COUNCIL ON FACULTY WELFARE,
DIVERSITY, AND ACADEMIC FREEDOM (CFW)
MEETING NOTICE

Tuesday, February 12, 2013
3:30 - 5:30 P.M.
Aldrich Hall, Room 338

I. CHAIR’S REPORT
   A. Senate Cabinet Actions and Discussions
      Meeting(s) – January 22 & February 5, 2013

II. CONSENT ITEMS
   A. Draft Minutes – November 27, 2012

III. SUBCOMMITTEE ON EMERITI AFFAIRS
   A. Status Report

IV. FACULTY WELFARE ISSUES UNDER REVIEW
   A. CFW sites.uci/scfw Blog
      Gopi Meenakshisundaram
      Issue: Report on blog status
      Action/Deadline: None
   B. UCI Mental Health Initiative
      Gopi Meenakshisundaram
      Issue: Report on status
      Action/Deadline: None
   C. Smoke Free Task Force
      Guests - Joe DiMento and Ramona Agrela
      Issue: Brief Presentation/Overview
      Action/Deadline: None
   D. Proliferation of Administration
      Bruce Blumberg
      Issue: Informal discussion of the growth of administration.
      Action/Deadline: None

V. UCI SENATE ISSUES UNDER REVIEW - None

VI. UC SENATE ISSUES UNDER REVIEW

VII. STATUS REPORTS
   A. University Committee on Faculty Welfare (UCFW)
      Gopi Meenakshisundaram, UCFW Rep
      (Mtg. of UCFW – February 8, 2013)
   B. University Committee on Affirmative Action and Diversity
      Grace Tonner, UCAAD Rep

Agendas, minutes, and enclosures are for your information only.
Please do not share the document(s) with others.
C. University Committee on Academic Freedom
   Jean Daniel Saphores, UCAF Rep
D. Academic Personnel
   Joan Tenma, Director, AP
E. Equal Opportunity & Diversity Status Report
   Gwen Kuhns Black, Associate Director, OEOD
F. Human Resources/Benefits Status Report
   Melody McCulloch, Benefits Supervisor
   (Alternate: Kellie Jones)

VIII. INFORMATION ITEMS (Includes correspondence generated from previous meeting)
   A. Status Report for 2012-13 8A (pg. 13-15)

IX. NEW BUSINESS

X. ADJOURNMENT

Distribution
Gopi Meenakshisundaram, Chair
Bruce Blumberg
Zhongping Chen
Teresa Dalton
Lucile Faurel
Michelle Garfinkel
Patrick Guidott
Sabee Molloi
Vincent Olivieri
Nasrin Rahimieh
Jean Daniel Saphores
Annette Schlichter
Grace Tonner
Kyoko Yokomori

Emeriti Members: (3)
   Alan Elias
   Julian Feldman
   William Parker
   (UCIEA President is Ex-Officio to Emeriti Subcom.)

Representatives:
   Ashlie Lobos, ASUCI Rep
   Linda Murphy, LAUC-I Rep
   Victor Quintanar, AGS Rep

Consultants:
   Gwen Kuhns Black, OEOD
   Melody McCulloch, Human Resources
   Alternate: Kellie Jones
   Joan Tenma, Academic Personnel

c: Mary Gilly, Senate Chair

A Reminder:
Members should be prepared to lead discussions on topics for which they are listed on the agenda. For more complex issues, the reviewers may want to engage in an email dialogue or meeting prior to the CFW meeting. Senate Councils are working to improve the level of advice and counsel that they offer, and this step will improve the quality of CFW’s discussions. Following the Council’s discussion, and if a written response is required, a reviewer may be asked to prepare a draft memo for the Chair’s signature. To promote careful review, each agenda item will be distributed to the designated reviewers and/or subcommittee a week prior to the meeting.
COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM (CFW)
MINUTES
Tuesday, November 27, 2012
3:30 - 5:30 P.M.

I. CHAIR’S REPORT
Acknowledgements
Chair Meenakshisundaram announced James Givens’ retirement and he was presented with a gift on behalf of the Council.

Composite Benefit Rates
Composite benefit rates were discussed by the Senate Cabinet and UCFW. Chair Meenakshisundaram also met with Meredith Michaels, Vice Chancellor of Planning and Budget. The initial proposal from administration was to have one single rate for the UC system. The new goal is to have multiple rates for each individual campus inclusive of groups such as faculty, staff, graduate students, and post doctorates.

