

Minutes
COMMITTEE ON FACULTY WELFARE
Meeting of May 28, 2020
Held via Zoom

Present: Yihsu Chen, Vilashini Cooppan, Tesla Jeltema, Thorne Lay, Grant McGuire (Chair), Nico Orlandi, Jennifer Parker, Su-hua Wang, Judith Aissen (*ex officio*), Jaden Silva-Espinoza (ASO)

Chair Announcements

Report from the Senate Executive Committee (SEC) meeting of May 19, 2020

Chair McGuire provided Committee on Faculty Welfare (CFW) members with a report from the last SEC meeting. SEC members discussed the effects that COVID and remote learning will likely have on the UC budget, and Chair McGuire shared that there was much disagreement with regards to what principles the campus could adopt to direct potential budget cut decisions. Senate Chair Lau will be collecting individual committee comments and recommendations to create an overall SEC response. SEC was informed that the administration has created an Academic Recovery and Resilience Group to determine what can and can't be done in terms of instruction, and access to classes and materials. Concerns were raised about the lack of Senate consult and participation in this regard. SEC considered how to respond to this development and move forward.

Chair McGuire shared that campus parking was discussed. This SEC agenda item has been postponed for several meetings due to other urgent concerns. Chair McGuire shared some of the issues for faculty that CFW has been privy to. Chair Lau has asked that CFW draft a letter and it is in progress. The letter is largely cut and pasted from a previous CFW letter to Vice Chancellor for Business and Administrative Services (VCBAS) Sarah Latham.

Report from the Academic Senate meeting of May 15, 2020

Chair McGuire reported that the majority of the discussion during the last Senate meeting that was held via Zoom was focused on disciplinary hearings for striking graduate students. Concern was expressed by faculty that the hearings were making the problem worse. CFW discussed concerns about female faculty and faculty of color feeling targeted for their involvement with the graduate strikes, and strike response effects on general campus climate. Members further noted that Vice Chancellor for Research Scott Brandt reported that there has been a 30% decrease in female faculty NSF applications, possibly due to caregiving and other inequalities such as teaching load, etc.

During the Senate meeting, Chair McGuire provided a brief presentation on "Salary, Promotion, Inequities, and COVID" and received emails from faculty after the event, asking follow up questions, and thanking the committee for its attention to the issue.

Several CFW members attended the meeting. One member was later thanked by female faculty for CFW's mention that effects of the disruptions experienced this year could be felt for years. A second member was asked by junior faculty that CFW also consider the debt that junior faculty graduate with that other faculty didn't have at the same stage. Members noted that this debt and the current rent burden that many junior faculty experience is very different from what senior faculty experienced when they were junior faculty and could afford to buy in to the market. Members additionally noted that the only time to address debt and rent burden is with starting salary and start up packages at time of hire.

Update on Back-up Care and Childcare

Chair McGuire shared that the iCP/EVC said that a recent correspondence from CFW and the Senate Chair on the need for emergency back up care was “timely”, however, the CFW Childcare Representative reported that the Childcare and Family Services Advisory Committee has not yet discussed the topic. Members noted that the building of the new childcare center is being delayed by litigation regarding the proposed site. A CFW member reported that one of these hearings occurred last Friday and the judge made an initial determination in favor of those opposed to building on the East Meadow. The member reported that the result of a second hearing involving lawyers for both sides was more ambiguous and both parties were asked to address certain issues. A final decision is expected June 19, 2020. Chair McGuire raised a concern about the delay in building Student Housing West and worried that a counter lawsuit could make the stretch the process out even longer.

Faculty Welfare Fiscal Principles and Priorities - Continued Discussion

During its meeting of May 14, 2020, CFW discussed principles and priorities that could be used to guide scenario planning and protect specific campus assets that contribute to faculty welfare on campus. During this meeting, members reviewed and finalized the list of recommendations for the Senate Chair Lau and the Senate Executive Committee (SEC).

