

Faculty Privacy Issues

October 18, 2023

Dear Colleagues,

I'm writing with an update on the demand from Julie Kossick (Associate Vice Chancellor of HR) that faculty send hard copies of their dependents' Social Security cards to the District through fax, USPS, or in-person delivery, despite already having this information in their system. Once again, faculty privacy and data security are being put at risk by the District.

It is crucial to note that employers lack the legal authority, as explicitly stated by the United States Social Security Administration, to mandate the presentation of Social Security cards under the Social Security Act. Additionally, CalPERS acknowledges that providing a Social Security card is optional if the information has already been provided. Concerns have also been raised by faculty about getting HR emails from individuals not listed in the directory, causing the emails to resemble potential phishing scams.

United Faculty is still waiting on the investigative report regarding Vice Chancellor Kossick's last incident of data security and faculty privacy. The District's lack of communication and lack of transparency is more than troubling.

United Faculty has requested the following from the District:

1. Immediate clarification to all faculty that providing the District with hard copies of dependent Social Security cards is not a mandatory requirement.
2. A full investigation into Associate Vice Chancellor Kossick's requirement for faculty to submit hard copies of dependent Social Security cards to the District.
3. An evaluation of Associate Vice Chancellor Kossick's ongoing disregard for faculty privacy. I will send a follow-up email as soon as UF has further information.

In Unity,

Christie

Christie Diep
President, United Faculty