

**COMMITTEE ON FACULTY WELFARE**

**January 18, 2018**

**Kerr 61**

**Present:** Hiroshi Fukurai, Tesla Jeltema, Grant McGuire, Nico Orlandi, Stefano Profumo (Chair) (by Zoom), Su-hua Wang, Yiman Wang, Jaden Silva-Espinoza (ASO)

**Absent:** Vilashini Cooppan, Barry Bowman (with notice)

**Chair Announcements**

*Childcare Update*

Chair Profumo informed the Committee on Faculty Welfare (CFW) that employee childcare is moving forward, but not as desired. Chair Profumo noted that CFW had previously, and on several occasions, requested that the committee be involved with the selection of childcare vendor, facilities, etc., but this does not appear to be happening. Members acknowledged that the timeline of the project is tight, but agreed that not being consulted is not reasonable.

The CFW childcare representative Su-hua Wang has been making efforts to convince the Vice Chancellor of Business and Administrative Services (VCBAS) and the administrations that CFW should be involved. In addition, the CFW childcare representative reported that representatives from Bright Horizons, a third party child care vendor that sister campuses have raised concerns about, were present at a childcare meeting that she recently attended to offer their opinion.

Members agree to draft a letter to CP/EVC Tromp regarding the lack of CFW involvement in plans moving forward requesting that the CFW childcare representative be included in all meetings regarding facility design, program decisions, and vendor selection moving forward. In addition, CFW will once again request that the Campus Child Care Advisory Committee (CCAC) be reinstated. The correspondence will emphasize that CFW is not an obstacle, but is here to be part of the process as faculty are one of the main stakeholders.

*Update from the Senate Executive Committee (SEC) meeting of January, 16, 2018.*

Chair Profumo reported that SEC consulted with CP/EVC Tromp on January 16<sup>th</sup>, 2018, and there was an extensive discussion on the Long Range Development plan. Chair Profumo shared that CFW has noted that housing and cost of living limits the campus's ability to attract high quality faculty and the CP/EVC appeared to be responsive. In moving forward, Chair Profumo hopes that the CP/EVC will be receptive to working with CFW on increasing affordable faculty housing on campus. Chair Profumo also informed CP/EVC Tromp that the committee will be looking at faculty salary equity this year, particularly across genders and divisions and departments, and continue to be involved in developments in connection with the new Childcare facility.

### *New Salary Data*

Chair Profumo reported that CFW has received data from APO that includes ethnicity, gender, and data on initial hire salary and rank. This data will assist the committee in its equity and salary growth analysis. CFW also received data on administrative salaries and on retention actions.

Chair Profumo shared some initial analysis results. Chair Profumo noted that by far the largest salary growth is associated with those who have had retention actions. Chair Profumo would say that retentions are the main driver of significant, greater-than-usual salary growth. The division with the most retention actions is Social Sciences followed by the Division of Physical and Biological Sciences. The Humanities and Arts Division and the School of Engineering had similar numbers. In terms of salary growth, Chair Profumo noted that in PBSCi, males received the most growth, to the tune of +\$500/year, Social Science males also benefit from faster growth. In Humanities, females received more salary growth each year (+\$300/year). Overall, Chair Profumo noted that there is still a significant bias in salary scales in favor of male faculty. CFW plans to look at retention actions in terms of gender as well.

The initial analysis revealed that white faculty have higher median salary, and that there is a huge gap between black and white faculty at comparable ranks. Members noted that looking at salary growth may be a more effective metric as it cannot be excused by divisional or departmental affiliation. Chair Profumo noted that there should not be a significant difference in salary growth for gender, etc. However, when looking at median growth broken down by division, there is a gender gap of roughly 6% at the Assistant level and a similar gap in the Professor 6-9 category. Chair Profumo suggested that the gap from Step 6-9 could be due to length in time of the appointment, but the gap at Assistant is alarming as it suggests that we are offering less competitive salaries for women than for men.

Members noted that CFW has looked at salary growth in the past. The committee will take up this analysis once again, looking to see if there are cases of those who advance well, but have slow salary growth.

### *CP/EVC Faculty Recruitment Response*

In December, 2017, CFW wrote to CP/EVC Tromp regarding faculty housing allowances and former CP/EVC Galloway's agreement to provide starting salary and recruitment allowance information to deans. In order to increase transparency not only across divisions, but across departments within each division, CFW requested that data on starting salaries and recruitment allowances for the past 3 years be provided to both divisional deans and department chairs annually, as well CFW and the Committee on Academic Personnel (CAP).

CP/EVC Tromp responded to this request (1/10/18) and stated that she will share faculty housing allowance information with the deans and recommend that they share it with departments, but will not mandate that it be shared with chairs as it is a dean's prerogative. Members expressed frustration about the decision, although they could understand the CP/EVCs reluctance to mandate this level of transparency.

Members questioned how the "recommendation" to share the information with chairs will be phrased. CFW will follow up in correspondence asking that the phrasing encourage deans to share the information. CFW may also share this information during Senate presentations, and in its annual report.

*Update from the University Committee on Faculty Welfare (UCFW) meetings of December 8, 2017 and January 12, 2018*

Chair Profumo reported that UCFW met with President Napolitano in December 2017. The message from UCFW that was given to President Napolitano was that UC salary growth across the system has lagged behind inflation. In 15-20 years, the growth has not kept up with the cost of living in CA. Compared with 4-5 benchmark universities, salary growth is slower at UC than everywhere else. Chair Profumo noted that the actual salary numbers are not as bad when compared with public universities outside of California, but these campuses do not have the same high cost of living, and the growth still lags. Chair Profumo mentioned that President Napolitano heard the message, but did not make any promises as it is not known where the money to increase salaries would come from systemwide.

