

**APPROVED**

**UC Berkeley Division of the Academic Senate  
Faculty Welfare  
Annual Report (2006-07)**

**Committee Members:**

Dorothy Hale, Associate Professor of English and Committee Chair

Robert Anderson, Professor of Economics and Math

Yale Braunstein, Professor of SIMS

Donald De Paolo, Professor of EPS

Shannon Jackson, Professor of Theater, Dance & Performance Studies and Rhetoric

Kyriakos Komvopoulos, Professor of Mechanical Engineering & System-wide FWEL  
Representative

Thomas Marschak, Professor of Business Administration

George Strauss, Professor Emeritus of Business Administration and UER Rep

Renee Sung, Professor of Plant and Micro Biology

*For Spring 2007*

Sophie Volpp, Associate Professor of East Asian Studies and Comparative Literature

*Ex-Officio*

William Drummond, Division Chair and Sheldon Zedeck, Division Vice Chair

**Overview:**

FWEL met monthly during the academic year for a total of eight two-hour meetings. Our major agenda items included: proposed changes at the systemwide level in benefits and retirement plans; campus and systemwide family friendly policies on campus; emeriti parking; the creation of a retirement website; and the newly required ethics survey.

## **Medical and Retirement Benefits:**

FWEL reviewed the two documents (*Principles Regarding Proposed Benefit Changes* and *Position on Proposed Changes to Retiree Health Plans*) drafted by the University Committee on Faculty Welfare and forwarded to then-Academic Council Chair Brunk to President Dynes on March 7, 2006. Our committee response was recorded in two memos. The first memo, dated December 7, 2006 and addressed to Chair Drummond, objects to the proposed changes being developed and sent forward without formal review by the appropriate campus faculty bodies. We see this as by-passing faculty self-governance and faculty experience in evaluating future mixes of direct and indirect compensation.

The second memo, also dated December 7, 2006, addresses the substance of the proposed changes. FWEL cautions that the changes in benefits should not be used as a means to reduce total compensation or harm UC's competitive position in total remuneration. We note that any proposal to raise significantly the health insurance premiums paid by retirees under age 65 runs directly counter to the retirement incentives built into the age factors in UCRS.

Both memos were forwarded by Chair Drummond to John Oakley, Chair of the Academic Senate, on March 23, 2007 along with a cover letter that states DIVCO's support of our objections. As of this date, no response to these memos has been made to FWEL.

FWEL gathered information on the proposed benefit changes and changes to retiree health plans by inviting to our November 17, 2006 meeting Michelle Squitieri (Field Representative, University Council-American Federation of Teachers (UC-AFT), Paul Brooks (University Professional and Technical Employees Bargaining Team Member), Jim Stockinger (UC-AFT), and Joe Pulido (American Federation of State, County, and Municipal Employees). On April 6, Karlene Roberts, President of the Berkeley Faculty Association, updated FWEL on the BFA position toward the proposed changes. Robert Anderson represented FWEL at the BFA campus forum on retirement issues held in March, 2007. VP de Vries offered his perspective on the proposed changes during his visit to our committee on February 5, 2007.

FWEL initiated action to help better inform Berkeley faculty about medical and retirement benefits. During open enrollment, we sent out a message to all UCB faculty alerting them to the advantages of a Health Care Reimbursement Account (HCRA) and a HCRA spending account card. VP de Vries also accepted our recommendation that his office set up and maintain a retirement website that would consolidate the links for all important aspects of retirement (i.e. campus office and lab space policies; pre-retirement recall teaching policies; information about past BRIPs, procedure for appointment as Professor in the Graduate School, etc). VP de Vries agreed last year (2005-06) to start this website but at this date it has not been established.

FWEL asked that our System-wide rep, Kyriakos Komvopoulos, inquire about the status of the Long Term Care Insurance Option for UC faculty and staff. FWEL sent a memo dated October 13 to Chair Drummond expressing our concern about the progress being made on this issue at System-wide. We were informed by Chair Drummond's office that System-wide declines to give any official update on Long Term Care Insurance to our committee, leaving it up to the FWEL rep to pursue this issue at systemwide on the behalf of FWEL.

### **Family-Friendly Policies:**

In a memo dated September 19, 2006, FWEL updated Chair Drummond on the unfinished-business relating to campus childcare (begun last year with Chair Agogino). In a December 12, 2005 memo to Chair Agogino, FWEL made three recommendations for the advancement of family-friendly policies on campus: that Active Service Modified Duties be centrally funded; that the implementation of the ASMD benefit be clarified and campus practices be better publicized (especially in regard to the evaluation of productivity while on ASMD); and that a Child Care Task Force be created. Progress has been made in each of these areas, but FWEL believes that all three issues still remain pressing campus concerns.

