

November 3, 2011

UCIEA Minutes of the Executive Committee Meeting

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PRESENT: Justin Call, Kenneth Dumars, Julian Feldman, Bob Folkenflik, Jeri Frederick, Barbara Hamkalo, Judy Horn, Ron Jevning, Pamela Lawrence, Peggy Maradudin, Katie Matsui, Ronald Miller, Garland Parten, Marianne Schnaubelt, Marilyn Soley.

MINUTES of October meeting approved without changes.

EXIT INTERVIEWS: Two years ago Ron Miller recommended emeriti could be very helpful in carrying out interviews of recently departed faculty because they are loyal to UCI, are experienced and hopefully sufficiently wise and mature to conduct interviews confidentially, and might have the time to devote to the project. Barbara Hamkalo observed that if emeriti are to participate in exit interviews we need to know how many are willing to devote the time and energy. The vast majority of members of the Executive Committee indicated they would be willing to spend several hours annually after Barbara stated that she thought an exit interview would take 20-30 minutes. It was thought that emeriti might conduct interviews of faculty who had left their School, but perhaps not the same department. Ted Quilligan indicated that we need to know the size of the project, and Barbara will find out how many faculty left each year over the past 5 years.

Ron Miller reported the following history of exit interviews at UCI. Some years ago exit interviews and faculty climate surveys were conducted by Ron Wilson, Ombudsman, who believes it would be important to have uniform UCI policy regarding exit interviews, a view also held by Doug Haynes, director of the ADVANCE program. Wilson was able to maintain confidentiality (despite our being a public University) of interviews and even of the faculty climate surveys (resisting inquiry of the Orange County Register) because of the ethical code of US ombudspersons. Similarly, Dina Jankowski, Coordinator of the Advance Program, informed Barbara Hamkalo that the Advance Program provides immunity from public disclosure. Jankowski believes faculty open up after they have physically left UCI, and more helpful information is obtained by 1-on-1, personal, confidential interviews. Following the ombudsperson, exit interviews were conducted by the Faculty Staff Assistance Program (under Human Resources), by the Office of Equal Opportunity and Diversity, by the Advance Program, and by Human Resources and Academic Personnel, but they were discontinued not because they weren't felt valuable, but rather because of inadequate personnel time to do them. For a period of time exit interviews were

done by an outside firm, Wonderlic, and exit interviews were also conducted at the UCI Medical Center for departing staff and nurses, but not for faculty.

Joan Tenma, Director of Academic Personnel in Academic Affairs, believes exit interviews should be carried out by a neutral office, not by department chairs, and suggests perhaps the ombudsperson or the Council on Faculty Welfare. (Ted Quilligan will make the latter suggestion to the Council). Doug Haynes believes exit interviews should be linked to longitudinal surveys of the faculty, and recommends that there be a standardized instrument not only for exit surveys but also for in-person interviews. The very detailed form for exit interviews that was used not only needs to be standardized, but needs to be more focused and concise. Doug Haynes suggests a pilot study of the emeriti participation in exit interviews along with the Advance Program, and Barbara Hamkalo states Herb Killackey and Michael Gottfredson are interested in exploring emeriti participation and would welcome a formal recommendation from us. The emeriti are to be surveyed for interest in this project, and Bob Folkenflik requested Barbara Hamkalo's assistance in preparing a survey for the next Newsletter.

SURVEY REGARDING INTEREST IN A FACILITY FOR RETIRED FACULTY AND STAFF: The survey which will be sent to emeriti shortly as part of the fall 2011 Association Newsletter was provided at today's meeting.

NEWSLETTER: Bob Folkenflik distributed a draft of the newsletter to be circulated shortly.

CUCRA & CUCEA meetings were held October 26-27 at UC Davis: The meetings including the Davis marching band and a lecture on beer were reviewed in some detail today to plan for the meeting we are to host April 25 and 26, 2012 at the Atrium Hotel (cost approximately \$6000). Possible lecturers on Alzheimer's disease or stem cell research and possible tours of the Arts Plaza and the Beall Center for Arts and Technology or of the Arboretum and its South African plants were discussed.

TREASURER'S REPORT: The UCI Foundation fund balance and general ledger and activity statements were circulated. It was stated that our balance is slightly ahead of that at this time last year.

COUNCIL ON FACULTY WELFARE: Julian Feldman reported that the two matters (a recommended experimental trial of School of Medicine Academic Senate membership for Health Science Faculty to improve the voice of the clinical faculty and a School of Medicine program in clinical, teaching, and research ethics) that were raised by Jerry Tobis at the September meeting are to be considered at the November meeting (and at the preceding Emeriti Subcommittee meeting). Topics considered at CFW included rights of academic freedom for lecturers, a recommendation for unrestricted night and

weekend parking by a graduate student, on-line access to teaching evaluations, and a base salary with supplemental negotiated salary from extramural funds for campus faculty similar to the compensation system for the School of Medicine.

RETIREES' ASSOCIATION: Marianne Schnaubelt reported the Office of the President has allowed hiring of temporary staff for open enrollment issues.

CENTER FOR EMERITI AND RETIREES: Jeri Frederick reported she had sent this morning a 4 page e-mail to emeriti with news including the multiple announcements about upcoming meetings for emeriti and retirees as also announced in the Newsletter. The e-mail also informs us of errors in the 16 page 2012 Health Benefits Open Enrollment brochure provided by the UCOP and recently mailed to all retirees and emeriti. She reported that the UCOP recanted on its previously announced plan to hire an outside firm to answer health benefits questions. We noted our appreciation of Glen Rodriguez in this role. Julian Feldman reported beginning in January "the UC will move from the Vision Service Plan (VSP) Signature Network to the Choice Network" which emeriti will wish to read about (since VSP is open for enrollment this year) in the Health Benefits Open Enrollment brochure as well as carefully reviewing the various health plans available for the coming year. Jeri Frederick reminded us that open enrollment ends at 5 PM on November 22. She also reminded us that the open enrollment meeting at the University Club begins at 9:30 AM on November 15.

OLLI: Peggy Maradudin reported the courses for February to June 2012 will be announced in November 2011 and that a \$95 membership allows one to take as many courses as are open at the time of request.

NEW BUSINESS: Barbara Hamkalo reported that Willie Schonfeld is willing to join the UCIEA Executive Committee to the delight of all.

MINUTES WRITTEN by Ronald B Miller, M.D. at the request of our secretary, Dick Frank, who could not be present today.