

**MINUTES  
COMMITTEE ON FACULTY WELFARE  
Meeting of May 18, 2017**

**Present:** Vilashini Cooppan, Hiroshi Fukurai, Ted Holman, Tesla Jeltema, Grant McGuire, Stefano Profumo (Chair), Jaden Silva-Espinoza (ASO)

**Absent with Notice:** Ricardo Sanfelice, Shelly Errington (*ex officio*)

**Chair Announcements and Committee Business**

Chair Profumo attended the meeting remotely by Skype.

*CFW Faculty Salary Report - Moved to Fall 2017*

Chair Profumo decided to pull the CFW faculty salary analysis report from the May 19<sup>th</sup> Senate meeting agenda as he will not be able to attend the meeting and present. Seeing that the meeting agenda was full, and that the new CP/EVC will not yet be on campus, Chair Profumo determined that the upcoming meeting was not the best time to share the report with Senate faculty. Chair Profumo suggested that the report will be included in the fall 2017 Senate meeting and in the committee's annual report.

*CFW Annual Report - Subcommittee Sections and Reports*

Chair Profumo informed the committee that members will be charged with drafting topical sections of the CFW annual report including housing, partner hire resources, faculty salary analysis, faculty welfare priority survey, parking, etc.

*ACCTP Meetings of 4/25/17 and 5/09/17*

The CFW representative on the Advisory Council on Campus Transportation and Parking (ACCTP) could not attend the most recent ACCTP meetings and could therefore not provide an update to the committee.

*Tuition Remission*

Chair Profumo noted that UC tuition was once free for California residents and has been increasing steadily since former President Reagan began charging student fees. Chair Profumo suggested that now students have \$30,000-\$100,000 in debt upon graduation. Members noted that many faculty with children enrolled in UC campuses are forced to teach summer session in order to afford tuition. Chair Profumo noted that the lack of tuition remission for faculty poses a retention issue, as faculty can get tuition remission at private schools. The Chair questioned whether the administration would be able to waive some percentage of tuition for retention actions as a type of salary increase and/or if tuition remission could begin with new hires.

CFW noted that the committee has not yet received information from the ICP/EVC from campus

exit surveys as to why faculty choose to leave the campus, and whether a lack of tuition remission is a factor. However, members agree that the number one priority for CFW should be faculty salaries, as faculty salaries affect all faculty. A suggestion was made that CFW should focus on what provides the most broad-based support.

### **May 1, 2017 Protest - Access to Faculty Housing and Faculty Welfare**

Chair Profumo received two emails from faculty members expressing concerns about how access to the campus and faculty housing was handled during the protest on May 1, 2017. As these issues are directly related to faculty welfare, members discussed the concerns raised and considered possible action items.

The faculty who contacted Chair Profumo were unable to get to their homes on campus during the protest activity, and CFW members noted that this is not an isolated incident, as access is a problem with every protest. Faculty who leave campus to pick up their children from school are not able to get back onto campus. Members note that access issues also affect graduate students and staff who live on campus, as well as students.

Although several recommendations to the administration were considered, members concluded that it is not in the purview of CFW to recommend policies for how to manage future protest activities and campus entrances. However, it is in the purview of the committee to bring to light the effect that such protests and blocked entrances have on faculty welfare and safety, particularly for those faculty living on-campus.

Members recognize, support, and respect the right to protest and gather peacefully, but noted that hindering a faculty member's right to travel to and from on-campus housing presents a real safety issue and has a significant impact on faculty welfare. The committee will write to Chancellor Blumenthal with a copy to the Chief of the UCSC Police Department, and request that the administration take action to enable on-campus faculty to enter and exit the campus safely during future protests.

### **Partner Hires**

During a consultation with CFW on April 6, 2017, Interim CP/EVC (ICP/EVC) Lee noted that partner employment was one of the major factors determining whether faculty decide to stay or leave UCSC. CFW has previously identified partner employment as an issue that could have a significant positive impact on household incomes, recruitment, and retention. In February of 2015, CFW proposed a spousal/partner hire resource list for faculty to increase partner employment and preventative retention. In consultation, ICP/EVC Lee questioned the sustainability and effectiveness of the program, and noted that there is a lack of available FTE to support the program.

CFW brainstormed possible academic and non-academic resources for partner hire assistance and consider the possibility of drafting a correspondence to the CP/EVC and Chancellor on the topic.

CFW Member Holman, who spearheaded the effort in 2015, suggested that CFW continue to encourage the administration to endorse CFW's resource list proposal. Members shared departmental and anecdotal stories about the impact that dual careers or a lack thereof have on UCSC faculty. In addition, a suggestion was made that campus partner hires encourage a diverse faculty, particularly in terms of female faculty, as often new hires are seeking dual academic

employment. This concern would rest in the purview of both CFW and the Committee on Affirmative Action and Diversity (CAAD). However, CFW has heard that there is no central FTE for partner hires, and departments are usually unwilling to give up their allotted FTE for such hires. Members questioned what how other campuses handle partner hires in terms of FTE. CFW considered contacting CAAD to collaborate on encouraging the administration to support the proposed Partner Hire Resource list. Chair Profumo will speak with the Chair of CAAD.