COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM (CFW)
MINUTES
Tuesday, June 12, 2012
3:30 - 5:30 P.M.

I. CHAIR’S REPORT
A. Retirements: Carol Gardner, CFW’s Analyst, and Lynda Poirier, CFW’s HR Consultant are both retiring at the end of June. Melody McCulloch was introduced as the new HR consultant for next year.
B. Cabinet Meeting - June 5:
   • CFW’s statement asking UCI’s administrators to consider retiree housing with various levels of care to be built on or close to campus was discussed and endorsed by the Cabinet. It was suggested that parents of faculty members could also be eligible. The Senate Chair will forward a request to EVC/Provost Gottfredson.
   • The Cabinet and Divisional Senate Assembly discussed a proposal to modify Irvine Bylaws 35 and 158. The purpose was to achieve greater transparency and provide more background information about agenda items being discussed by the Divisional Senate Assembly. Written information on votes and minority views would be included in the agenda for the Divisional Senate Assembly. The Senate Cabinet and the Divisional Senate Assembly rejected the proposal as unnecessary and too cumbersome.
   • EVC/Provost Gottfredson will be leaving UCI. Suggestions for Interim EVC/Provost are being solicited.

II. CONSENT ITEMS
CFW’s May 8 meeting minutes were approved as written.

III. SUBCOMMITTEE ON EMERITI AFFAIRS – Status Report
No Report

IV. FACULTY WELFARE ISSUES UNDER REVIEW
A. Faculty Mental Health Issues
   Guests: Dr. Negar Shekarabi and Professor Robert Moeller
   Members of the UCI Mental Health Initiative
   Dr. Negar Shekarabi, Senior Staff Psychologist from UCI’s Counseling Center, provided a handout and overview of the California Mental Health Services Authority (CalMHSA) 2011-14 Proposal that all UC campuses are participating in. The three year grant’s Scope of Work (UCOP Proposed Activities to be implemented by each campus) has three main goals:
   • Suicide Prevention: Screening students for key risk factors and variations of risk factors. Launch a Suicide Prevention and Interactive Screening Program to serve vulnerable students. Encourage students at risk to seek assistance from the Counseling Center staff and/or provide referrals to off-campus services/clinics/hospitals.
• Training: Empowering faculty, staff and students by educating them on how to identify, respond, and assist students at risk. Collaborate with UCOP to develop guidelines, handbooks and interactive training modules. Develop intervention programs to reduce high risk campus behaviors such as violence, and drinking. Foster a campus commitment to having a caring community.

• Peer to Peer Programming: Strengthen peer support programs for students with mental health and academic problems.

The Counseling Center hosted a program in April for family members of suicide victims. Other programs are being developed.

Professor Moeller reported that UCI has had a UCI Mental Health Committee since 1999. In 2005, the EVC conducted a review of the issue and made recommendations to the UC Regents. In 2006, a Reg Fee increase was approved and the funds were earmarked for student counseling services. Professor Moeller also reported on his experience with colleagues when he served as the Department Chair and as an Associate Dean. He offered to return next year, and he suggested that members of CFW could be used as a focus group for a training trial.

Discussion:
• How will the Counseling Center measure the success of its programs? It was noted that there is national data on student suicides, but not much data or research on faculty suicides.
• If faculty members are concerned about a student, what questions should faculty be asking? How can faculty make effective referrals?
• A one hour workshop may be offered, and a few members recommended making this type of training mandatory.
• UCOP has a Committee on Depression
• Linda Murphy offered to contact Jerry McGuire (UCIMC) to inform him of the need for action and to enlist his support.
• The Academic Senate, at CFW’s request, could promote the issue of campus wellness and the importance of having a compassionate environment.
• It would be beneficial to allow faculty to take time off when they are struggling with mental issues.
• Having a faculty member from each School take on the role of Mental Health Advisor, similar to the format for the ADVANCE Program’s Equity Advisors would be useful. The advisor could be trained and knowledgeable about best practices to assist faculty colleagues when a mental health issue arises.

The discussion will be carried over to the next academic year.

V. UCI SENATE ISSUES UNDER REVIEW
None

VI. UC SENATE ISSUES UNDER REVIEW
None
VII. STATUS REPORTS

Faculty Welfare Subcommittee – Gopi Meenakshisundaram, Rep to UCFW

Report on UCFW Meeting – May 11, 2012:

- The Faculty Salary Task Force report was discussed. There is a current unfunded proposal for a 2% increase across the board and an additional 1% for the faculty salary plan. UCB and UCLA have higher salary scales and do not want a plan that brings equalization or a mandate from UCOP. The Task Force has sent a letter recommending salary increases.

- UC PATH program. A central office is opening at UC Riverside that will handle most UC campus payroll functions. All UC campus payroll processes will be standardized. UC campuses will shift their campus duties to the central office in several waves. UCI will make the transition in October 2014.