CFW Wordpress Blog
Chair Meenakshisundaram reminded members upcoming issues for meetings are posted to the blog before each meeting for discussion. Members made suggestions for multiple comment threads, e-mail notifications for new comments, confidentiality on comments/posts, and direct questions for topics to help facilitate use and discussion. Members also expressed interest in being taken directly to the discussion topic when accessing links through e-mail notification. At this time, members are redirected to a log-in page and are not redirected to the blog. Additionally multiple threads and e-mail notifications for comments are not available. Chair Meenakshisundaram took an informal vote and by unanimous consensus, members noted they would use the blog if they had full functionality.

II. CONSENT ITEMS
The minutes from October 30, 2012 were unanimously approved as amended.

III. SUBCOMMITTEE ON EMERITI AFFAIRS – Status Report
None

IV. FACULTY WELFARE ISSUES UNDER REVIEW
None

V. UCI SENATE ISSUES UNDER REVIEW
A. UCI Review of UCI Abroad White Paper
Issue
The Council was asked to review the UCI Abroad White Paper and to endorse one of two possible response statements offered by the Senate Cabinet. The white paper describes a “feasibility study for establishing a branch campus of the University of California, Irvine—“UCI Abroad” — in a location outside the United States to be determined.

Discussion
This item was not discussed.

Action
Council members will review the white paper on the CFW blog and comments will be forward via memo to the Senate Cabinet.
V. UC SENATE ISSUES UNDER REVIEW

A. UC Review of Proposed Revision to APM 430, Visiting Scholars

Issue
The Council was asked to review and comment on the UC Review of proposed revisions to APM – 430, Visiting Scholars. The proposal is responsive to campus requests to create a new title to accommodate domestic and international visitors who are students enrolled in universities in the United States and abroad, and academics employed at other institutions who are visiting the University of California for short-term academic or cultural exchange experiences.

Discussion
Council members supported the proposed revisions. Members found the proposal to be reasonable, noting it decreases overall liability for the University produced by departments that have in the past been forced to create academic titles for visiting scholars.

Action
There was unanimous endorsement of the proposal. Council comments will be forward via memo to the Senate Cabinet.

B. UC Review of APM – 700, Leaves of Absence

Issue
The Council was asked to review and comment on the proposed revisions to APM – 700, Leaves of Absence. The proposal is designed to prompt an appointee who does not return to their appointment following the expiration of a leave of absence, or if he/she chooses to be absent from that appointment without obtaining approval for a leave, to take affirmative steps to counter the University’s presumptions that the appointee’s intention is to resign the University appointment.

If an appointee is out of contact with the University for 30 days, an official letter will be sent to their residence giving them 60 days to respond. If the appointee does not respond, the University may interpret this to mean the appointee has resigned. Appointees have the right to an appeal after this deadline. In the past, if an appointee disappeared, it could take over a year to cancel their appointment.

Discussion
Council members noted that although instances when faculty disappear do not happen often, the current process for handling such instances can be lengthy and inadequate. The Council felt the proposed revisions offered a reasonable means of handling unexpected leaves of absence.

Action
There was unanimous endorsement for the proposal. Council comments will be forward via memo to the Senate Cabinet.

C. UC Review of Open Access Policy

Issue
The Council was asked to review and comment on the proposed Open Access policy developed by the University Committee on Library and Scholarly Communication. The policy proposes to expand open access to research publications by University of California faculty by changing the default relationship between faculty authors and scholarly publishers to one in which authors grant the University a non-exclusive license to the work.

Discussion
Council members expressed three main concerns regarding the Open Access Policy. The first concern was the proposed policy did not address whether or not there are any adverse effects for professional societies. Members felt the motivation for the policy appeared to be in response to the
monopolistic power of the for-profit publishers. Most of the non-profit professional organizations require subscriptions to their journals to operate. Members noted that going completely open access with no subscriptions could cause the quality of publications, dissemination, and the peer review process to go down.

The second concern expressed by the Council was the expectation that faculty will be knowledgeable of the opt-out process. The policy states faculty may opt-out for any reason but the procedures have not been clearly identified. Issues such as what are the legal implications for a faculty who signs a "boiler-plate" agreement with a publisher to give the publisher an exclusive right, while at the same time enrolled in UC-open access "by default" are not addressed. The faculty member may later be burdened with the right to secure a certain set of permissions to distribute which is outside of their area of expertise creating an additional burden to publish. Museums may give permission to use their material for a nominal fee. But the rules of reproduction (including in open access) might be restricted. If the faculty is opted-in by default, due to above said reasons, the faculty may be put in unnecessary legal trouble.

