

Council Meeting #8

Monday, February 10, 2014

6:00pm, Price Center Forum

- I. Call to Order [6:02pm]
- II. Approval of Agenda
  - A. *Motion to add 5 min presentation from State and Legislative Liaison following Item 5, seconded*
  - B. *Motion to add Finance Bill DRF 5 to the end of agenda, seconded*
  - C. *Motion to approve; seconded*
- III. Old Business - Approval of Council Meeting 7 Minutes
  - A. *Motion to approve, seconded*
- IV. Public Comments and Announcements
  - A. Need a small committee of about 5-6 to judge Interdisciplinary Awards contestants. There is a sign up sheet going around; sign up or contact Jordan.
  - B. Student Regent Info Session on Wed 2/12. There is an application process to select one grad/undergrad to sit on the Regents Board app process. Forward the email to your constituents.
  - C. The mayoral election is tomorrow; there are polling centers around campus
  - D. Social this Thursday at 5 in the grad student lounge
- V. Special Visits
  - A. Dr. Alan Houston, Interim Vice Chancellor of Student Affairs
    1. We know that Student Life needs to respond to graduate students better. We want to learn from you what is pivotal in your life. I meet with Rahul regularly and I know that your lives are really different from the undergrads'.
      - a) Childcare needs: important for faculty and staff too. We know it's a very visible concern and that it interrupts your lives. It has uneven gender consequences, there's a class differential, etc. Our goal is to help you thrive and do the best regardless of who you are. We're talking about opportunities we can explore. We're taking the lead in crafting a babysitting "e-harmony" type site where parent are matched up and can swap childcare shifts. We want to see if a co-op might be possible so parents can trade off.
      - b) Another of my initiatives: we know that the number of students confronting mental health issues has grown. Students suffering from psycho-social issues, eating disorders, depression, etc., and they need higher levels of attention. We're drafting a job card for licensed social workers to work with OGS and the colleges to provide high level professional care alongside CAPS and

others. CAPS currently facing a volume/workload issue, so we're looking into hiring more staff. One of the three will be just for grad students. We're trying to improve the infrastructure of our school.

- c) Another concern: we need to do more to provide transitional support as students go from grad school/PhDs to non-academic and non-research based careers. The academic job market is small and not where every grad student wants to end up, so we're focusing on improving career services.
- d) Also want to work on mentorship, financial concerns, mental health, relationships, family, etc.--everything concerning life outside the classroom.

## 2. Questions

- a) Along the lines of mental health, a prominent cause of our mental issues is our relationships with our advisors. Is there any work being done to look into how our workloads are decided or how that relationship is supposed to look like? Any initiative?
  - (1) There is not now, but I would be delighted to do that. It's not easy, we all know how faculty work here. What I say to undergrads: we have to take a diversity course, so perhaps faculty should have to do the same thing and learn about gender-specific language and inclusivity. Anything we do has to be in the best interest of faculty, otherwise they won't commit to it. It's all in the culture and environment we create, if it is hostile/exploitative, the best students won't want to come here. We want to create a non-abusive, engaging, safe environment. It is key to spin it so faculty are encouraged to think about the consequences to goals that they see as valid: increasing diversity of students, inclusivity, etc. We don't want students to have to undergo a tradeoff, it's counterproductive and prevents us from taking advantage of incredible people.
- b) On the subject of mental health, there isn't a direct path for students who are being abused by a professor or faculty to report it. We talked about it with Dean Barrett and there is currently no process and no one to turn to. We know the Dean is there because we're in GSA, but generally students aren't aware of that resource. We don't want every student complaining about grad school to create an issue out of it, but how can we set up a system for when there really is a problem.

- (1) I was the Director of Graduate Studies for the political science department and I served as that role. Every department has one and they should be fulfilling that role
- (2) Every department does have one, but they don't really come and say "Hey, come tell us if you're being abused."
- (3) To add to that, even if you do reach out to someone, the environment is still that your advisor/boss is the one in power, and reporting it might even make things worse. You still have to work with that person for another 5 years, except now you're made the problem worse. The environment at this school doesn't support resolution
- (4) VCSA: there's a certain vulnerability grad students face because you're working on something that only a few people on campus know anything about. This is not a simple problem. Is it a lack of info, or lack of someone in that role?
- (5) If we had something like a grad student bill of rights...there isn't any obvious person to go to. It's a delicate problem and it pits faculty against students, but the info should still be disseminated. We're trying to change things and make grad student life better. Professors sometimes say "Well back in my day I had to face x, so you should too."
- (6) VCSA: The issue is with our campus climate and the atmosphere of being a part of this community. We know there are real tensions, based on the results of the climate survey. If you surveyed staff, they feel vulnerability in their position in the hierarchy. There are tensions that come through gender/ethnicity, etc but one of the biggest sources is what you're talking about. I would turn it back and find a way to talk to faculty about the university's goals for everyone to feel safe, respected, and included. I would shift the conversation to long-term goals so we can achieve excellence.
- (7) I don't want to prolong this but there needs to be a line of sight. While all of that is great, there needs to be a pathway that students can use.
- (8) VCSA: Until we can get something permanent set up: call me, tell me. I can't promise results but I will listen.

