

Briefing

News for UC Faculty and Staff



About this newsletter

We gave the *HR/ Benefits Review* newsletter, which we've published quarterly for several years, a complete make-over and face-lift, and here is the result.

This new *Briefing* newsletter will bring you news more frequently (every other month). Most articles will summarize news that is available in more detail online.

As always, we welcome your comments and suggestions. Just email or drop a line to the editor (contact information on back page).

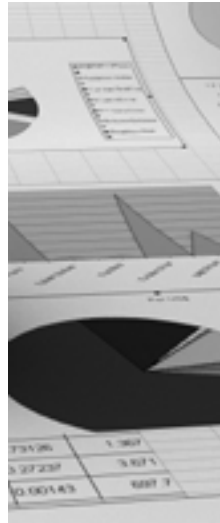
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New UC Core Funds and other options to fit different retirement savings styles

Expanded UC "Core Funds" and other investment options for the University's Defined Contribution, Tax-Deferred 403(b), and 457(b) Deferred Compensation plans—known collectively as the UC Retirement Savings Program—take effect this July.

Detailed information about these changes is being sent to current Program participants in late May. This information is also available on the At Your Service website (<http://atyourservice.ucop.edu>).



Core Funds menu

Selected and monitored by the UC Office of the Treasurer, the Core Funds comprise a menu of existing and new funds. The menu is designed to suit both single-fund investors and investors who prefer to build a diversified portfolio on their own.

The menu offers three categories of funds:

Single, Diversified Options

The UC Pathway Funds and UC Balanced Growth Fund are designed for investors who want a simple yet diversified retirement savings approach within a single fund.

Primary Asset Class Options

Participants who are comfortable building a diversified portfolio on their own using broad-based asset class funds can choose among seven funds:

- UC Savings Fund
- UC ICC (Insurance Company Contract) Fund
- UC Bond Fund
- UC TIPS (Treasury Inflation-Protected Securities) Fund

- UC Domestic Equity Index Fund
- UC Equity Fund
- UC International Equity Index Fund

Specialized Asset Class Options

Four options for supplementing broad-based portfolios will be available:

- Vanguard® Small Cap Index Fund—Admiral Shares™
- Dimensional Emerging Markets Portfolio
- Vanguard® REIT Index Fund—Admiral Shares™
- Vanguard® Calvert Social Index Fund—Investor Shares

Non-Core Funds options

The investment options offered in the Core Funds menu are reviewed regularly by the UC Office of the Treasurer for their suitability for retirement plan investing.

If you are willing to assume the responsibility of putting together and monitoring your own individualized portfolio, you can choose investments outside the Core Funds menu, including mutual funds from Fidelity Investments and the Calvert Group. These investment options are not reviewed by the Treasurer's Office. Other mutual funds are available if you establish a self-directed brokerage account (additional fee applies).

July services transition

The transition of UC Retirement Savings Program participant account and record-keeping services to Fidelity Investments Tax-Exempt Services Company takes place in July. Program participants received a transition information letter early this month and will be mailed a detailed transition information kit late this month. These communications are also posted on the At Your Service website (<http://atyourservice.ucop.edu>).

First UC Leadership Institute

A full house of 350 managers from across the UC system attended the first UC Leadership Institute (UCLI), sponsored by President Dynes, May 15-17 in San Diego. Many of UC's senior leaders conducted Institute sessions designed to equip the participating managers with the skills, knowledge, and resources necessary to help build and sustain a healthy, productive, and motivating work environment.

(Go to the UCLI website (www.ucop.edu/ucli) for detailed information.)

UC's family-friendly career assistance resource



UC faculty, staff, students, and their significant others have access to a free University career resource that can help them find higher education job opportunities in California. The Higher Education Recruitment Consortium (HERC) provides job search websites with thousands of faculty, staff, and executive jobs at 22 higher education institutions in Northern and Central California (www.norcalherc.org) and 27 institutions in Southern California (www.socalherc.org). (Go to <http://atyourservice.ucop.edu/briefing> for expanded coverage.)

Academic personnel policy update

Summaries of academic personnel policies that have been issued or that are proposed and currently under formal review are available at the Academic Advancement websites shown below. If you have any questions or comments about these policies, please contact your campus Academic Personnel Office.