The final concern expressed was the reasoning behind the proposal. Members questioned the purpose of creating a policy for open access when funding agencies, driven by mandates from Congress, already have a requirement in place. The current trend of funding agencies is already moving faculty in the direction of open access. For example, beginning next year, NIH requires that faculty deposit their materials in order to renew and/or obtain grants.

Action
Council comments will be forward via memo to the Senate Cabinet.

VII. STATUS REPORTS
Faculty Welfare Subcommittee – Gopi Meenakshisundaram, Rep to UCFW
See Chair’s Report

Affirmative Action Subcommittee – Grace Tonner, Rep to UCAAD
No Report

Academic Freedom Subcommittee – Jean-Daniel Saphores, Rep to UCAF
Due to time constraints, an abbreviated update was given.

APM 210
UCAF discussed that by pushing for diversity too much the University could be encroaching on academic freedom. To that end, UCAF is looking to modify four sentences in APM 210. The current APM reads:

The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate’s qualifications. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California’s diverse population, or research in a scholar’s area of expertise that highlights inequalities. Mentoring and advising of students or new faculty members are to be encouraged and given recognition in the teaching or service categories of academic personnel actions.

The proposed new text was:

The University of California is committed to excellence and equity in every facet of its mission. Contributions that promote diversity and equal opportunity can be recognized in the evaluation of the candidate’s qualifications. These contributions to diversity and equal opportunity may take a variety of forms in teaching, research, professional, and public service. Mentoring and advising of
students or new faculty members are to be encouraged and given recognition in the teaching or service categories of academic personnel actions.

Members unanimously voted in favor of the proposed changes.

Additional issues discussed by UCAF included the proposed Open Access Policy, the Electronic Privacy and Information Security Initiative, and Contentious Issues Forums.

Academic Personnel – Joan Tenma
No Report

Equal Opportunity and Diversity Status Report – Gwen Kuhns Black
No Report

Human Resources Status Report on Benefits – Melody McCulloch
No Report

VIII. INFORMATION ITEMS
None

IX. NEW BUSINESS
UCI Mental Health Initiative
A draft memo inclusive of the following points was reviewed by Council members. Chair Meenakshisundaram requested feedback and endorsement from the Council to move forward on the issues.

1. We ask you to consider the development of training programs for new Chairs on dealing with colleagues who are in acute distress, and to promote a culture of openness in the department in dealing with these issues.

2. We ask you to expand the scope of mental health training programs now available for students to include staff and faculty, include specific issues that bring about distress among the faculty and how to handle them. This may include both information sessions to provide and educate about the resources available for this purpose, and also wellness programs like stress management.

3. Finally, we ask you to consider the development of a program that would identify a faculty representative in each School, who would be the “go to” person for faculty and staff who seek assistance in dealing with students or colleagues who are in acute distress. These individuals would obviously not be trained psychologists or psychiatrists, but they would receive training in how to link those in need with the appropriate resources on campus. This would give heightened visibility to the importance of mental health as a key part of our commitment to creating a culture of “wellness” on campus. If it came with the official imprimatur of the EVC and Chancellor, it would also, we are convinced, do much to destigmatize the problems associated with mental illness and encourage those in need to seek assistance.

Action
Council members unanimously endorsed the draft. The draft will be finalized and forwarded to the Senate Cabinet for review at their December 4 meeting.

X. ADJOURNMENT: 5:33 P.M.

Submitted by Charlene Mandau
COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM (CFW)
MINUTES
Tuesday, January 15, 2013
3:30 - 5:30 P.M.

I. CHAIR’S REPORT
Cabinet Meetings
APM 430 – Visiting Scholars, APM 700, Leaves of Absence, and APM 015 – Faculty Code of
Conduct were all endorsed by the Senate Cabinet. The UCI White Paper and the Open Access
Policy were both contentious issues. Comments were forwarded to Michael Clark and Systemwide
respectively.

II. CONSENT ITEMS
The minutes from November 27, 2012 were held for approval at the February 12, 2013 meeting.

III. SUBCOMMITTEE ON EMERITI AFFAIRS – Status Report
Retirement Housing
Bill Parker is chairing the subcommittee on retirement housing.

Mailing Lists for Emeriti Faculty
It was recently discovered any emeriti faculty not retired with salary or hired back into the
university fall off of the computer mailing lists. Michael Burton is working on behalf of the
subcommittee to ensure this practice is discontinued.

Health Sciences Coordinator
The subcommittee is working to ensure the health care coordinator, Glen Rodriguez stays on
campus. Members feel it is vital for people to have access to a person to facilitate health care issues
as opposed to a dial up system.