(9) Robert: at Scripps we have an ombudsperson, someone who is removed from the hierarchy and is a named person you can go to for confidential problem-solving

(10) VCSA: we do have a campus ombuds office who is available. The person at Scripps is within the dept?

(a) Yes, and you can trust what you tell them.

(b) Good idea. That's what the Director of Grad Studies should be doing within the role, so that's something to explore.

(11) Sources that I know that exist: OPHD and the Ombud. We've had a conversation about this and Ash is right, there isn't a way to protect the student who might need to report their advisor. In the chemistry department, the Vice Chair acts as that person. There are a lot of cases where that's great and she was there as an advocate. I do think it's something to look into departmentally

(a) It has to do with department culture. I'll talk to Rahul about how to go through this. It should include Dean Barrett. It is a delicate issue but I'm happy to help. It seems to be the advisor that keeps coming back as an issue, and the sense of vulnerability that feels legitimate and undermines your ability to work as a grad student

c) Just want to say that the university should differentiate between grads/undergrad students when we throw events. We need more respect. We are forced to spend 10% of our event budgets on security and there are strict alcohol rules. We should be treated like the adults we are.

(1) So there are differences between grads/undergrads that manifest themselves in different forms, and that's one of them. We haven't attempted to remedy those differences, so anything you can specifically point me to, I'm all for resolving those issues

3. I really enjoy working with students, and I think we have really great students. Reach out to me: [vcasa@ucsd.edu](mailto:vcasa@ucsd.edu)

## B. Mesa Shuttle Sticker Program Q&A with Todd Bervin, Assoc. Director Transportation Services

1. Lots of issues with the Mesa shuttle. Undergrads, faculty and staff are using it, impacting it. In October, we thought about what we can do so

grads have priority. We learned that 7am-11:30am is the peak time, so we began giving out stickers for that time. 945 students got the sticker. Before, 679 people were using the bus during that time, about 70-80 people per bus. Most recent survey: number has gone down to 431, so the stickers really helped. How can we make it better? The shuttle is for you.

- a) Who gets the sticker? Spouses have to put it on their keys?
  - (1) Residents of Mesa, and yes
- b) And you have to get it from Gilman?
  - (1) For now, but we had put staff there to give them out and we got about half the residents stickered
- c) Are stickers only mandated during that time period going from Mesa/Miramar to campus? I can see the argument for that period but what about at other times?
  - (1) We talked about it, 7-12 is the prime window, and only going to campus. Going the other way, anyone can go
- d) I'm seeing a little bit of anxiety from constituents
  - (1) We're going with informing rather than enforcing for now
- e) What people are anxious about: how it was advertised. The communication with housing, which is not really there, is also another concern. We're starting a new program, why not start it well? This idea is good, but I'm thinking of kids, are they going to get to use the sticker?
  - (1) If they're on the housing list, then yes
- f) Suggestion: use flyer on the shuttle to advertise. Also we have to figure out the visitor issue.
- g) Concerned about the lack of communication, you're saying you want our help now, but why didn't you come to us in the first place? We could've helped earlier
- h) Cafe Vita has reopened, so we might need something like a day pass so anyone can use it.
  - (1) Yeah, that would be fine.
- i) I am usually a transportation-hater, but in this case, I'm backing these guys. I don't check emails, but even I knew it was happening. There was a 2 week grace period and I got the sticker really quickly. There's another solution: checking parking permits, which no one in this room wants--you want to talk about a guest nightmare, that would be awful.
- j) Just going to mention that I heard drivers enforcing random policies about how many people could get on at each stop
  - (1) We had heard about that, but we told them to stop it

- k) I got IDed Friday at 4pm, just as an fyi. It would be great for Scripps students, my day is 7am-6pm usually, so passing things out during the day is bad for me. If you could pass things out through the department that would be great. Also there is a missing route online?
  - (1) It was badly advertised, we understand. This was a pilot program, so hopefully by the end of the month we'll have these issues figured out.
- l) Could you email people how to track it? When you search, it goes to the old one
  - (1) We'll fix that
- m) As someone who lived on/off campus, no matter what form I use, someone is telling me I shouldn't be using it. What will happen to all the people who now cannot use the Mesa shuttle? It seems like if we had more shuttles, that would be best. There's no parking spaces.
  - (1) Let me ask you, how do shuttles get funded?
  - (2) From my POV, I don't care. I pay a huge amount to park but there are no parking spaces. I get treated as a criminal at 8am
  - (3) You bring up a good point, but we're in a deficit, and that's one of the problems, free parkers using services without paying.
- n) Guest punchcard idea would be a good idea, you can track it on the computer.
  - (1) Only question, how many per resident?
    - (a) You have the numbers, we can discuss it
- o) Any more questions, forward them to TEd

2.

