

COMMITTEE ON FACULTY WELFARE
Report on Child Care, Housing, Healthcare, and Transportation and Parking

To: Academic Senate, Santa Cruz Division

The Committee on Faculty Welfare (CFW) will report on several issues highly relevant to faculty welfare and family friendly resources: Employee Child Care, Housing, Healthcare, and Transportation and Parking. These issues each play a part in the overall quality of life for UCSC faculty. CFW aims to update faculty on recent developments in these areas, of which the general campus may not be aware. CFW is monitoring these and other topics and will continue to make recommendations for improvements. The committee welcomes your comments, feedback, and suggestions at the May 18, 2016 Senate meeting.

Child Care

CFW consulted with CP/EVC Alison Galloway on April 14, 2016 on the topic of child care and was pleased to hear that the mandate to increase enrollment and accept additional students in fall 2016-17 has spurred President Napolitano to come up with alternative funding models for building on UC campuses. CP/EVC Galloway reported that the Office of the President (UCOP) will now allow campuses to go out to bid for several projects at a time in order to encourage larger companies (vetted by the President) to bid for more years of continuous building, which would result in cost savings and allow the campus to move forward with several projects at a time. One of the challenges of building an employee child care center in the past has been the limited debt capacity and the limit of the campus working on one project at a time. The new model would enable the campus to quickly expand student housing, while also providing an opportunity to enlarge the existing student child care center to include employee child care, and even initiate the second phase of Ranch View Terrace employee housing (RVT2). CFW strongly recommends that UC Santa Cruz take advantage of this new opportunity, which would serve multiple campus constituents and strengthen the mission of the campus using a multi-pronged approach.

As discussed in several consultations with campus administrators in the past, enlarging the current student child care center appears to be the best and most viable option for UCSC employee child care. In a consultation with VCBAS Sarah Latham on November 19, 2015, CFW was informed that the blueprints for the remodeling of the student child care center were already vetted and did not include an increase in square footage.¹ However in consultation, CP/EVC Galloway informed CFW that this new funding model opens up the option to re-envision this project. When the student child care center is replaced/remodeled in the next 5 years, it is imperative that it be expanded to accommodate faculty and staff. CFW will continue to consult with VCBAS Latham, as well as the next CP/EVC to ensure that employee child care remains a priority for our campus, and that CFW/Senate involvement occur at the beginning stages of development.

Housing

CFW has reviewed the UCSC Employee Housing Re-Pricing Program Recommendation for 2016-17, and the proposal to increase prices of housing units included in the program by 1.55% for the 2016-2017 academic year. In the committee's response to CP/EVC Galloway of May 5, 2016,²

¹ Zachos to Latham, 12/08/15, Re: CFW Post Consultation 11/19/15

² Zachos to Galloway, 5/5/16, Re: UCSC Employee Housing Re-Pricing Program Recommendation (2016-2017)

CFW approved of the proposed increase, and noted that the program is effectively serving the majority of its intended goals. The committee requested that an additional spreadsheet be included in future recommendation packets to further clarify how the proposed increase has been determined, and recommended that Colleges, Housing, and Educational Services (CHES) explore additional incentives to encourage unit turnover other than the Low Interest Supplemental Loan Program (LIO-SHLP).

During the 2014-15 academic year, CFW worked closely with Steve Houser, Director of Capital Planning and Employee Housing at CHES, to improve the transparency of the Re-Pricing program and highlight the need for Re-Pricing increases in the annual recommendation packets. As a result of these collaborative discussions, CFW was pleased to find that this year's proposal included additional graphs on program inventory and revenue and housing costs vs. new hire monthly income that will assist all levels of review of the proposal. However, the committee noted that the factors used to determine the need and level of an increase are still not clearly stated in the recommendation. CFW requests that future Housing Re-Pricing Program Recommendations include information on the factors and trends that influence the level of need for an increase. Also, for a more realistic market comparison, CFW would like to see inclusion of homes within a 10 mile radius of campus in computing the median home price, not just the upper Westside.

This year's proposal emphasized the use of Low Interest Option Supplemental Home Loan Program (LIO-SHLP) loans to increase unit turnover and assist faculty in purchasing homes off campus. Although this may have been a realistic solution in the early days of the program, the LIO-SHLP program is now rarely used for reasons that remain unclear, and so listing this as a viable "solution" is somewhat of a misrepresentation. With the large new faculty cohort that is expected in the next 7-10 years, CFW would like to emphasize not only the need to increase campus housing inventory (e.g. break ground on Ranch View Terrace II), but the need for the CHES to consider additional ways to encourage unit turnover other than the LIO-SHLP program. CFW recommended that next year's recommendation packet should list other programs, encouragements, etc. that are being explored to accommodate for the low use of LIO-SHLP.

CFW would like to stress that with the historically high housing costs in Santa Cruz County, it is essential for the campus to build RVT2. Even though campus housing is only one part of the overall campus plan, it fills an important role for helping faculty afford housing. In this regard, RVT2 is ready to build and requires a financial plan to begin, which we hope the campus will start in the next two years.