Summary of Academic Personnel Manual policies issued:

www.ucop.edu/acadadv/acadpers/apm/issuance.html

Academic Personnel Manual (APM) sections and proposals under formal review:

Proposed Revised Family Friendly Policies, APM 760, 133-17, 210-1, and 220.

www.ucop.edu/acadadv/acadpers/apm/review.html

Pilot program to increase staff interaction with Regents

The UC Board of Regents has approved a two-year staff advisor pilot program that will begin this July with the attendance of two non-voting staff advisors at two Regental committees. Selected to be the first two advisors are Dave Miller (UCLA) and David Bell (UCSF), both recent past chairs of the Council of UC Staff Assemblies.

The pilot aims to help facilitate staff input into the Regents' deliberations and decisions. (Go to <http://atyourservice.ucop.edu/briefing> for expanded coverage.)

Good computing practices to protect your health information



As many large organizations do, the University complies with the federal Health Insurance Portability and Accountability Act (HIPAA). Important new HIPAA security standards for protecting individuals' computer-based health

information became effective on April 20, 2005.

The new standards, which call for policies to safeguard electronic Protected Health Information (ePHI), are intended to protect the confidentiality of health-related personal and identifying information.

Throughout UC, new policies and procedures for handling ePHI are being addressed. As a result, you can expect to hear more on this subject from your location, the Universitywide Human Resources and Benefits office, and your UC health plans. (Go to <http://atyourservice.ucop.edu/briefing> for expanded coverage.)

Breaking news

HR/Benefits online

You'll be receiving this newsletter every other month, and between issues, you can keep up with HR/Benefits news and developments online at the At Your Service website.*

*<http://atyourservice.ucop.edu>

California pension reform update

Governor Schwarzenegger announced recently that he will suspend his pension plan reform initiative that would require state employees hired after July 1, 2007, to be offered only defined contribution retirement plans. He said that instead, he is willing to put the issue before California voters in June 2006 if a solution cannot be reached before then.

UC will continue working closely with the state to try to find a solution that balances the state's need to control its costs while also preserving the University's compensation and benefits flexibility. (Go to <http://atyourservice.ucop.edu/briefing> for expanded coverage.)

Supplemental Disability Plan to be available this Open Enrollment

Disability insurance is an extremely important coverage that can often be overlooked. On a one-time basis and for the first time in many years, the UC-sponsored Supplemental Disability Plan will be open for enrollment during this November Open Enrollment. The plan will be open for new enrollments, and those already enrolled may change their waiting period. No statement of health will be required.

Details about the Supplemental Disability Open Enrollment and the Supplemental Disability Plan are on the University's HR/Benefits website (<http://atyourservice.ucop.edu>).

(Go to <http://atyourservice.ucop.edu/briefing> for expanded coverage.)

Your local Health Care Facilitators

If you have questions or need assistance resolving problems pertaining to your medical plan benefits and services, contact your local Health Care Facilitator. The list of Health Care Facilitators for all UC locations is on the UC HR/Benefits website (<http://atyourservice.ucop.edu>) under "Contact List."

Medical Plan Focus:

Health Net Decision Power

(This is the first in a series of articles that will focus on special programs and features of UC's medical plans.)

Health Net provides its members with a special "Decision Power" program to help them communicate more effectively with their doctors and make individual and family member health care decisions with confidence.

Decision Power tools include assistance from health coaches, treatment support videos, and other resources. A Decision Power website (www.healthnet.com/decisionpower) is available to Health Net members. (Go to <http://atyourservice.ucop.edu/briefing> for expanded coverage.)



For
online

English
and Spanish
versions of this
newsletter,
with expanded
coverage of the
articles noted,
go to [http://
atyourservice.
ucop.edu/briefing](http://atyourservice.ucop.edu/briefing).

UC budget news

Budget news links:

www.universityofcalifornia.edu/president/speeches/022805budget.pdf

www.universityofcalifornia.edu/news/budget

www.universityofcalifornia.edu/news/2005/mar14.html

The California Legislature is currently considering the governor's 2005-06 state budget proposal. Many legislators have expressed support for UC's budget request, which includes funds for enrollment growth, salary increases for faculty and staff, and continued state funding for UC's K-12 academic preparation programs.

The governor's "May Revision" of the budget, reflecting revenue assumption and expenditure updates, is expected during May 2005. (Go to <http://atyourservice.ucop.edu/briefing> for expanded coverage.)

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BRIEFING

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