Members noted that both Chancellor Larive and iCP/EVC Kletzer have announced that they will be taking a voluntary 10% pay cut to help address budget issues due to the pandemic and remote instruction, and faculty received a letter noting that merit increases for faculty will not be cut.

End of the Year Wrap Up and Annual Report

During the fall quarter, members were asked to monitor specific faculty welfare issues and provide updates to the full committee throughout the year. During this meeting, designates provided the committee with a final short report/summary on the developments of their topic during the 2019-20 academic year, and highlighted issues that should be mentioned in the annual report.

Childcare and Back-up Care

There was no real movement on childcare and back up care this year. The annual report section will discuss the workings of the Childcare and Family Services Advisory Committee, and the childcare needs survey that was conducted. The section will also reference a recent University Committee on Faculty Welfare (UCFW) correspondence on childcare noting that UCSC continues to be the only UC campus with no employee childcare services.

Faculty Salaries

The faculty salary section will highlight the analysis that was done this year on compression, inversion, and Above Scale salaries. Chair McGuire noted that a few months ago, the Academic Personnel Office (APO) contacted him asking for CFW sources on Cost of Living, which by request of a Senate resolution, was suppose to be included for the first time in this year’s APO

Report on Salary Competitiveness. However, to the chair's knowledge, the report, which usually comes out in January, has not yet been released.

Academic and Spousal/Partner Hire

The main movement in terms of spousal/partner hire resources this year was a proposed policy change in the campus's partner hire process, offering central forward funding for up to 5 years for partner hires. Although CFW and the Senate opined on the proposal, members do not know if changes to the policy have been finalized. The annual report will state that the proposal looked promising and will recommend that it be followed through.

Housing and Employee Housing Task Force

The data from the recent employee housing survey is in, and an outside firm is analyzing it and has provided a presentation of results to the Employee Housing Task Force, on which CFW has a representative. This was a year of gathering information and assessing needs. CFW is unaware of how this information will be used, but the survey appears to be the beginning of a much longer process. Chair McGuire would like to emphasize in the report that UCSC needs more employee housing, and note that plans to rethink and build Ranch View Terrace, Phase II (RVT2) need to move forward.

Parking and Transportation/ACCTP

The parking and transportation section of the report will note that CFW does not support an increase in parking fees without a Transportation and Parking Services (TAPS) vision for the future, including plans to increase parking.

Retirement

The retirement section of the annual report will discuss the new UCSC Path to Retirement Program, and might also mention some recent changes to retiree healthcare, including the elimination of a popular HMO, which was replaced by Medicare Advantage. Chair McGuire noted that the UCFW Health Care Task Force (HCTF) is planning on conducting a healthcare satisfaction survey. The group usually conducts a survey every three years.

Health Care

The annual report section on health care will likely include CFW concerns about the proposed affiliation between UC San Francisco and Dignity Health, and the general lack of sustainability for the UC Care plan. Emphasizing the need for UCSC employees to have access to Palo Alto Medical Foundation (PAMF) providers, which is only available through UC Care, Chair McGuire suggested that the UCSC campus may need to consider making a separate negotiation with PAMF before UC Care dissolves.

COVID-19/Remote Instruction

The CFW annual report will highlight some of the concerns that the committee raised in its letter to the SEC regarding COVID and remote instruction. Members questioned whether the report

should also mention the intensified disparity for faculty who are caring for children. Members noted there have been workshops offered to assist faculty with remote instruction, but faculty with children do not have the time to attend these additional remote meetings.

Members noted that the campus is offering faculty \$4k in summer salary to develop online courses. It is unknown how moving classes to online instruction will affect faculty workloads and a suggestion was made for CFW to look into this next year. Members noted that many universities may strengthen their online presence permanently, and suggested that the effects on faculty and curriculum should be monitored.

Fiscal Principles

The annual report section on fiscal principles for potential budget cuts will be cut and pasted from the CFW letter to SEC that it is in the process of being finalized.