

**Minutes of Meeting
July 10, 2009**

I. Chair's Announcements

Helen Henry, UCFW Chair

Chair Henry updated the committee on several items of interest:

- ACA 21 and SCA 24 have been shelved, according to today's news reports.
- The Academic Council met on June 24, where topics included:
 - UCFW's letter on long-term planning was sent to President Yudof, thence The Regents, who will establish a high-level task force on the University's future at their meeting next week.
 - The Regents' new chair is Russell Gould (as of July 1st).
 - The TFIR recommendation on fully funding UCRP has been sent to the President's Task Force on Post-Employment Benefits, specifically the pension and finance working groups.
 - The current draft of the proposed Standing Order of the Regents 100.4 governing fiscal emergencies is available (see Distribution 1).
 - UCFW's feedback on the proposed UC Seminar Network has been submitted, and UCORP is revising its proposal.
 - Discussion of the BOARS proposed principles regarding non-resident tuition focused on enrollment percentage limits and broader fiscal concerns.
 - New Associate Vice President for External Relations Lynn Tierney presented an overview of her newly configured office, which includes a 35 person communications team charged to market UC to the public; they will issue a strategic plan in January.
- The President's proposed furlough plan will be considered by The Regents next week (see item J-2 in Distribution 1).
- As an informational item, a recent op-ed piece authored by some UCSD faculty calling for a streamlined UC was circulated (see Distribution 2).

II. Consent Calendar

1. Minutes of Meeting of June 12, 2009
ACTION: The minutes were approved as amended.

III. Systemwide Review Items

1. APM 010 (due July 23)
ISSUE: UCAF has proposed an appendix to APM 010 explicating students' rights to academic freedom.
DISCUSSION: Members were unclear whether students' rights were derived from faculty rights or if they were autonomous. If the former, members wondered if faculty had an obligation to act pro-actively to protect students' rights of academic freedom.

ACTION: Academic Personnel Associate Director Lockwood will investigate these questions further.

IV. Consultation with the Office of the President – Budget Office

Patrick Lenz, Vice President (via phone)

Debbie Obley, Associate Vice President

ISSUE: VP Lenz reported that legislature seemed to be at an impasse, noting that the speaker of the Assembly has been boycotting meetings with the governor. He also reported that the state's credit rating has been lowered once again.

DISCUSSION: Members inquired as to the legislature's response to the proposed furlough/salary reduction plans. VP Lenz responded that UC's efforts are viewed as being consistent with those undertaken by other state entities, such as the CSU system which will present its own furlough plan next week. He added that other state employees have been asked to take a third furlough day each month. Members also inquired whether CSU would in fact raise their fees by 15%, and VP Lenz answered that the proposal will probably exceed 15% but would still cover less than half of their shortfall. The Regents will not consider a fee increase for UC at their meeting next week, but the possibility exists for mid-year increases. Members also noted that CSU is implementing enrollment freezes, even rollbacks. VP Lenz noted that the 2010-11 budget for UC will not include any new state funds, so UC downsizing in the enrollment arena remains a possibility. He added that current planning efforts are designed to generate recommendations to The Regents in November; UC should seek to control its own destiny as much as possible through careful strategizing and contingency planning.

V. Consultation with the Office of the President – Human Resources and Benefits

1. Identity Theft Protection Programs

Mike Baptista, Executive Director, Quality Assurance and Compliance

Eva Devincenzi, Manager, Compliance

ISSUE: Previously, Academic Council Vice Chair Powell asked UCFW to investigate options for an institutionally facilitated optional benefit for employees that would provide identity theft protections. UCFW in turn asked its consultants for background information. Manager Devincenzi reported that limited options are currently available, such as through California Casualty or the ARAG Legal program, for those who are already enrolled with those programs. Both, however, as well as other market options examined, only provide ex post facto assistance; that is, preventative services are not available, only restorative ones. Moreover, institutional programs are not available; individual plans only are available. Finally, Manager Devincenzi noted a low response rate among contacted providers, yet a consensus that there was not yet a significant market-driven need for such plans on a large scale.

DISCUSSION: Chair Henry suggested that next year's committee revisit the issue to see if the landscape changes and that in the meantime, HR&B develop an information/fact sheet that interested individuals could consult, as needed.

2. President's Task Force on Post-Employment Benefits

Randy Scott, Executive Director, Strategic Planning and Workforce Development

ISSUE: As part of the Task Force's work, a public information campaign will be conducted via Listening Forums. The Forums are designed both to educate local constituencies and to hear their concerns; each campus will host a series of Forums in the fall to allow for maximum participation and to foster responsiveness among presenters. UCFW members are asked to submit lead contacts to work with HR&B to coordinate logistics and outreach prior to and during the Forums.

DISCUSSION: Members noted that, given the state's on-going fiscal situation, the Forums could easily be interpreted as a preliminary move to weaken resistance to further cuts in remuneration and benefits, rather than as a move to empower employees with more comprehensive knowledge. Others suggested that such education should not be delayed as indeed the fiscal situation is not expected to become healthy any time soon; therefore, as much information as possible must be presented as quickly as possible so that as many options as possible could be investigated and evaluated. ED Scott concurred with these assertions and will work to ensure that the Forums are framed appropriately.