CFW sincerely appreciates Director Houser and the Faculty and Staff Housing Office's willingness to work with the committee in recent years to improve the Housing Re-pricing Program recommendation process and increase the overall transparency of the program. The committee looks forward to future collaboration with Director Houser, CHES, and the administration on the topic.

Healthcare

The University of California health plans are monitored by the University Committee on Faculty Welfare (UCFW) Health Care Task Force (HCTF). For the last several years the plans have been administered by Blue Shield of California. In the fall of 2015, a formal Request for Proposal (RFP)

was issued directed at improvement of the administration of our plans. Several medical plan and pharmacy vendors responded to the request. In April 2016 UCOP Human Resources announced the selection of the new vendor, Anthem Blue Cross, as the medical claims administrator and network provider for the following plans: UC Care, Health Savings Plan, Core, Medicare PPO, Medicare PPO without Prescription Drugs, and High Option Supplement to Medicare. In addition, behavioral health benefits for the non-Medicare plans (UC Care, Core and, Health Savings Plan,) will be integrated back into the health plan under Anthem. These benefits were previously administered by Optum. The Pharmacy benefits for these plans will be carved out and continue to be administered by OptumRx. The change in administration is effective January 1, 2017.

The impact of the new administration on provider networks and plan design is expected to be minimal. In the case of UCSC and local provider groups the Palo Alto Medical Foundation (PAMF) and Physicians Medical Group (PMG), both currently accept a number of Anthem plans and, barring any unforeseen issues during renegotiations of contracts, this should hold for 2017-18.

As for the current fiscal status of UC Care, the plan was in the black in 2015 with a modest surplus of ~\$8 million which will go into a reserve for cost overruns. This surplus came despite losing about 800 enrollees (out of ~22,000) to other plans (e.g. Healthnet HMO). UC Care is continuing efforts to add an HMO option in the not too distant future.

Transportation and Parking

In fall 2015, the Advisory Committee on Campus Transportation and Parking (ACCTP) was created to review policies, plans, capital improvement projects, transportation, parking, and circulation programs and services for the UCSC main campus, 2300 Delaware Avenue, and the Coastal Science Campus. The primary objective of the committee is to recommend a sustainable funding model that ensures adequate support of programs, services, and infrastructure to provide access to campus-owned facilities.³ The committee advises on annual updates to the 10-Year Parking Plan and 5-Year Transit Plan, and associated fees and fare proposals. Committee membership, headed by VCBAS Sarah Lathan, includes Senate faculty representatives from CFW, the Committee on Planning and Budget (CPB), and a faculty member at-large. CFW participation on this committee has greatly enhanced the overall transparency of TAPS programs and the operating budget, and has assisted the committee in making more informed recommendations regarding programs, and fee and fare proposals.

During its meeting of March 31, 2016, the Committee on Faculty Welfare (CFW) reviewed the Transportation and Parking Services (TAPS) 3 Year Fee and Fare Proposal. The Committee on Planning and Budget (CPB) has also reviewed the proposal and will be providing comments and feedback to the Chancellor. Overall, the committee was disappointed to see that little had changed from the original fare and fee increase proposed in May 2015, which was criticized by the Academic Senate and that recommendations for improvements made by the Senate were not addressed. However, in an effort to move forward and prevent further increase of the TAPS deficit, CFW approved the proposed 2016-17 fare and fee increases with a few conditions.

³ Draft Advisory Committee on Campus Transportation and Parking (2015-16 Charge/Membership)

First and foremost, the effects of the proposed increases (~5%/year) may actually have a negative impact on revenue and increase the deficit, and thus need to be thoroughly researched before the fare and fee increases are placed into effect. Second, the list of guiding principles generated by TAPS this year focuses solely on finances and budgetary transparency and needs to include aspects of service or employee welfare needs in order to guide decisions regarding TAPS programs, fares and fees, etc. Although CFW is pleased to see that TAPS responded to the committee's request during the last review to create a list of guiding principles by which priorities and the need for proposed increases to fees and fares may be judged, the absence of service and employee welfare negates the fact that Transportation and Parking exists to provide a service to the campus. CFW recommends that improvements be made to TAPS guiding principles to include service and welfare concerns, and that these improvements be made through an active collaboration between the ACCTP, TAPS, and CFW. Third, TAPS must continue to look to internal improvements to remedy and improve the unit's budget before future increases to fares and fees are proposed.

During winter 2016 a number of faculty complained about the lack of spaces in the Core West Parking Structure and nearby surface lots. As a solution, CFW has recommended the transfer of some % of the pay station spots to permit parking during the winter (rain days) to accommodate the higher traffic. CFW has been informed that TAPS is considering this concept and during spring 2016, will transfer some pay station spots on a temporary basis.

Respectfully submitted;

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