

Task Force on Health Sciences Retirement Benefits August 2001

Convenors

Associate Vice President Judy Boyette and Assistant Vice President Ellen Switkes

Charge

To prepare a report which is intended to serve as the basis for consultation and consensus building within the University community about possible improvements to retirement benefits for faculty who participate in the Health Sciences Compensation Plan (HSCP). The report will be submitted to Provost King and Senior Vice President Mullinix for their consideration.

Committee Composition

To allow work to continue without significant delays, committee members should be available to meet on the dates designated under Committee Schedule below. The committee will consist of the following:

- Committee Chairs Assistant Vice President Ellen Switkes and Executive Director Judy Ackerhalt
- Two Senate representatives nominated by the Academic Council Chair (preferably one health sciences and one general campus faculty member)
- One faculty representative from each of the five campuses with a major health sciences school (i.e., UCD, UCI, UCLA, UCSD, and UCSF) nominated by the Academic Vice Chancellor in consultation with the health sciences Dean(s)
- One health sciences school administrator from each of the five campuses with a major health sciences school (preferably an Associate Dean for Finance or Academic Affairs or other staff person with responsibility for compensation plan matters)
- Two or three additional campus representatives (faculty or administrators) may be invited to participate by UCOP after consultation with the Academic Vice Chancellors and/or Academic Council Chair if needed to ensure a broad mix of perspectives, experience, and knowledge on the committee.

Coordinator Deborah Brennan and Director Eva Devincenzi will be the principal staff to the committee. [Associate Vice President Judy Boyette will serve as an ex-officio member of the committee.]

If the committee decides it needs advice or information on specific issues, it may invite guest advisors to meetings (e.g., the consultants who recently performed the Physician Retirement Benefits Survey or staff from Research Administration).

Committee members may not send substitutes if they cannot attend a meeting.

Schedule

The committee will meet once each month from October until February (unless its work is completed sooner) in Oakland on the following dates:

October 10
November 9
December 12
January 10
February 15

The first meeting on Wednesday, October 10 will be from 10:00 a.m. to 2:00 p.m. and will include a presentation of the Physician Retirement Benefits Survey, which was recently completed by the University's consultants. Task Force participants are requested to reserve from 10:00 a.m. to 4:00 p.m. for the other meeting dates with the understanding that, as the meeting dates get closer and the agendas are set, the committee can reassess whether the full amount of time reserved for each meeting will be required.

The Chairs, in consultation with the committee, will determine the agenda items for subsequent meetings. The Chairs expect that members will be available for some consultation via e-mail exchange and conference calls between meetings.

Report

The task force report should be completed by late February and should include the following:

- Possible options for improving benefits.
- Implications of each option on:
 - The level of faculty retirement benefits provided
 - Competitiveness
 - School operations (including, but not limited to, funding issues)
 - The University of California Retirement Plan, Defined Contribution Plan and Tax Deferred 403(b) Plan
- Key challenges associated with implementing each option and suggestions for overcoming those challenges.
- The committee's recommendation if a consensus is reached. If a consensus is not reached, the committee's recommendations for next steps in gaining a consensus within the University community.