ACTION: Members will submit their campus' lead contacts to Analyst Feer, who will forward them to ED Scott.

VI. Consultation with the Office of the President – Provost's Office

Larry Pitts, Interim Provost

UPDATE: Interim Provost Pitts reported that the health and pension subgroups of the President's Task Force on Post-Employment Benefits had begun meeting already and they may issue proposed changes to retiree health options in time for this fall's open enrollment, but they are still costing options.

DISCUSSION: HCTF Chair Kronick noted that retiree premiums are at issue as pre-65 retirees' premiums are expensive but reducing the premium off-set would further damage UC's remuneration position. Chair Henry posited that continuing to emphasize total remuneration should be UCFW's strategy, especially as it clearly links retiree health benefits to recruitment and retention efforts. Interim Provost Pitts proposed a hypothetical for discussion: trading retiree health premiums for fee waivers? Vice Chair White noted that the limited number of those with university-aged children did not seem to justify changes to UC's most advantageous aspect of total remuneration. Changes to the Mortgage Origination Program were also thought to have too limited an impact to be strategically beneficial. The underlying assumptions of UC's retirement package needs consideration so that goals and principles, in addition to the bottom line, guide the decisions.

VII. Consultation with the Office of the President – Academic Personnel

Janet Lockwood, Associate Director

1. Resources for Reasonable Accommodation

ISSUE: The Office of Academic Personnel is revising guidelines for reasonable accommodation for disabled employees and students; these are to complement federal ADA regulations.

DISCUSSION: Members asked what differences, if any, were needed for staff versus faculty accommodations. AD Lockwood noted that the staff model is not

suitable for faculty as the groups have different essential functions, for example. Members also asked how these guidelines would add to current regulations and the APM. AD Lockwood indicated that the main purpose is to raise awareness at the campus and department levels of how to manage when faced with this circumstance. The guidelines will stress key issues and response coordination with local offices; they are intended as a tool-kit. Members then asked whether the guidelines would be subject to systemwide review, and AD Lockwood indicated that as they are only guidelines, full review would probably not be necessary, but any feedback would be welcomed. Members inquired whether there were different requirements for new hires who are disabled and employees who become disabled during employment, and whether different standards were in place for students versus employees. AD Lockwood replied that the process was an iterative one and such clarification questions should be addressed to campus offices of disability management for specific answers. She added that because many instances of disabilities require at least partially individualized solutions, only guidelines could be produced at the systemwide level. Finally, it was observed that behavioral disabilities also require individualized responses and that disabled individuals share the responsibility for contacting local officials and acting pro-actively.

ACTION: Chair Henry and Vice Chair White will submit informal comments of the draft guidelines to AD Lockwood.

VIII. Consultation with Academic Senate Leadership

Mary Croughan, Academic Council Chair

Harry Powell, Academic Council Vice Chair

1. Proposed Furlough/Salary Reduction Policies

ISSUE: Chair Croughan stated that the proposal going to The Regents, J-2, reflects significant Senate input: part-time employees' benefits have been protected, the START program remains intact, and employees' salaries of record will remain at the pre-furlough level for UCRP considerations and the like. The overall pay reductions will be smoothed over 9 or 12 months, as appropriate. If selected, some furlough days may be campus wide, while others will need to be scheduled between individuals and their supervisors.

DISCUSSION: Members asked how veterinary school consulting was being handled, and Chair Croughan indicated that some specifics were still being determined and should be included in the implementation guidelines that will be developed once The Regents have selected one of the three options. Members noted that conflict of commitment and external income concerns need to be handled delicately. Members also asked whether furlough days, if approved, would impact teaching days. Chair Croughan noted that discussions so far have leaned toward not impacting days of instruction, but that no final decisions had been made. Members then asked how those with mixed funding sources would be impacted. Chair Croughan noted that the intention is to cut the sources proportionately, but recognized the difficulty in implementing such cuts. She added that the start date was pushed to September 1 to accommodate these obstacles as well as to allow represented employees time to review and approve

the plan. Finally, members sought confirmation that student employees and post-doctoral scholars would be exempted from the cuts, and Chair Croughan affirmed that such was the case.

2. Long Term Strategic Planning

ISSUE: Chair Croughan reported that the letter from UCFW calling for a new long-term planning effort has been forwarded to the president and The Regents, both of whom received it positively. Indeed, at their meeting next week, The Regents are expected to approve exactly such a task force which will be co-chaired by Russell Gould, Chairman of The Regents, and President Yudof. It is expected that among the working groups, up to 60-70% of participants will be Senate faculty.

3. Contacting Legislators

ISSUE: Vice Chair Powell encouraged members, acting as private citizens, to contact their state legislators to help illustrate the tangible benefits UC brings to the state and to call for greater and more stable funding. Issues such as long-term workforce training and industrial start-ups should be compelling to all legislators.

IX. New Issues for Discussion, Membership Transition, and Year End Wrap-Up

Members congratulated and thanked Chair Henry for her strong and steady leadership throughout this difficult year.

Meeting adjourned at 3:00 p.m.

Distributions:

1. Draft Proposed Standing Order of the Regents 100.4
2. UCSD (Scull) Editorial

Minutes prepared by Kenneth Feer, Senior Policy Analyst

Attest: Helen Henry, UCFW Chair