C. Dependent Health Insurance: Changes to SHIP and Potential Solutions - Dr.

Karen Calfas, Executive Director, Student Health and Well-being

1. Update to dependent healthcare discussion. For less than \$100 per plan per year, you can have dependent insurance that's the same as student insurance. If you want it you can have it
2. Can you clarify the percent increase
  - a) 60% reduction in price for dependents, increase will be less than 10%
3. How many dependents are there?
  - a) In this year's plan in SHIP there are 500 in the entire UC system.

- b) I can say just now, in our department, that people would be upset about that increase for such a small population
  - c) We're in a bad situation where the plan is so expensive that the only people who will pay are those who have no other choice. A lot of people will be happy to put their dependents on the plan if the price goes down. The insurance is getting so expensive that all the many other dependents aren't on the plan
4. Last week: we were told the reason why insurance is so expensive is because they're in a different pool. If we pooled people together, the plan would get reduced. So how is it that if we're adding 500 to our plan, the cost for everyone goes up?
- a) If average cost of everyone is 5, and the cost of those in the small pool is 6, if you add them, average cost will be above 5. Now they're being kept at an unnaturally high cost, so average cost will go up for you, their's will go down, and everyone will be at the same level
  - b) It's impossible to predict what will happen but we're asking for other sources of insurance. The deductibles are high and plans are expensive, so how long do you want people to defer marriage/kids? Mostly people with children are on MediCal, but this would be better coverage. We've been trying for a more family-friendly atmosphere. We're proposing that you consider modifying the premium for all payers so dependents can come in with a reasonable plan
  - c) 4 or 5 years ago, a systemwide GSHIP was for good dependent care. Now there's all these issues with SHIP, the system is not running well, we lost 62 million dollars, it's a mess. Now there's new leadership, new transparency, everyone can see everything that's happening. We've come to see that self-insured system through the UC healthcare system should be better. All the UC Med Centers are offering discounts, etc so this should be a better option for dependents
  - d) Is it a UCSD pool or systemwide pool?
    - (1) Systemwide, that's too small of a number to do it campus by campus
  - e) For Council's sake, what do you need from us?
    - (1) We need you to consider (vote on) your level of support for increasing the overall premium by including dependents
    - (2) Tell us what you want and we can do it. We're doing this at a UCSD level

- f) I have dependents, so its important for me. The other option, CoveredCA is not much cheaper, higher deductibles, affordable options are limited and cost is way too high
- g) We may have to pass a resolution and vote on it. I would like you all to talk to your constituents and see if they're ok increasing it. It's basically a fee increase. Please make sure constituents are aware and on board.
- h) I think reading the number of only 500 systemwide of dependents is a wrong way of looking at it as a reason not to increase the premium. Obviously the plan is bad and these are our colleagues, so it's a no brainer for me. If it passes, just like transportation, we have to make sure that constituents know that its a viable option and make sure it's well advertised
  - (1) One of the things we discussed when we met was that we need to give OP our final decision by March 1. When will you be meeting again?
    - (a) On the 24th. If we don't get it in by then, the plan will stay the same
- i) So you said there would be a max \$100 increase, but if the plan is cheaper, then there would be more than 500 dependents added to the plan, so would that increase be lower?
  - (1) We would have to see, if there's extra money, then we would try to decrease the premium next year. My hope is that there would be more people adding. We redesign the plan every year so you would have the opportunity to change it, revert back, etc. Maybe we'll discover someone is more/less expensive so we can adjust
  - (2) Also, last year grad students decided to add \$31 extra on to the price so our office is holding on to that money for grad students to use. By the end of the year that account will have \$300,000 so we can lower the premium with that. We do have a cushion
    - (a) You didn't really answer my question
    - (b) The more we add, the higher your price would go, but the average cost would decrease. It would depend on the experience of that one year
- j) Can you clarify, even if we don't pass this, isn't the fee going up for everyone?
  - (1) We have two different methodologies, including overall utilization. Medical inflation goes up 6-12% every year.



Our utilization went up 15% because the benefits offered are equal to Covered CA and students used it. The overall system wide increase is 19-20%, plan design will lower that. So \$100 quote already includes that and a little cushion.