IV. FACULTY WELFARE ISSUES UNDER REVIEW
A. CFW sites.uci/scfw Blog
Discussion
OIT is working to enhance the functionality of the CFW blog page. To date, the image header was
successfully removed from the homepage and a list of posts was added to the right side of the page.
OIT is undergoing some internal changes and has asked until February 2013 to explore options for
the e-mail functionality for comments. At this time, they do not have the jetpack necessary for this
function.

Action
Council analyst will follow-up with OIT and investigate possible independent use of wordpress.com

B. UCI Mental Health Initiative
Discussion
The memo endorsed by the council at the November 27, 2012 meeting was forwarded to the Senate
Cabinet and Chair Mary Gilly meeting with Interim EVC/Provost Sue Bryant to discuss. The
Senate Cabinet noted this topic was discussed a few years back. They will pull the relevant
documents and forward to CFW for review. No specific recommendation has been forwarded from
Cabinet to the administration.

Council members strongly expressed a need for a presence on campus, people within the schools
where people can go directly to discuss issues and a need for confidentiality. It was noted a similar
model exists for sexual harassment advisors within the units which might be able to serve as an
example. The current model is administered by the Cascade Center and lacks the resources for early
detection. A system needs to be developed for a first level of contact.
V. UCI SENATE ISSUES UNDER REVIEW
A. UCI Review of UCI Abroad White Paper
None

VI. UC SENATE ISSUES UNDER REVIEW
A. UCOE IP Agreement
Discussion
Online education is being administered independent of the Senate through University Extension. Faculty may elect to teach a course and develop materials for coursework. However UCOE owns the materials and if a faculty member decides to discontinue teaching the course, all materials developed by said faculty member may be taken by UCOE and given to another instructor for use in teaching the course. The new instructor also has the ability to modify all materials developed for the course.

Council members strongly opposed the IP agreement and feel UCOE owning the teaching material is a large disincentive for faculty to participate in the program.

Action
No action required at this time.

B. UC Composite Benefit Rates
Discussion
UCI has a different composite benefit rate for each member of the campus. UC Davis has 10-12 different rates; it varies from campus to campus. UCOP wanted to have a composite benefit rate for the entire system. This is becoming increasingly important as the university moves closer to centralization of the payroll system. At this time, three campuses are participating but it is expected all will transition within two to three years. Summer salary and how it might affect retirement rates was a big part of the discussions. An announcement was made on January 11, 2013 via a phone call that a separate rate for summer salary, health sciences faculty, and emeriti will be set for 0%. A written confirmation is expected soon.

Action
No action required at this time.

VII. STATUS REPORTS
Faculty Welfare Subcommittee – Gopi Meenakshisundaram, Rep to UCFW
APM 015 – Faculty Code of Conduct
UCFW has asked the clause “when acting as a faculty” be removed from the language.

Future Health Care
A proposal has been introduced for self-insurance within the UC community called UC Care. A savings of $50 million out of $1.8 billion is estimated if this new insurance is introduced. The proposed program would not be administered by UC and campuses with medical centers would need to purchase networks to administer the program. UC will underwrite the program. Finances and Risk Management are at odds with the HR and Benefits group regarding the program. Both Senate consultation and 3rd party mediation between the two groups is necessary. The proposal will have to be closely evaluated. It is possible the proposal could benefit everyone but it is also possible the program will become monopolistic and not meet the needs of the UC population.

Total Remuneration Study
UCFW has requested a new total remuneration study for ladder-rank faculty. In 2009 a student was generated comparing faculty benefits together with health care (total remuneration) with other private and public university systems. The conclusion was UC was approximately 13% lower in...
compensation that other institutions. Several issues existed with these results. Faculty, at the time were not contributing to UCRP. Contributions began after 2009. Now that faculty are contributing towards retirement, the salary has decreased by 5%. In terms of take home salary, this places faculty at an even lower position than in 2009. As a result, the Academic Council chair is pushing for a new study with ladder-rank faculty used as the focus group. The Faculty Recruitment and Retention at UC report released by the Legislative Analyst’s Office compares UC to four other public university systems showing us close to the other four university systems but far off from other California schools. The report does not consider the cost of living. Additionally the report states there is a 15% increase in the UC budget while California State University (CSU) only has a 3% increase. However the UC total includes retirement money given by the state while the CSU number does not. Financial aid paid out of the UC income is considered in our total but left out of the CSU total.

