To be received and placed on file:

During the 2002-2003 academic year, the Committee on Faculty Welfare met three times, and dealt with the following issues:

1. At the request of the Department of Chemistry, the Committee considered the compensation of emeriti who are recalled for part-time teaching. The Committee recommended that recalled faculty should be compensated according to the UCOP salary scale for Faculty-Recall Teaching Stipends, as is currently the practice on most parts of this campus. The Committee also urged that by-agreement appointments that provide lower compensation than the amounts specified in this scale should not be permitted.

2. The Committee advised the University Committee on Faculty Welfare regarding a proposal from the Office of the President to make monthly premiums paid for health plans partially dependent on compensation. Although the burden of increased premiums under this system would fall more heavily on faculty than on staff, the Committee indicated a willingness to consider it, as a way to make rising health costs more affordable for employees with more limited means.

3. The Committee advised the University Committee on Faculty Welfare regarding the feasibility of implementing on this campus the Parking Principles approved last year by the Academic Assembly.

4. The Committee advised the Chair of the Division regarding proposed changes in the University of California Senate Bylaws governing UC Senate committees.

5. The Committee considered the problems of faculty who retire due to disability.

6. The Committee also discussed a number issues that have been considered this year by the University Committee on Faculty Welfare. The replacement of the UC Care health plan by Blue Cross created difficulties for many faculty, including some at UCR whose doctors were not accepting new Blue Cross patients. Because student enrollments are growing, the Office of the President has no plans to respond to the current budget crisis with another early retirement program like those of the 1990s. Budgetary constraints have dampened interest in a possible Education Fee Waiver program in the Office of the President, but the Chancellor of the UCSB campus has offered to allocate $200,000 of his own discretionary funds to launch a pilot Education Fee Waiver program for UCSB faculty as early as fall 2004. If stock values continue to decline in 2003 and 2004 as they did over the past three years, UC may be forced to resume mandatory employee contributions to the UC Retirement System as early as July 2005.

M. M. Barnes
M. E. Bloom
P. Hoffman
S. A. Ness
A. L. Page
P. K. Visscher
R. L. Russell, Chair