- k) Number-wise, what about masters students who actually have to pay?
  - (1) Half are masters/half are PhDs who have their fees paid by the department
- l) Our rates are already going up 15-20%, then its nother \$100?
  - (1) Yes.
  - (2) So its about \$33 per quarter?
    - (a) Yes
  - (3) What's 20% in numbers?
    - (a) \$58 dollars, 20% added to that is \$70

*Motion to close speakers list*

- a) *Objection, motion to close list with additions*
- b) *Motion fails*

*Motion to extend by 10 minutes*

- a) *Motion passes*

- m) Suggestion: I work on transportation. We don't know how many people will use what service. Main concerns this body is having: we don't actually know how much it's going to cost. This is the same problem we had earlier with the actuary. Would be great to have numbers, so we can have a better idea. Worried that that large of an increase in such a short period of time isn't enough
  - (1) We don't know, that's a good point. We have a lot more confidence in the estimates we have now than before, we also have the \$300,000 that will pay off any deficits. We have a little more safety now than before.
  - (2) We're also protected by the fact that we're part of the larger pool. Problem with getting that data is no one has that info, and no way of getting it either. So we can't predict anything.
- n) So my question/suggestion: 2-year- rollout, so that it gives us a little more flexibility
  - (1) That's up to you all
- o) How will kids's healthcare be affected?
  - (1) Students can use Student Health, dependents can't. So we're setting up a three-tier plan. Spouses can pick a

provider at the UCSD center. We're working with UCSD Med Center to get better deals for students designed to keep costs down over time

- p) When talking about UC-wide pool of 500, do we have an estimate of how many dependents are not in the pool?
  - (1) 300-400 students that have children here at UCSD
  - (2) roughly 600 dependents total, including spouses and children
- q) So we're talking about difference between a 15-20% vs 20-28% increase?
  - (1) basically \$70 increase
- r) Would like to echo previous point relating to conversations about climate and culture, and the sort of institution that we are decided that we want to be
- s) This conversation has been in the wrong place: it seems there are 2 camps that does/does not want it. I don't think that's where the conversation actually is. We should be talking about physical numbers, what increases will increase the premium..etc We need very specific numbers, not big abstract ideas. Of course everyone wants to support our community
- t) We need something laid out
  - (1) So tomorrow is our systemwide meeting at OP; we'll be talking about our final changes to the plan. then I can put a dollar figure to that.
  - (2) To what extent does the 1.25 mitigate the \$70? What will eliminate it?
    - (a) Nothing will eliminate it besides keeping dependents separate
- u) Will the undergrad vote affect what happens?
  - (1) No, undergrads can be on their parents' plans for much longer now due to Obamacare, plus much smaller pool of parents and much larger student body so their fee only goes up \$3

*Motion to extend by 5, seconded*

- v) You keep mentioning systemwide, but my understanding was that after last year we separated from the other campuses
  - (1) Good point, there is still a systemwide plan but not all UCs chose to stay in. We're about half in, half out.
- w) Don't want to beat a dead horse, but we need firmer numbers. Approximately how many people you think will join?

- (1) We have no way of knowing that.
- (2) That's unacceptable, we can't make a decision without numbers
- (3) Well, that's how insurance works
- (4) But it could go up from 500 to 6000, if there's 600 just at UCSD. I'm having trouble thinking of price without thinking of how many more people might join
- (5) We might have more info tomorrow, but not much of a difference
- x) How would the plan compare with CoveredCA?
  - (1) It would be much cheaper, the premium is lower
- y) Could you please provide us the numbers if 300 people join, 600, 900 join, etc
  - (1) I can ask for that tomorrow
- z) Let's get the facts first so we can send it out to constituents, then get a working group/resolution. I'm willing to lead that with the VP Internal, if folks are interested they can join
- aa) Can you clarify what the info is we need?
  - (1) Dollar amount in premium regardless
  - (2) Dollar on top of that if we were to include 300, 600, 900 at same price, 1.25, 1.5 percent of the price
  - (3) Aside: roughly a third are children, undergrads and grads combined. This is likely an underestimation

#### VI. Appointments

#### VII. Legislative Liaison Presentation

- A. Lobby Corps: group of people who lobby policymakers on student issues on behalf of grad students. Meeting next Thursday 2/20 in Price Center, 6th College Room. Dinner will be served
- B. UCSA Legislative Director will visit March 6 and 7
- C. March 7: Tony Atkins visiting
- D. UCSA Student Lobby Conference. GSA will pay for attendees

#### VIII. Finance Bills

- A. GRF 5: \$200 for free screening of several talks and snacks
  - 1. *Motion to approve, seconded.*

#### IX. Call for Council Meeting 9 Agenda Items

- A. VC Padden at next meeting

#### X. Adjourn [7:56pm]