Retirement Expenses
The employee contribution has increased from 5% to 6%. The contribution has now risen to 7% and is expected to go up to 8%. The employer contribution was supposed to go from 12% to 14% at a cap of 18%. This 18% plus 25% was required to fund UCRP to fund the program at 95 – 105% by 2035. It now seems as though the employee contribution will be 8% and the employer contribution 14%. The respective campus EVC’s have shared the operating budgets will decrease if the rate moves past 14%. This would delay the goal of 95-105% to 2038. UCFW is pushing for the UCOP portion to rise to 18% temporarily to help ensure UC reaches the 95-105% goal by 2035.

Affirmative Action Subcommittee – Grace Tonner, Rep to UCAAD

Mentorship
UCAAD is discussing whether or not there should be a uniform policy across the UC system for mentoring faculty or if it should be departmental. The committee noted although each school may have different practices for mentoring opportunities there should be some broad principles or requirements for established for mentoring faculty. Additional concern was expressed for associate level faculty who often get lost in the middle. Mentorship will be discussed at the UC Advance systemwide roundtable. The next scheduled meeting will be at UC Riverside on April 10. A report regarding this will be released soon.

APM – 010, Section 1D
A recommendation was made to redraft the language in Section 1D of APM – 010. Concern was raised regarding the role of scholarship in diversity and equal opportunity. The language was clarified and presented to the university community on Academic Personnel to show no one should be denigrated for doing diversity and affirmative action in terms of scholarship. This will be reviewed in the coming months. The draft language will be shared with CFW at our next meeting.

Additionally, a proposal was made to have dean evaluations and hiring committee/person evaluations be affected by diversity numbers. The goal is to create a consequence for those not pushing or recognizing diversity in faculty.

Academic Freedom Subcommittee – Jean-Daniel Saphores, Rep to UCAF
No Report

Academic Personnel – Joan Tenma
No Report

Equal Opportunity and Diversity Status Report – Gwen Kuhns Black

Campus Climate Survey

Overview
The campus climate survey was brought about due to several incidents at various UC campuses which brought scrutiny to the UC’s climate of inclusion. President Yudof formed a systemwide
Advisory Council on Campus Climate, Culture and Inclusion and each campus formed a local Advisory Council on Campus Climate, Culture and Inclusion. UCOP then contracted with an outside consultant, Rankin & Associates, to assess the campus climate at all UC locations through the administration of a survey. The climate survey will assess the experiences and perceptions of students, staff, and faculty both of which are said to affect academic and professional success as well as retention.

Participants will need to complete at least 50% of the questions for the survey to be counted in the analysis and incentive. Not all questions have to be answered. For instance, some questions are specific to students, which staff and faculty will not be able to answer. The survey will take approximately 20 minutes to complete. Most campuses have launched the survey. The few who have not will be launching in February. The UCI target deadline is February 14.

Confidentiality
The survey could not be administered completely anonymously due to the lack of control of duplication and the possibility of people outside of the UC system affecting the results. Instead, the survey participation request will be generated from UCOP using a unique identifier for each participant. The unique identifier will come through the e-mail link sent to everyone. The survey response will go to one of sixteen servers managed by the Penn State Faculty Member who will strip the unique identifier before compiling the data.

Data
Once the data is compiled, UCOP will get a report from the consultant. All public records requests and IRB requests will go through UCOP. The study is designed to pass IRB review. Any administrative approval and use of the data will happen locally. The Office of Institutional Research will administer the data at UC Irvine. Both AGS and ASUCI were involved with getting transparency of the data. Results for the survey will be posted on both the UCOP and UC Irvine websites. The results will serve as a foundation for surveying four to five years from now.

Incentives
Local incentives include a catered celebration for one UCI academic and one UCI administrative unit, lunch with UCI Chancellor for five faculty, five staff, five students, and gift cards of various amounts for numerous UCI faculty, staff and students. Systemwide incentives include a $10,000 scholarship for one undergraduate, $5,000 stipends for two graduate academic or professional students, $5,000 research grants for two faculty members, and $2,000 professional development grants for five staff. Additionally two iPads per campus will be awarded.

