

Committee on Faculty Welfare, Diversity & Academic Freedom (FWDAF)

Tuesday, May 6, 2014

3:00 – 5:00 pm, KL 324

Documents found at [UCMCROPS/FWDAF1314/Resources](https://ucmcrops.org/fwda/1314/Resources)**AGENDA**

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- I. Chancellor Leland and Provost/EVC Peterson **3:00 – 3:30**
Discussion: FWDAF recap of AY 13-14
- II. Chair's Report – *Rudy Ortiz*
- A. Update from Division Council meetings and Meeting of the Division
- B. FWDAF member Golash-Boza is the Senate representative to the Chancellor's Advisory Council on Campus Climate, Culture & Inclusion. A retreat will be held in June, date TBD.
- C. Vice Provost for Faculty Candidate Interviews
- D. [University of New Mexico faculty mentoring conference](#)
October 21-24, 2014, Albuquerque, NM.
The 2014 conference theme is *Developmental Networks: Mentoring & Coaching at Work*. Each year, the UNM Mentoring Institute hosts its annual mentoring conference. Featuring four keynote speakers and over 250 concurrent presentations, the 2013 conference brought over 600 people to New Mexico. The conference aims to host a broad constituency, which includes divisions of higher education, academic researchers, educators, community leaders, administrators, non-profit partners, government agencies, and other professionals.
- III. Consent Calendar
- A. Approval of Today's agenda
- B. Approval of March 31 draft meeting minutes **Pg. 1-5**
- IV. Systemwide Updates
- A. UCAAD – FWDAF representative: *Rudy Ortiz*
- B. UCFW – FWDAF representative: *Linda Cameron*
- i. Campus reports on UC Care **Pg. 6-9**
- C. UCAF – FWDAF representative: *Sean Malloy*

- V. AY 14-15 FWDAF Planning Pg. 10
- A. FWDAF/APO draft faculty workshop series
- i. Faculty World Café
- B. Potential Committee Issues
- C. Proposed Senate Award for Outstanding Faculty Mentoring
- VI. Campus Review Item
- A. [Proposed Minor in Community Research & Service](#) (SSHA)
Supporting documents can be viewed at
UCMCROPS/FWDAF1314/Resources/Review Items – Campus.
Action requested: FWDAF to review the proposed minor for any faculty welfare, diversity, or academic freedom implications. Comments are due on May 7.
- VII. Systemwide Review Items
- A. [APM 190 Appendix A-2 \(Whistleblower Protection Policy\)](#).
The proposal implements policy requirements mandated by an amendment to the California Whistleblower Protection Act that became effective January 1, 2011. CAP and FWDAF are lead reviewers. *Policy can be viewed at UCMCROPS/FWDAF1314/Resources/Review Items – Systemwide.*
Action requested: FWDAF to review proposed revisions. Comments are due on May 7.
- B. [Proposed Revised UC Policy on Supplement to Military Pay](#)
Changes proposed a four-year renewal on current supplemental benefits to UC employees on active military duty. *Proposed policy can be viewed at UCMCROPS/FWDAF1314/Resources/Review Items – Systemwide.*
Action requested: FWDAF to review the proposed revisions. Comments are due on May 19.

VIII. Other Business

Informational Items

- [ADVANCE Roundtable meeting](#), April 23 at UC Davis. Attended by FWDAF member Berhe. Documents are available at *UCMCROPS/FWDAF1314/Resources/Informational Items/UC ADVANCE Roundtable Meeting.*
- [UCOP 2013 Accountability Report](#)

Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)
Minutes of Meeting
March 31, 2014

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 3:00 pm on March 31, 2014 in Room 397 of the Kolligian Library, Chair Rudy Ortiz presiding.

- I. Sam Traina, Vice Chancellor for Research & Economic Development
VCR Traina updated the FWDAF committee members on indirect cost return (ICR). Provost Peterson has expressed an interest in working with VCR Traina to establish guiding principles. VCR Traina provided a brief background on ICR at UC Merced. Merced's assigned rate is 55%. One third used to be allocated to the general fund, one third was earmarked to pay for contracts and grants accounting salaries, and one third was allocated to opportunity funds (discretionary). Merced's effective ICR rate (the total amount we collect) is 20% which is on par with other UC campuses.

