To be received and placed on file:

During the 1999-2000 academic year, the Faculty Welfare Committee dealt with the following issues:

1. The Committee reviewed the concept of establishing a Health Care Facilitator at UCR. This individual, housed in the Benefits Office, would be responsible for mediating with HMOs to represent faculty and staff when problems arise. In addition, this person would be responsible for developing an arrangement with the UCLA and Irvine Medical Hospitals to facilitate priority access to specialists for consultation. The Committee voted unanimously to begin the process of establishing such a position at UCR.

2. The Committee discussed and approved a proposal for providing a Deferred Contribution Plan (DCP) toward retirement for summer salary developed by the Systemwide UC Faculty Welfare Committee (UCFWC). Currently, there is no retirement plan for summer teaching or research salaries. Under this proposal, there would be matching 3.5% contributions to the DCP from a Faculty member and the University. This proposal was subsequently approved by the UCFWC and has progressed to the UC President's desk.

3. The Committee discussed and approved the UCFWC proposal for Educational Fee Waivers for UC faculty and staff dependants/spouses. This proposal was subsequently approved by the UC Academic Council and submitted to the UC administration for consideration/action.

4. The Committee voted to recommend to the Academic Senate a three+ year appointment for the Chair/representative to the UCFWC. It has become increasingly clear that UCR has not been served by single year representation. The Committee developed a procedure within Academic Senate Bylaws to implement the proposal.

5. The Committee discussed and approved a UCFWC proposal for domestic partner benefits. This has been approved by the Academic Council.

6. The committee discussed and approved a UCFWC proposal for increasing the 'retirement age factor' to increase retirement salaries.

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