- Human Resource offices at each campus are also facing budget and staffing cuts. Other UC benefits may be centralized or eliminated. Retirement planning services are expected to change. UCB has already eliminated retirement planning on an individual basis. Individual counseling appointments will be replaced with workshops for groups. UC’s agreement with Fidelity Investments to provide financial advising services to its employees is also expected to end.

- UCSF’s decision to confer Senate membership on all clinical faculty is under review. It appears to conflict with the Regent’s Orders and Senate Bylaws, but the University Committee on Rules and Jurisdiction (UCRJ) has not issued its formal ruling. Bill (Parker?) is chairing a task force on senate membership. It may be possible to revise the UC Senate Bylaws to accommodate some of UCSF concerns, but full senate membership is not expected. [Note: CFW’s memo, dated 3/1/12, is on hold awaiting a final UCRJ ruling.] The UC administration is considering two other benefit options for clinical faculty: MOP Loans and emeriti status.

- The Faculty Diversity Working Group Report: It received a lukewarm response and there were concerns about too much bureaucracy. Changing the criteria for hiring may introduce undesirable criterion for hiring in the future such as political beliefs of the candidate. It was noted that UC has made good progress. Diversity can best be addressed at the department level and UCI’s ADVANCE program with equity advisors was cited as an effective model. The Academic Senate may not be in a position to improve diversity as much as the people who oversee hiring (Deans and EVC).

- State of California Budget Update: Revenues have been less than anticipated. In January, State’s income was $3B short of earlier projection. Some budget cuts were successfully challenged in court and this added to the deficit. The $9B budget gap might increase up to $13-15B. More targeted cuts are expected by the governor and UC may face a 350M mid-year cut.

- Report from the UCFW’s Task force on Investment and Retirement (TFIR) included:
  - A Defined Benefit Plan (DCP) was discussed for short term employees. It could benefit recruitment, save UC money and provide portability for the employee, but there are serious concerns about damage to the UC Retirement Plan.
The UC Retirement Plan requires full funding for a stretch of time to recover from its current underfunding. Another economic downturn would have grave consequences.

UC Disability Plan: Staff may sign up for Disability Insurance when they are hired. However, faculty members have a plan that offers six months of salary continuance once every ten years if they have less than ten years of service credit. After ten years of service credit, faculty receive twelve months of salary continuance that can be used once every ten years. The UC Disability plan is not adequate or comparable to other employer’s disability benefits. A new plan proposal is under review.

“Tier 3” benefits for new UC employees hired after 2013 will not include dental, vision, or disability insurance. To further reduce UC benefit costs, other options under consideration include: reducing the percentage contribution for health care from 86% to 70%, eliminating the “pay band” tiers that assist lower paid employees, reducing UC contributions for family members/dependents, and increasing the percentage of time worked from 50% to 75% to qualify part-time employees for 100% of UC health benefits.

Shared Governance: There are concerns that the Academic Senate is not completely informed or consulted. Issues are popping up all of the time. The Administration is not using the Senate members’ expertise as well as it could.

Report on UCFW Meeting – June 8, 2012
- Dependent Eligibility Verification is proceeding. 83% of the verifications have been completed, 12% are in process, and 5% of employees (approx. 5000) have not yet responded. This may lead to over 2,833 dependents (1.6%) being dropped from eligibility for a savings to UC of $7-10M. Original estimates for savings were much higher.
- Wellness programs have not been well integrated with other health programs. An expert from Michigan suggested that a cultural change would be more effective than targeted program like Staywell.
- Projected costs and possible changes to various health plans for 2013 were discussed. More specific information will be available next fall.

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

Academic Freedom Subcommittee – Jean-Daniel Saphores
The University Committee on Academic Freedom did not meeting during Spring Quarter and there were no email discussions to report on.

Equal Opportunity and Diversity Status Report – Gwen Kuhns Black
No Report
**Academic Personnel – Joan Tenma**  
The proposed revision to APM-670. Health Sciences Compensation Plan has been approved after five years of review. The proposed new APM-668. Negotiated Salary Plan was not approved and will not become a policy.

**Human Resources Status Report on Benefits – Lynda Poirier**  
No Report

**Smoking-Free Implementation Planning Committee**  
Michelle Garfinkel reported that the committee has not yet met.

**Childcare Advisory Committee – Gopi Meenakshisundaram**  
The committee met on June 8 and its agenda included a Children First fundraising proposal. Donors would be offered a building-naming opportunity.

**VII. INFORMATION ITEMS - None**

**VIII. NEW BUSINESS - None**

**IX. ADJOURNMENT: 5:25 P.M.**

Submitted by Carol Gardner - Reviewed by the Chair