The VCR and Provost are considering a revised version of the old allocation model which allowed for one third of discretionary funds. Those funds must be distributed between the various constituencies of the Deans, ORU Directors, research staff, and the PIs.

Chair Ortiz pointed out that any allocation formula will have an impact on faculty retention and asked what FWDAF can do to assist the VCR and Provost. VCR Traina answered that the committee should consider some basic principles around allocation, either directly to PIs or through the Deans. The future allocation structure should benefit both groups.

ACTION: Chair Ortiz will draft a memo on FWDAF's suggestions on ICR guiding principles and will circulate among the committee for review. A final memo will be transmitted to VCR Traina and Provost Peterson.

II. Chancellor Leland and Division Council members

Chancellor Leland and Division Council members joined the meeting to discuss the results from the campus climate survey. Chancellor Leland requested that a member of FWDAF serve on her campus climate and diversity working group to review the data and help identify three or four key areas on which to create an action plan. In addition, the working group will be asked to provide recommendations on whether additional queries are needed to understand the data. She pointed out that, according to the results, UC Merced is not worse than other campuses, however, due to our small size, our problems are magnified. In that sense, some of the data from faculty and staff about work place challenges are a cause for concern.

Chair Ortiz inquired whether the Chancellor has analyzed the prior ADVANCE survey results. The Chancellor responded that while she has seen that survey and corresponding results, it is different from this current survey. The Chancellor also acknowledged that OP is hiring a staff member to analyze the anecdotal data that resulted from the current survey, as it is not yet in a form that can be properly used. Chair Ortiz recommended to the Chancellor that, in addition to a FWDAF representative on the Chancellor's campus climate and diversity working group, a member from the former ADVANCE committee be asked to serve.

Chancellor Leland announced that the position of Associate Chancellor will be filled in the near future in addition to a new position for Intake Coordinator. The Associate Chancellor will be the point of contact for faculty, staff, and student complaints. In the interim, the point of contact is Wendy Smith in Human Resources. In addition, the campus community is encouraged to speak to the Ombuds. As mentioned in the Moreno report, a complaint system will not be utilized if it lacks credibility. In addition, under the current system, a complainant is not told whether his/her complaint was addressed due to confidentiality stipulations.

In response to an inquiry about retaliation against complainants, Chancellor Leland reiterated that if the complainant is a member of a protected group,

he/she is legally protected from retaliation; in addition, the person against whom the complaint is filed is warned about engaging in retaliation during the investigation process. If the complainant is not a member of a protected group, he/she is encouraged to speak to his/her Dean and the Provost.

A FWDAF member inquired of the Chancellor about the hiring of a full time Diversity Officer. Chancellor Leland responded that that may be a recommendation that results from the campus climate and diversity working group. The future Associate Chancellor will be tasked with diversity issues and after that, we can determine whether a full time, dedicated Diversity Officer should be hired and if we have the resources to do so.

Chancellor Leland concluded by pointing out that UC Merced's students reported the highest satisfaction in classroom environment. This result was published in the Los Angeles Times.

III. Chair's Report

FWDAF resumed its regular business after the departure of Chancellor Leland and Division Council members. Chair Ortiz updated the FWDAF members on his meeting with the Provost and School Deans on diversity in faculty searches. The Deans are wary of being heavy-handed during the search process, but also want to retain their authority to encourage diversity in faculty hiring via the MAPP. Chair Ortiz encouraged the Provost to initiate a process now so that we can establish best practices in faculty hiring in the future.

FWDAF members discussed the Provost's proposed MAPP revisions. Regarding Section 2012 E (selection process) the committee agreed that the Deans should retain authority over the short list, but took issue with the language that the Deans can postpone, extend, or cancel a search based on inadequate diversity. FWDAF members believed that this is a punishment-based system; instead, we should encourage an incentive-based system, the specifics of which will be up to the Deans.

ACTION: Committee analyst will circulate a draft memo to committee members containing comments on the MAPP revisions. A final memo will be transmitted to the Senate Chair by the deadline of Wednesday, April 2.