Human Resources Status Report on Benefits – Melody McCulloch
No Report

VIII. INFORMATION ITEMS
None

IX. NEW BUSINESS
A request was made to include the proliferation of administration on the February agenda.

X. ADJOURNMENT: 5:35 P.M.

Submitted by Charlene Mandau
UNIVERSITY OF CALIFORNIA  
UNIVERSITY COMMITTEE ON FACULTY WELFARE  
ACADEMIC SENATE

Notice of Meeting  
Friday, February 8, 2013  
9:30a.m. – 3:30p.m.  
UC Office of the President – Room Lobby 1  
1111 Franklin Street, Oakland  
Phone (Academic Senate): 510-987-9143  
Fax: 510-763-0309  
http://www.universityofcalifornia.edu/senate

Teleconference Participants:  
Please dial: 1-866-740-1260  
Access code: 9870155 (#)

SharePoint url:  
https://sp2010.ucop.edu/sites/senate/ucfw/default.aspx

AGENDA*

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<th>Action</th>
<th>Item</th>
<th>Enclosures</th>
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<td>Information/</td>
<td>I. Chair’s Announcements</td>
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<tr>
<td>Discussion</td>
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<td>9:30-9:45</td>
<td>● Dan Hare, UCFW Chair</td>
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<td>Action</td>
<td>II. Consent Calendar</td>
<td>1 (pp 1-6)</td>
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<td>Discussion/</td>
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<td>2 (pp 7-11)</td>
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<td>Action</td>
<td>III. Executive Session</td>
<td>Sent</td>
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<td>9:45-10:30</td>
<td>● Members only, please</td>
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<td>Discussion</td>
<td>IV. Divisional Reports and Concerns</td>
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<td>10:30-11</td>
<td>● Members</td>
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<td>1. Campus responses to LAO Report</td>
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<tr>
<td>Discussion</td>
<td>V. Consultation with UCOP – Budget</td>
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<td>11-11:30</td>
<td>● Patrick Lenz, Vice President (via phone)</td>
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<td>1. Response to LAO Report</td>
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<td>Information/</td>
<td>VI. Consultation with UCOP – Academic Personnel</td>
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<td>Discussion</td>
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<td>11:30-11:45</td>
<td>● Susan Carlson, Vice Provost</td>
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<td>1. “Stop the Clock” concerns</td>
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<td>Information/</td>
<td>VII. Report: UCFW Health Care Task Force (HCTF)</td>
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<td>Discussion</td>
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<td>11:45-12:15</td>
<td>● Dan Hare, UCFW Chair</td>
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<td>Information/</td>
<td>VIII. Report: UCFW Task Force on Investment and Retirement (TFIR)</td>
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<td>Discussion</td>
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<td>● Shane White, TFIR Chair</td>
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* This Agenda may contain confidential and privileged material for the sole use of the intended recipient. Any review or distribution by others is strictly prohibited.
IX. Consultation with UCOP – Business Operations and CFO Division

- Nathan Brostrom, EVP Business Operations
- Peter Taylor, CFO
- Dwaine Duckett, Vice President
  1. H&W Benefits Re-bid
  2. UCPath Status Update
  3. Funding Faculty Merits
  4. Total Remuneration Update
  5. Liquidity Study Results
  6. UCRP Contributions and Priority

X. New Issues for Discussion

Agenda Enclosures:
1. DRAFT December Minutes (pp. 1-6)
2. DRAFT January Minutes (pp. 7-11)

Information Items:
A. Systemwide Guidelines for Academic Senate Committees
B. Approved minutes can be found at: http://www.universityofcalifornia.edu/senate/committees/ucfw/

Important Meeting Information

Location: The meeting will convene in Room Lobby 1, University of California, Office of the President, 1111 Franklin Street, 1st Floor, Oakland. Directions and a map are located online at: http://www.ucop.edu/services/directions-franklin.html

Parking: Visitor parking is available at UCOP on the 12th Street side of the building. The rate is $11 per day if you enter the parking structure before 9:00 a.m. Daily parking is also available at a number of lots in the vicinity of the building.

Expenses: Request for reimbursement of meeting expenses should be submitted with a local campus travel expense voucher or the Systemwide Academic Senate travel expense voucher at: Reimbursement Form (PDF file; fill-out on-line & print)

Please submit completed and signed travel voucher with original receipts to:

Business Resource Center - Team Blue
University of California Office of the President
1111 Franklin Street 9th floor
Oakland, CA 94607-5200

Account/Fund Number: M-430384-19900-3

The Academic Senate’s Travel Policies and Procedures are located online at:
- Arranging Senate Travel
- Getting Reimbursed for Senate Travel

Alternates: If you are unable to attend this meeting, please ask your Divisional Senate office to find an
## COUNCIL ON FACULTY WELFARE ISSUES UNDER REVIEW

