more than 5 years of service and over 50 years of age) who will receive significantly less

than survivors of employees who were not eligible to retire (more than 2 years service but less than 5 years of service and/or under 50 years of age). Human Resources planned to submit a report that will bring the issue to the Office of the President's attention. Chair Haynes brought the issue to UCFW's attention at its meeting on July 9, 2004.

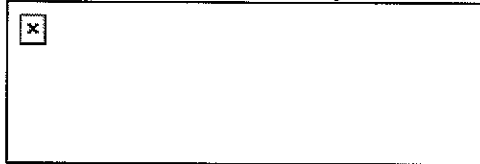
Issues for CFW to Consider in 2004-05

The Council agreed to review the following issues during the 2004-05 academic year:

- Gender Equity
- ICHA's procedures for managing the University Hills priority list and lottery
- UCI's Plans for Growth: Is a new LRDP Report available for CFW's review? How will it impact faculty welfare? What are child care services plans to meet projected growth?
- Revisit the issues of off-step salaries and half-time appointments on soft money
- Invite Njeeri Wa Ngugi, Director of the Faculty/Staff Assistance Program, to discuss the program's services.
- Bicycle usage on the outer ring.

The minutes of the monthly meetings are on file in the Academic Senate Office.

For the Council on Faculty Welfare,



Douglas M. Haynes, Chair

Faculty Members:

Douglas Haynes, Chair
 Victoria Basolo
 Alison Clarke-Stewart
 Robert Folkenflik
 Michelle Garfinkel
 Stephen Jenks
 Svetlana Jitomirskaya
 Robert Josephson
 Annie Louie
 Richard Robertson
 Howard Tucker
 Pauline Yahr

Representatives:

Emeritus Representatives: (3)
 Julian Feldman, Emeritus Rep
 Kivie Moldave, Emeritus Rep
 Lyman Porter, Emeritus Rep
 Representatives:
 Christina Woo, LAUC-I Rep
 Andrea Hill-Contreas, ASUCI Rep

Consultants:

Anne Paden, Human Resources
 Gina Merriott, Human Resources
 Kirsten Quanbeck

Attachment: Attendance Report