ACTION: A FWDAF member volunteered to serve on the Chancellor's campus climate and diversity working group. Committee analyst will communicate with the Chancellor's Chief of Staff.

Chair Ortiz stated that the Provost understands the need to change the campus culture with faculty hiring and taking into consideration how a candidate would best fit into the campus structure rather than solely examining statistical merit (e.x., number of publications). The Provost voiced his support for opportunity hires. FWDAF members discussed ways to educate colleagues, especially junior faculty, on how to hire a successful candidate. While the number of publications is important, this should not be the sole factor in assessing a job candidate. Some suggestions on how to educate colleagues on faculty hiring included: a workshop seminar with AP and FWDAF dedicated to faculty hiring (as part of the current AP/FWDAF joint faculty workshop series), unit-level retreats that help faculty think strategically about their units, and social events where faculty can engage with their colleagues in an informal manner.

Brief updates were provided on FWDAF's corresponding systemwide committees of UCAF (submitted in writing prior to this meeting), UCFW, and UCAAD.

IV. Campus Review Items

FWDAF members had no comments on the Molecular Cell Biology (MCB) CCGA proposal or the proposal to establish a major in Public Health. Prior to this meeting, a draft memo was sent to committee members on the Committee on Research's draft policies for the establishment and review of research units.

ACTION: Committee analyst will transmit memos to the Senate Chair regarding the MCB and Public Health review items and will re-circulate the draft memo on research units.

There being no further business, the meeting adjourned at 5:00 pm

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Senior Analyst

DRAFT

Feedback	# Mentions	Response
Longer than normal wait times when calling Concierge	3	Many other UC's mentioned this as well. BS recently hired a number of new representatives who are undergoing training which should result in reduced wait times.
Not enough doctors in the Select Tier	2	UC is looking to expand access, especially in areas like Merced, Santa Barbara, and Santa Cruz. Negotiations with medical groups and IPAs is ongoing.
Lack of understanding as to why doctors w/admitting rights to Select hospitals are not in the Select Tier	2	<p>Jerome admitted that there was “misunderstanding/miscommunication” from UCOP when it came to explaining how doctors were slotted in to UC Select. Initially, it was communicated to all UC Benefits departments that “doctors with admitting rights to UC Select hospitals should automatically be UC Select providers”. Benefits departments were even informed that if we found a doctor that had admitting rights to a Select hospital was not listed as a Select provider in the Blue Shield website, to send this information over to Blue Shield to have it corrected. I personally sent in names of a couple of doctors and had them slotted to the Select tier.</p> <p>With time, we found that there were MANY doctors in Merced that had admitting rights to Mercy, but were not listed as Select doctors. Technically in Merced, ALL doctors should have admitting rights to Mercy Medical since it's the ONLY hospital in Merced. Jerome explained that Select doctors are slotted as Select if they are part of certain IPAs or medical groups, such as MFA, Golden Valley, etc (see page 13/16 or entire list of IPAs). UCM benefits</p>

		department received this information in April.
Concierge misinformed member about Quest being in Select Tier	2	Quest Diagnostics came to UC Care effective 03/01/14. Any caller who would have requested a Select lab prior to 03/01/14 would have been told that Mercy Medical was the only Select lab in Merced. As of 03/01, Quest and LabCorp became Select labs, however, there was no communication on Blue Shield's behalf of this (with the exception that it WAS announced on their website). I requested that Blue Shield send communication to all members about the addition of Quest and LabCorp.
Doctor's billing offices are unsure about the tiers	1	
Sutter Gould is not in-network, concerned	2	Sutter refused to accept the lower contracted rates that Blue Shield/UC Care offered. Their contract specifically states that the insurance company pays the rate they (Sutter) charge, or they will not be affiliated with that specific insurance plan. Sutter Gould is out-of-network in most areas. Negotiations with Sutter will be ongoing.
Online search tool is confusing/not easy to navigate. "Just list the doctor and tell us what tier they fall under."	1	Suggestion was taken.
Cost of Specialty and Brand-name medication is much higher than with Blue Cross	2	Jerome stated that UC Care was not designed to replace the Anthem Blue Cross plan with line-by-line similarities. If that would have happened, the employee's monthly premium would have been much higher than what it is.
Approval for medications is complicated, takes too long, and reps don't follow up	2	Members should not experience longer than usual wait times. When this happens, have the member contact their local Health Care Facilitator to intervene. For UCM, that would be me.

