I. CHAIR’S REPORT
No Report

II. CONSENT ITEMS
The minutes from December 10, 2013 were unanimously approved as amended.

III. SUBCOMMITTEE ON EMERITI AFFAIRS – Status Report
Exit Interviews
Exit interviews will soon be done for faculty that leave UC Irvine to establish their reasons for leaving. The interviews will be restricted to current faculty.

Retirement Housing
UCIEA continues to work towards acquiring access to retirement housing near campus. Regents Point is still a possibility with priority access given to family members of current staff and faculty as well as emeriti and retired faculty and staff.

IV. FACULTY WELFARE ISSUES UNDER REVIEW
None

V. UCI SENATE ISSUES UNDER REVIEW
A. Salary Equity Plan Update
None

VI. UC SENATE ISSUES UNDER REVIEW
A. UC Final Review of APM 25, 670, & 671
Issue
The Council was asked to review and comment on the proposed revisions to APM 025, 670 & 671. The proposed changes are responsive to campus administrator and faculty requests to clarify the purpose, scope, and compliance requirements concerning conflict of commitment policy for general campus faculty and for Health Sciences Compensation Plan (HSCP or the Plan) faculty.

Discussion
Members found no general campus issues with APM-671. Members felt the Council lacked the appropriate knowledge and experience to judge the impact of APM-025 on the Medical School but felt it was reasonable to address conflict of commitment for faculty participating in the Health Sciences Compensation Plan in a separate section of the APM.

Action
The Council’s comments will be forwarded to the Senate Cabinet chair for review.

B. UC Request for Salary Equity Study
This issue was deferred to a later CFW meeting date.
C. UC Review of APM 35 & Appendices 1 & 2

Issue
The Council was asked to review and comment on the proposed revisions to the University of California Policy on Sexual Harassment in APM-035, Appendices A-1 and A-2. The draft policy implements requirements mandated by the Violence Against Women Reauthorization Act of 2013 incorporating several provisions addressing domestic and sexual violence within the UC policy.

Discussion
Members noted a need to clearly distinguish between the definitions for harassment and stalking violence. Concern rose that if the two were not clearly defined that non-sexual instances of harassment or stalking could lead to sexual violence convictions for incidents of a non-sexual nature. Members were also concerned the proposed revisions do not clearly outline confidentiality in reporting and that if, injured parties may choose not to file reports if they cannot be sure of confidentiality. Finally, members were concerned the policy did not clearly outline which offices were responsible for handling reporting. To that end, members made the following recommendations:

1. To avoid confusion and misreading of APM-035, non-sexual forms of harassment and violence must be distinguished from sexual forms of harassment and violence.

2. The proposed policy and procedures should make clear that a complainant has the opportunity to confidentially report an incident and that he/she is not required to participate in a formal investigation as a confidential victim, recognizing that a complainant’s choice to not pursue a formal investigation does not end the institution’s responsibility to take action.

3. The policy should be clear on the roles and responsibilities of various administrative offices.

Action
The Council’s comments will be forwarded to the Senate Cabinet chair for review.

VII. STATUS REPORTS

Faculty Welfare Subcommittee – Jean-Daniel Saphores, Rep to UCFW

Total Remuneration Study
UCOP has decided to move forward with a total remuneration study, comparing the total compensation of faculty salary and benefits with the salary and benefits of the Comparison 8 schools. Health Sciences faculty will be excluded from the study. Concern has been raised that past arguments of benefits offered making up the difference for a lag in salary are no longer true and the financial value of our benefits today is less. The study will help to establish how much less and where we stand in relation to other schools. The Comparison 8 consists of four private and four public institutions. The study is being designed as a longitudinal study and will follow along the lines of the 2009 study.

Governor’s Budget
The budget announced in January proposed a 5% increase with no one-time money. The 5% increase will not cover the Regent’s budget which includes a 3% salary increase and merits for faculty. The Regents and Governor have also said there will be no increase in tuition, the second major source of revenue for the University. The legislature seems to be more favorably disposed to some one-time money for the University.
Other discussions included APM – 035, Senate Bylaw 55, and Composite Benefit Rates, health benefits, and funds in the short-term investment pool for retirement and campuses.

Affirmative Action Subcommittee – TBD, Rep to UCAAD  
No Report

Academic Freedom Subcommittee – Hugh Roberts, Rep to UCAF  
No Report

Academic Personnel – Joan Tenma  
No Report

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

Human Resources Status Report on Benefits – Jeri Frederick  
Open Enrollment  
An announcement was distributed by UCOP on December 10, 2013 alerting everyone they can ask for an exception to change their plan if they find themselves in a wrong or undesirable plan, provided no medical expenses were incurred in January. If medical expenses were incurred, the transition may become more difficult.

VIII. INFORMATION ITEMS  
None

IX. NEW BUSINESS  
None

X. ADJOURNMENT: 4:42 P.M.

Submitted by Charlene Mandau