



COMMITTEE ON FACULTY WELFARE

February 19, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare

Re: Report of the Working Group on Comprehensive Access

The Committee on Faculty Welfare (CFW) has deliberated on the Chair's Report of the Working Group on Comprehensive Access and associated documents. This issue is a serious one with multiple layers of complexity. The committee unanimously agrees that all UC employees should be able to uphold the mission, value and principles of the UC system, even when they are working in an affiliated Institution. The core value and principles include promoting diversity, inclusion, and fighting discrimination in any shape and form.

As it stands, it is unclear if UC employees can work in faith-based health organizations without compromising the core principles of the UC. It appears that more data and supporting evidence are needed to be presented to evaluate the negative impact of severing ties with faith-based health care providers on the UC employees and public in general.

The CFW, however, does recognize the value in affiliating with non-UC health organizations to provide care to underserved population. In that scenario, the guidelines and contract should be aggressively negotiated such that UC employees can make clinical decisions, provide services and perform procedures unconstrained by religious directives from any faith-based healthcare provider.