In January, Chair Profumo reported that there were two main discussion items. First, UCFW discussed the latest developments with regards to Deferred Action for Childhood Arrivals (DACA). The committee is listening closely and keeping channels of conversation open with community colleges so that there is full transparency and to prevent students from getting caught up in new policy. Second, UCFW discussed healthcare. There is currently a question as to whether or not to allow clinical studies to be advertised during open enrollment. (The Open Enrollment 2018 website contained an Athena Breast Cancer Health Network advertisement.) Further, UCFW discussed protection of data re: open enrollment and questioned whether data collected will be sold by UC. UCFW also discussed the renegotiations for providers to the Blue and Gold health plan and prescription drug administrators. The Blue and Gold plan is currently administrated by Health Net.

With regards to UC Care out of pocket maximums, Chair Profumo reported that Health Care Task Force (HCTF) Chair Lori Lubin stated that if UC health care is to be self-funded, then unless

someone else puts money into the system, out of pocket maximums for this plan cannot be controlled and will continue to increase.

### **Report from the ACCTP**

The ACCTP representative provided the committee with updates from the December 18, 2017 and January 9, 2018 meetings of the Advisory Committee on Campus Transportation and Parking (ACCTP).

In December, the ACCTP discussed the introduction of new articulated buses on campus and improvements to service. Surveys show that students like the articulated buses and that they are helping with some of the congestion issues at bus stops. TAPS is now thinking of having buses that go from the base to the top of campus and turn around, instead of doing the whole loop in order to relieve additional congestion. The idea is to take away big hikes, and leave minor walks around campus.

In January, the committee considered how to encourage students to raise transportation and parking fees through a referendum. The representative noted that it is not yet clear how much transportation services will need to be cut with or without an increase in fees. Transportation and Parking Services (TAPS) is currently strategizing what to propose to students.

The representative suggested that with the current focus on students, there has not been an opportunity to raise concerns that CFW has expressed for faculty such as more A permit parking on campus. The member noted that she will follow up with TAPS Director Larry Pageler to remind him that CFW would like to have these items discussed in an ACCTP meeting in the near future.

When asked if there has been any conversations between the city and campus with regards to Metro bus services, the representative replied that the Metro would like to increase some services, but there are costs involved that are being negotiated. The possible student fee increase comes into that context. Members noted that there was discussion last year about decreasing the number of stops that Metro buses make on campus. The representative reported that TAPS Director Pageler stated every time this was brought up, someone in the room was attached to the stop in question and a decision regarding what stop to eliminate could not be made.

There was also talk of the possibility of having electric bicycles, however the representative noted that these types of recommendations move slowly.

### **CP/EVC Pre-Consultation**

CFW will consult with Campus Provost and Executive Vice Chancellor Tromp on February 1, 2018. CFW considered topics for discussion and considered content for a pre-consultation memo.

Members determined that childcare (CFW involvement with developments/decisions, and reinstatement of the CCAC) should be the number one priority for discussion. In addition, the committee would like to discuss the latest faculty salary analysis with regards to salary growth broken down by gender, ethnicity, and division, and the need to move forward with the construction of more employee housing in Ranch View Terrace Phase II (RVT2). Members would also like to briefly mention partner hire resources and ask for her support.

### **Systemwide Review – Proposed Presidential Policy on Open Access for Theses and Dissertations**

CFW has been asked to review and comment on a new draft policy developed in response to a request from the Systemwide Library and Scholarly Information Advisory Committee (SLASIAC). Currently, there are two systemwide UC open access policies designed to ensure access to UC-affiliated scholarly research: one for members of the Senate, and the other for all non-Senate authors while employed at UC. There is, however, no policy for ensuring open access to UC graduate student' theses and dissertations. The proposed policy would provide systemwide consistency for these works.

Chair Profumo noted that the 2 year possible embargo is long for some fields of study and too short for others. Members added that for the Humanities and Arts, where a dissertation becomes a book, it can take up to 10 years. Members agreed that there should not be a hardline deadline on embargos. The committee will continue this discussion during the next CFW meeting on February 1, 2018.

### **Systemwide Review – Proposed Revisions to APM Re: LSOE – 2<sup>nd</sup> Round**

CFW has been asked to review and comment on the second round of proposed revisions to Academic Personnel Manual (APM) Sections 285, 210-3, 133, 740, 135, and 235, which include proposed changes to the Lecturer with Security of Employment (LSOE) series in terms of title, academic expectations and evaluation, and limits of use of title.

Chair Profumo sees these proposed changes as primarily in the purview of the Committee on Academic Personnel (CAP). Members questioned whether Lecturers with Security of Employment would be reduce the number of FTE lines available for faculty. Although they will be on the same salary scale, they will not require start up packages, research money, etc. and may be seen as a cost savings. The concern is that the campus may create more lines for the LSOE series than for faculty. When the committee discussed moving LSOEs to the faculty salary scale, a suggestion was made that they should at least receive the same salary scale as the scales are not at all adequate. Members noted that the hiring market is so bad, that many come in as LSOEs but

in terms of publication and research, are just as successful as faculty. A further suggestion was made that LSOEs will sustain teaching, but an appropriate number on campus is not known.

The committee has no major concerns with the proposed working title "Teaching Professor". A suggestion was made that the title may be considered degrading or "less than", noting that the label is not conducive to future endeavors.

The committee will continue its discussion on February 1, 2018.