Extremely dissatisfied due to the increased out-of-pocket cost as compared to HN Blue & Gold	2	PPO plans are designed to be more expensive because of the ease of access to a larger network of doctors; members have access to both in-network, and out-of-network doctors and facilities. Health Net Blue & Gold is a HMO with a limited network of doctors.
<i>TOTAL</i>	22	

Recent UC Care Plan Operation Issues

	Issue	Process	Resolution
In Office Injectables	Some providers are requiring members to obtain In Office Injectable Medication through their Pharmacy benefit due to high cost, shelf-life, and risk of carrying upfront costs.	In Office injectable medications are processed and authorized through the medical plan, not the pharmacy benefit. Providers are to obtain the medication and submit claim through the medical plan after receiving the authorization from Blue Shield.	We asked Blue Shield to research the capability for the member to obtain medication through pharmacy and subsequently administered by the provider. Currently, certain vaccinations are being considered for this process.
Radiologist/Pathologist/Anesthesiologist- "Ologist Rule"	Members have concerns about "ologist" services received at a Hospital facility. Main concern is the "ologist" may be Out of Network as member has no choice as to who performs this service in a hospital setting.	Blue Shield will pay "ologist" claims in a hospital setting at the tier level the hospital participates.	if member is billed at a lower tier level than the stated process, member may contact Concierge for review and/or submit an appeal.
Epidural Steroid Injections	Epidural Steroid Injections require authorization by Blue Shield for each injection. Prior carrier did not require an authorization until third injection.	Blue Shield's clinical guidelines is to review for medical necessity. After the first injection, if member does not experience a 50% improvement in pain, prior authorization will be denied. Member may appeal.	We asked Blue Shield to reviewing their internal guidelines regarding Epidural Steroid Injections as it relates to established clinical guidelines and competing carriers practices.
UC Care/Blue Shield and Optum- Claims Adjudication	If Blue Shield receives a UC Care claim for Behavioral Health, the claim is denied as an exclusion to the policy.	Blue Shield does not forward Behavioral Health claims to Optum for processing. BH providers are to send claims directly to Optum.	UC Care will work with HR and Optum to communicate to providers the appropriate channels for submitting Behavioral Health claims.
Oral Appliances for Sleep Apnea	There are no Dental providers in network to fit and supply oral devices for sleep apnea. Typically these services and devices are provided by Dental providers and sleep centers.	Currently, there are no contracted Dental providers in the UC Select or Blue Shield Preferred networks. If a member utilizes a Dental provider the benefit will be paid at Tier 3.	Member should contact concierge <u>prior to receiving</u> service at a dental provider. Concierge can help search for an appropriate provider and possibly work out a level of agreement with the provider to consider the claim at Tier 2. This is not guaranteed and is up to the provider to agree to terms of the agreement.

AY 2014-15 Professional Development Series
First Wednesday of Each month
12:00 – 1:30

Month	Topic	Suggested Speakers Representation from each school
Sept 3	How to Hire a Successful Candidate Focus on hiring ladder rank	Rudy Ortiz, Sean Newsam, Nella Van Dyke, Ashlie Martini
Oct 1	Managing Grads/ Lab & Fieldwork	Valerie Leppert, Kathleen Hull Jinah Choi
Nov 5	Effective Mentoring Relationships	External Speaker (Wisc or UCSD)
Feb 4	Publish and Flourish	Ignacio Lopez-Calvo David Ojcius
March 4	Work Life Balance	Tanya Golash-Boza, Mike Colvin, Kevin Mitchell, Jeff Yoshimi
April 1	Faculty Leaves	Irene Beattie, Mike Colvin, Jeff Yoshimi, Becky Gubser, Kahil Morales
April (TBD)	Grant Writing Workshop by RDS	N/A
May (TBD)	The Road to Tenure	David Ojcius, CAP Members
May (TBD)	End of Year Reception	
