Minutes of Meeting
October 7, 2002

Present: M. Alkin; Chair, M. Dapretto, S. Ettner, W. Hirsch, R. Schonmann, V. Shetty, B. Wenzel, R. O’Neill (Ex-officio)

Absence: A. Coleman, S. Stokes

Staff: M. Avila, D. Dang

Guests: None

Meeting: The meeting was called to order at 2:05 pm

1. Welcome

The chair welcomed new and returning members to the 2002-03 academic year of the Committee on Faculty Welfare. A brief orientation to the Committee’s structure and function was given and members were asked to introduce themselves. There was a short discussion about the meetings scheduled for this academic year. The Committee agreed to meet once a month on the first Monday of each month from 2-3:30 in the Academic Senate Office.

2. UCFW Report

Chair Alkin explained that the University Committee on Faculty Welfare (UCFW) is concerned primarily with faculty welfare issues at the Systemwide level and that the local Faculty Welfare Committee’s (FWC) deals with matters of concern to UCLA faculty at the campus level. He noted that the following issues will receive particular attention by the UCFW this year.

- **Health Care.** In 2003, the UC Care medical plan will be replaced by a new Blue Cross of California Point-of-Service (POS) plan called Blue Cross Plus. UC will also offer a Blue Cross of California Preferred Provider Organization (PPO) plan called Blue Cross PPO. UC employees can expect to pay more for health care premium costs.
- **State of Disability insurance.** There is talk about changes in the insurance policy that UC employees use for disability purposes.
- **Phased employment proposal.** The proposal is a long way from being considered.
- **Parking policy principles.** These principles finally were passed by the Academic Council last June.
- **Faculty housing.** The new MOP loan portfolio sale program is doing well.
- **Educational fee waiver.** In 2001-02, a proposal to implement a fee waiver was approved by the UCFW committee and announced on the campuses. However, the subsequent budget crisis in the State of California rendered the original proposal no longer viable. Although it is not hopeful that funding for the program could be found for the next few years with the current state of the University’s budget, the UCFW committee remains committed to implementing an educational fee waiver as soon as budget opportunities allow.
- **Legal liability.** There may soon be an option that would enable faculty members to seek independent counsel, not obligated to UC’s interest, to dispute a law suit.
• **VERIP and retirement funding.** This issue has come up for discussion and the UCFW plans to look into the matter.

3. **Committee Priorities for the Year**

A list of possible priority areas for the Committee to consider in 2002-03 was discussed. (The list is attached as appendix 1) Committee members agreed that the issues presented for this year were important ones to explore, track and resolve. Two additional issues were mentioned as high priority items for this academic year. They are:

- **Phased Employment.** FWC members want to begin planning a response to the problems that will inevitably result from "Title Wave II". Committee members are concerned that the ability to recruit and retain sufficient faculty to teach the additional students that are expected to enroll in the next decade may be the University’s biggest challenge as many faculty members are expected to retire during that same period of time. A proposal that would lead to greater retention of faculty members, rather than encouraging early retirement will most likely come before the Committee for review. FWC members want to begin looking at possible solutions to these problems before they arise and assist the Administration in identifying effective and equitable recruitment and retention strategies.

- **Advertisements that Mislead the Public.** The Committee is deeply concerned that providers of medical services often advertise their commercial activities as having a UCLA address but, in fact are not connected with UCLA except as tenants in the 100 Medical Plaza building. There is a UCLA policy that clearly prohibits the use of its name in any manner which suggests University support or endorsement. The Committee was made aware that the Office of Academic Affairs in the Medical School is investigating this matter. An inquiry of their efforts will be made before any Committee action is taken.

To efficiently deal with this year’s topics, three (3) working groups that focus on specific problems and report back to the larger Committee were formed. Issues such as health care, parking and Benefits & Welfare will be dealt with through these working groups. Three members were assigned to each subcommittee.

4. **COUGH Issue**

Over the summer, the Committee was asked to support the work of a group called Campuses Organized and United for Good Health (COUGH). This group is committed to having UCLA adopt one consistent tobacco policy throughout the campus that would prohibit smoking 20 feet from all doorways to university buildings. Materials provided to the Committee by COUGH were reviewed and discussed. General agreement was reached to support the policy. A draft letter of support will be written, presented and voted on at the next FWC meeting scheduled for November 4th, 2002.

5. **Committee Website Development**

There was some discussion about developing a password protected website where Agendas, Minutes and other documents could be posted for committee members to access. This website would make it easier to refer to material in preparation for meetings and would give the committee a longer historical picture of the work of the committee. Committee members supported the idea. Ms. Avila will work on the new website. A progress report will be made at the next meeting.

6. **Adjournment**

The meeting was adjourned at 3:30pm