### **Central Funding of ASMD:**

Vice Provost de Vries briefed FWEL as to how the central funding of ASMD is administered on campus. FWEL believes that this system is a step in the right direction but notes that the set-aside funding can seem pyrrhic since department chairs are presented with slashed budgets at the same time that they are given funding for ASMD. The perception is that ASMD monies are coming at the expense of basic departmental operating funds.

### **Active Service Modified Duties:**

The publication by UC Faculty Family Friendly Edge of *Creating a Family Friendly Department: Chairs and Deans Toolkit* was welcomed by FWEL as an invaluable resource for publicizing the new family friendly policies across campus. In our September 19, 2006 memo to Chair Drummond, FWEL recommends that this publication be distributed to every dean and department chair on an annual basis. FWEL reviewed a draft copy of the *Toolkit* and provided suggestions.

FWEL began discussion in 2005 with the Budget Committee about the criteria used to evaluate productivity under ASMD and for faculty who elect the new part-time option. No progress was made on this in 2006-07 but the topic carries over to next year's agenda.

### **Child Care Task Force:**

Thanks to the combined efforts of Steven Lustig, Associate Vice Chancellor for Health and Human Services and Sophie Volpp, FWEL member and Chair of the Chancellor's

Committee on Dependent Care (CACDC), a Child Care Task Force has been created under the auspices of CACDC. Although this Task Force was not created in time to have input into the operation of the new Haste Street Child Care Center, FWEL has asked the Child Care Task Force to consider issues relating to faculty welfare that pertain to the operation of this new center as well as to Harold Jones. Foremost among these issues are the kinds of hours and services that would best fit the academic schedule of faculty members and the inclusion of faculty and staff parents in creating child care center policies (including admission criteria).

### **On-Going FWEL Work on Family-Friendly Issues:**

FWEL addressed a memo dated June 4, 2007 to Chair Drummond and then-Vice Chair Zedeck recommending that Family Friendly initiatives be consolidated on campus through the office of the Vice Provost of Academic Affairs and Faculty Welfare. During the past two years, FWEL has pieced together its knowledge about campus and system-wide Faculty Friendly issues and policies by inviting to its meetings Angelica Stacy, Associate Vice Provost for Faculty Equity; Carol Hoffman, Manager, Work/Life Issues at University Health Services; Peter Hoenig from Residential and Student Services (the administrative arm responsible for child care centers on campus); and Jan de Vries, Vice Provost of Academic Affairs and Faculty Welfare. We have also benefited from the knowledge that Shannon Jackson and Sophie Volpp bring to FWEL from their participation on the CACDC. Chair Hale of FWEL has in turn attended meetings of CACDC and met with the new child care director Laura Keeley-Saldana. This coordination has been fruitful—but suggests that our campus needs to institutionalize such synergy, rather than making it the permanent business of FWEL.

Associate Professor Susan Maslan, has agreed to serve on FWEL next year and to be the FWEL representative to a new system-wide task force on child care. Dorothy Hale participated in the first meeting of this task force, held by teleconference on June 22, 2007. The desirability and possibility of emergency back-up dependent care was the topic for discussion. The minutes of this meeting will be presented on July 13, 2007 at the final systemwide meeting for 2006-07.

Other issues to be pursued by FWEL: nonemergency, supplemental child care; the college tuition benefit; and long-term planning for more and less-expensive campus-supported child care options.

### **Parking:**

A joint memo dated October 23, 2006 was sent by FWEL and UER to Chair Drummond. The memo made three joint recommendations: that a UER representative be appointed to the Chancellor's Oversight Committee on Parking; that DIVCO indicate its support for the historic emeriti parking fee discounts; and that a member of the Parking Committee meet once a year with both FWEL and UER. This memo was discussed at the December 11, 2006 DIVCO meeting. In a memo forwarded by Chair Drummond dated January 8, 2007, DIVCO endorsed the regular meeting of P&T oversight with members of FWEL

and UER; reported that the evaluation of emeriti parking use and rates is on-going; and advised that COMS selects Senate members on the P&T oversight committee.

FWEL has subsequently received no direct communication from COMS in response to its amended request that a member of FWEL be appointed to the P&T oversight committee.

**Ethics Survey:**

At its May 4, 2007 meeting, FWEL considered the recent administrative requirement that all faculty complete an Ethics Survey. The item was put on our agenda by colleagues across the campus who strongly object to the survey, a group that includes ladder faculty and department chairs. In a memo addressed to Chair Drummond, dated June 4, 2007, FWEL requests that the Ethics Survey be suspended and the policy of a required ethics survey for faculty should be submitted to a system-wide academic senate review.

**FWEL Responses to Requests for Comment:**

Memos to Chair Drummond:

- On the role of graduate students in University instruction (October 14, 2006)
- On the UC Merit and Promotion System (November 30, 2006)
- On APM 115 (Cooperative Extension Specialist) (January 26, 2007)
- On Senate Committee Conflicts of Interest (January 26, 2007)

Respectfully Submitted,

Dorothy J. Hale  
Chair, Faculty Welfare