OVERVIEW

1. **Recent actions**
   - Curtailment
   - Challenges to career advancement stemming from Covid-19

2. **On-going work**
   - Challenges to career advancement stemming from Covid-19
   - Transparency about UC investments in fossil fuels
   - System discrimination

3. **Some concerns**
   - Financial crisis resulting from Covid-19
   - Non-discrimination in healthcare at UC
   - Mental health benefits – including equity in provider access

4. **Long Term**
   - Salary scales
   - Equity in non-compensation benefits
     - Student loan debt
     - Housing assistance
     - Childcare
   - Reimagining UC
     - Fossil fuels/carbonization
1. CURTAILMENT

- **Issue:** multiple concerns regarding the implementation of the proposed curtailment plan

- **Action:** UCFW, TFIR, and UCPB held a joint meeting in October 2020 in consultation with members of the UCOP Chief Financial Office to ask detailed questions and voice concerns

- UCPB & UCFW issued a joint letter to Council advocating a rejection of the curtailment plan as proposed, due to concerns over equity and effectiveness
1. CURTAILMENT

- **Issue:** Proposed salary actions by UCOP stemming from the Covid-19-related budget crises would **differentially reduce** benefits of **2016-tier employees** who had selected the defined contribution plan; sets a concerning precedent for any future salary actions.

- **Action:** UCFW (upon recommendation of TFIR) submitted a letter to Council asking their endorsement of a request that UCOP equally protect the retirement benefits of employees in the 2016 tier.
2. MITIGATING NEGATIVE CAREER IMPACTS OF THE COVID-19 ERA

- **Issue:** The pandemic is affecting nearly every faculty member, with many losing access to research opportunities. However, it is also affecting disproportionately those with dependent care duties, especially impacting women, single parents, and faculty of color. Potential for enduring impacts to career success.

- **Action:** UCFW/UCAADE asked the Academic Council to recommend several specific actions be taken to address these concerns. Our letter has been forwarded to President Drake; a copy is available on the Senate website.
2. MITIGATING NEGATIVE CAREER IMPACTS OF THE COVID-19 ERA

- **UCFW/UCAADE letter**
  - UC must act to address both the *acute* and the *long-lasting* impacts on faculty career advancement & success

- UC should use the lessons from this era to *strengthen the values* of the UC in order to build and maintain an excellent, diverse, and successfully faculty
2. MITIGATING NEGATIVE CAREER IMPACTS OF THE COVID-19 ERA

**Recommendations:** *Immediate actions*

1. Each campus should establish a Covid-era **Faculty Career Support Committee**, with members from both Senate and Administration (e.g., Academic Personnel) to oversee implementation of policies and communications
   - Clear, timely communication is essential!

2. Provide **accommodations to teaching** & service for highly impacted faculty, such as those struggling with dependent care responsibilities; **fiscal resources** should be earmarked for providing teaching relief as needed

3. Provide financial support as much as possible to faculty with caregiving responsibilities...e.g., repurpose travel funds toward childcare assistance
2. MITIGATING NEGATIVE CAREER IMPACTS OF THE COVID-19 ERA

4. Adjustments to expectations for promotions & merit advances: develop system-wide and campus-level guidelines for reviewing candidates fairly based on Achievement Relative to Opportunity (ARO) principles.

5. Encourage “Covid Impact Statements” in promotion files, but avoid requiring that faculty divulge personal details within; instead, provide guidelines for quantifying/describing impacts in the professional domain.

6. Use “stop-the-clock” mechanisms sparingly... only when ARO standards are inadequate to accommodate Covid-era impacts; ensure equity in tenure & advancement; preserve salary increases.

7. Be proactive in promoting equity & mitigating implicit bias; e.g., require anti-bias training for all members of promotion committees.
2. MITIGATING NEGATIVE CAREER IMPACTS OF THE COVID-19 ERA

- 8. Recognize that the Covid-era has curtailed access to the networking opportunities that are a cornerstone of scholarly exchange....impacts to solicitation of letters used for promotion files; apply funding toward promoting networking opportunities
- 9. Extend campus “bridge-funding” and start-up funds; assist with graduate student & postdoc support
- 10. Avoid erosion of leadership opportunities, especially for highly-impacted groups (women, BIPOC)
2. MITIGATING NEGATIVE CAREER IMPACTS OF THE COVID-19 ERA

**Recommendations:** Long-term; big picture

1. Childcare: establish guidelines & minimum standards for childcare facilities on or adjacent to campus; support emergency childcare

2. Strengthen family-friendly policies

3. Provide housing assistance more widely & transparently, including down payment assistance

4. Update how career “excellence” is defined

5. Recognize and Evaluate our fellow faculty members as “whole persons”
2. TRANSPARENCY IN UC INVESTMENTS

- **Issue:** In a 2019 Memorial, the Senate petitioned the Regents to divest the UC’s endowment portfolio of all investments in the 200 publicly traded fossil fuel companies with the largest carbon reserves. In a September 2019 Op-Ed published in the LA Times, CIO Bachher and Regent Sherman were quoted as saying that UC was divesting from fossil fuel firms. However, in a 2019-20 Academic Council meeting CIO Bachher clearly indicated that he had not been instructed to follow the Memorial. Instead, he is “de-risking” UC investments, which implies no long-term commitment.

- **Action:** UCFW+UCPB+UCOR+UCEP asked the Academic Council to request transparency in UC investments (all of them) so we can monitor whether UC avoids reinvesting in fossil fuels. Letter endorsed by Council.
2. SYSTEMIC DISCRIMINATION

- **Issue:** During UCFW meetings in Spring 2020, we heard anecdotal reports about a **lack of information about optional benefit measures** being not offered to many faculty, and potentially withheld disproportionately from minority faculty. One example is the **provision of down payment assistance** to some faculty but not others in very expensive housing markets. We also heard anecdotal evidence that **prominent scholars from underrepresented groups** were not getting competitive retention offers.

- **Action:** UCFW wrote a letter to Council & gave a presentation to highlight the concerns about housing assistance; further action pending
3. SOME CONCERNS

- Financial crisis resulting from Covid-19
- Non-discrimination in health care (comprehensive access)
- Mental health benefits – including adequate provider access; access to providers with diverse cultural competency
  - Health Care Task Force (HCTF) established a working group to make recommendations
4. LONG TERM

- Salary scales (task force report in circulation)
- Equity in non-compensation benefits
  - Student loan debt (TFIR is working on this)
  - Housing assistance
- Childcare
- Reimagining UC: it is more important than ever
THANK YOU!

Suggestions?