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<tr>
<th>Issue</th>
<th>Date Received</th>
<th>Date of CFW Mtg.</th>
<th>Designated Reviewers</th>
<th>Action Required w/Response Deadline</th>
<th>Review Complete</th>
</tr>
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<tbody>
<tr>
<td>1. UC Retirement Plan - Ongoing Issue</td>
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<td>Status reports will be provided when available</td>
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<td>CFW Chair reports at all meetings if information is available from UCFW or Senate Cabinet meetings.</td>
<td>Ongoing issue</td>
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<tr>
<td>2. Emeriti Issues from Subcommittee on Emeriti Affairs</td>
<td></td>
<td>Status reports at all meetings.</td>
<td>Emeriti Subcom.</td>
<td>Status Reports may be provided at all meeting. Issues to consider:</td>
<td>Ongoing issues</td>
</tr>
<tr>
<td>Resolution from the Emeriti Re: Request for UCI to consider a retirement community for the campus</td>
<td>5/8/12</td>
<td></td>
<td></td>
<td>- Are there new issues with increase in retirements?</td>
<td>Yes</td>
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<td></td>
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<td></td>
<td></td>
<td>- Office space and staff support issues for retired faculty</td>
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<td>- Recalls: Are there new issues and policy implications?</td>
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<td>Resolution – Requested CFW’s support. CFW approved a statement that will be forwarded to the Senate Chair. memo dated 5/24/12. Senate Cabinet endorsed CFW’s statement at its mtg. on 6/5/12. A memo was forwarded to the EVC/Provost requesting consideration for a retirement community at UCI (6/13/12).</td>
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<td>Follow-up with Luisa for an update re: discussions during the summer. Report at 1st FQ Meeting</td>
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<tr>
<td>3. Faculty Housing (University Hills and ICHA Management)</td>
<td></td>
<td>Ongoing issue</td>
<td></td>
<td>Issues to consider:</td>
<td>Ongoing issue</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>- Future development plans for faculty housing off &amp; on campus.</td>
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<td></td>
<td></td>
<td>- When University Hills reaches build-out, will ICHA’s role as developer change. If yes, how?</td>
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<td></td>
<td></td>
<td></td>
<td>- defer 2012-13</td>
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<td>4. Campus Child Care</td>
<td></td>
<td>Ongoing issue</td>
<td></td>
<td>Gopi Meenakshi sundaram will be CFW’s rep. for the Chancellor’s Advisory Com. on Child Care.</td>
<td>Ongoing issue</td>
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<td></td>
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<td>Meetings: February 3, 2012, (Agenda and minutes are in CFW Status Report notebook.)</td>
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<td></td>
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<td>June 8 meeting</td>
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<tr>
<td>5. OEOD’s Data</td>
<td></td>
<td>Ongoing issue</td>
<td>AA&amp;D Subcom.</td>
<td>Gwen Kuhns Black provides CFW with data and reports when available.</td>
<td>Ongoing issue</td>
</tr>
<tr>
<td>6. Elect a Vice Chair for CFW</td>
<td></td>
<td></td>
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<td>Vice Chair would attend Cabinet mtgs. when Chair is not available.</td>
<td>Ongoing issue</td>
</tr>
<tr>
<td>7. Parking and Transportation Services – Annual Report from Director Ron Fleming</td>
<td>Annual Report</td>
<td>Usually a Spring Quarter Meeting</td>
<td>-</td>
<td>Information Item – No action</td>
<td>Annual Report</td>
</tr>
<tr>
<td>8. UCI Librarian – invite new UCI Librarian, Lorelei Tanji</td>
<td>Brought Forward from last year</td>
<td>-</td>
<td></td>
<td>Invite new UCI Librarian to report.</td>
<td></td>
</tr>
<tr>
<td>9. Senate Membership for Clinical Professor</td>
<td>Brought forward from last year</td>
<td>10/25</td>
<td>1/10/12</td>
<td>College of Medicine will be asked about its plans to improve morale for Clinical Professors. Memo sent to Dean Clayman, School of Medicine (11/15/11)</td>
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<td></td>
<td></td>
<td></td>
<td>All</td>
<td>Dean Clayman’s memo of response (12/27/11)</td>
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<tr>
<td>Issue</td>
<td>Date</td>
<td>Mtg. Date</td>
<td>Reviewers</td>
<td>Action Required w/ Response Deadline</td>
<td>Completed</td>
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| -     |      |           | Members   | - Will request additional information on the number of clinical faculty at SOM, w/ a breakdown by years of service.  
- Will consider eligibility criteria for Univ. Hills housing, as a possible new benefit for clinical faculty.  
- Ted Quilligan’s report to UCI Emeriti Assoc. provided data on retention.  
- CFW Memo to Chair (3/17/12) – memo on hold  
- Luisa reviewing COHS/SOM Faculty Bylaws and will be checking with Dan/CRJ. COHS’s Senate not equal to campus Senate.  
- As of 3/20/12 - Issue is on hold. UCSF has an action for clinical faculty membership on the table. CFW will wait to see the outcome before moving forward with its proposal. | On Hold |
| 10. Faculty Welfare – Mental Health Support Issues | Brought forward from last year | 1/10/12 | Prof. Robert Moeller and Dr. Negar Shekarabi, UCI Counseling Center | The Senate Cabinet has asked CFW to review current policies and procedures, identify areas where faculty mental health policy can be strengthened, and propose new policies as needed. Improving campus awareness of available options is also needed.  
- CFW Work Group (Gopi, Guidotti, Olivieri) will gather information and report back. | On Hold |
| 11. ICHA Priority Sales List | ? | 6/12/12 |                             | Shall we invite Chuck Hayward or Sales person? Moving Clinical Faculty from Tier 3 to Tier 2 – is that a feasible request? | On Hold |
| 12. Memorial Resolutions  
For more information – see notebook w/ procedures and records on Carol’s bookcase. | Ongoing CFW duty – see Irvine Bylaw 99 | | CFW’s bylaw includes a duty for requesting memorial resolutions from Dept. Chairs when a faculty member dies. When received, the Memorial Resolution will be published in the next Divisional Senate Assembly Agenda under Section 5. Special Orders – Consent Calendar. The document will also be forwarded to the UC Senate Office for publication. | Annual Responsibility |
| 13. Hearing Issues | Brought forward from last year | 6/12/12 |                             | Emeriti Member of CFW requested assistance in improving the sound quality in the Senate Conference Room, sent along a NY Times’ article + offered several options. Disability Services has been contacted – awaiting a reply | |
| 14. UCI Mental Health Initiative | 10/30/12 | 11/27/12 | Gopi Meenak. | Council to review 3 point list for mental health issues and review statement for Cabinet to forward to Interim EVC | Memo sent to Cabinet 11/28/12 |

**UCI SENATE ISSUES UNDER REVIEW**

<table>
<thead>
<tr>
<th>Issue</th>
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<th>Action Required w/ Response Deadline</th>
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</tr>
</thead>
<tbody>
<tr>
<td>14. UC Climate Survey</td>
<td>Brought</td>
<td>Monthly</td>
<td>Gwen Kuhns Black, OEOD, reported on issue and</td>
<td>Trial began</td>
<td></td>
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<tr>
<td>15. Smoke-Free Policy Proposal</td>
<td>Brought forward from last year</td>
<td>Monthly updates when available</td>
<td>Smoke-Free Policy Proposal – Information Item Michelle Garfinkel and Bruce Blumberg will represent CFW on Chancellor’s committee which will work on implementation plan for UCI. Ramona Agrela and Joe DiMento to attend Feb. 12 CFW meeting.</td>
<td>01/14/13 and to end on 02/14/13</td>
<td></td>
</tr>
<tr>
<td>16. Chancellor’s advisory Committee on the Status of Staff (CACSS – Diversity Subcommittee)</td>
<td>Brought forward from last year</td>
<td>Monthly updates when available</td>
<td>New Chancellor’s Advisory Committee. Gwen Kuhns Black, a CFW Consultant, is a member and will provide CFW w/ information.</td>
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<tr>
<td>17. Campus Diversity Roundtable</td>
<td>Brought forward from last year</td>
<td>Monthly updates when available</td>
<td>Grace Tonner will represent CFW and will have the opportunity to report at CFW’s monthly meetings. Gwen Kuhns Black may also report.</td>
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**UNIVERSITYWIDE SENATE ISSUES UNDER REVIEW**

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<th>Action Required w/ Response Deadline</th>
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<tbody>
<tr>
<td>23. UC Review of Negotiated Salary Plan</td>
<td>09/27/12</td>
<td>10/30/12</td>
<td>Subcom on FW</td>
<td>Review and Comment by November 6. Memo sent to Cabinet on November 5, 2012.</td>
<td>Memo sent 11/05/12</td>
</tr>
<tr>
<td>24. UC APM -015 Faculty Code of Conduct</td>
<td>11/20/12</td>
<td>01/04/13</td>
<td>Subcom on FW</td>
<td>Review and Comment by January 8. Memo sent to Cabinet on January 7, 2013.</td>
<td>Memo sent 01/07/2013</td>
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</tbody>
</table>

**OTHER BUSINESS THAT REQUIRES ACTION**

None