Minutes
COMMITTEE ON FACULTY WELFARE
Meeting of June 11, 2015

Present: Noriko Aso, Adrian Brasoveanu, David Cuthbert, Ted Holman, Andrew Mathews, Benjamin Read, James Zachos (Chair), Jaden Silva-Espinoza (ASO)

Absent: Nina Treadwell, Manfred Warmuth, Roger Anderson

Chair Announcements and Committee Business
Consideration of the draft minutes from the CFW meeting of May 14, 2015
Minutes were approved

Report from the May 29, 2015 Senate Meeting
Chair Zachos provided CFW with a report from the May 29, 2015 Senate Meeting. Unfortunately the meeting was not well attended. Chancellor Blumenthal discussed May revise budget agreement between Governor Brown and President Napolitano, which Chair Zachos noted is a compromise with good and bad aspects to it. The positive benefit to the campus will be a funding increase for three years which equates to no tuition increases for students. The State will also provide $440 million in one-time funds to reduce the liability in the UC Retirement Plan. The negative side is that this funding still falls short of what UC needs to meet its budget and the UCSC campus will still be running a deficit. Char Zachos further noted that although the State is providing one time funding to reduce the UCRP liability, UC still needs to retain its annual contribution levels. The current level of contribution will get UCRP back to 100% funded quicker. However, UC is using this one time funding as an opportunity to reduce its contribution. If the contribution is decreased, it will take even longer to get back to 100% and will in a precarious state and highly vulnerable to fluctuations in the stock market. The University Committee on Faculty Welfare (UCFW) is scheduled to discuss the topic during their meeting tomorrow.

Chair Zachos noted that UCFW just received new data on retirement contributions and how funds and contributions have changed in the last twenty-five years, interesting graphs. Chair Zachos reported that for roughly twenty years, no contributions were going into UCRP, and as a result, there is now a large amount of unfunded liability. Chair Zachos stated that the State should reinstitute their contributions instead of providing a small one time fund.

A resolution regarding UC's divestment in fossil fuels was presented at the Senate meeting. There were arguments made both for and against it. The vote was 13 yes 9 no, and it was then determined that there was not a quorum, and the resolution did not pass. Chair Zachos noted that the resolution may come back in fall 2015.

Report from the June 9, 2015 Senate Executive Committee (SEC) Meeting
Chair Zachos could not attend the SEC meeting on June 9, 2015. CFW Member Manfred Warmuth attended in his place and sent Chair Zachos notes on the meeting's discussion.

SEC discussed the topic of shared governance and some recent issues with communications between the Senate and administration. Apparently, some committees are not receiving requested information from the administration. SEC determined that this breakdown in communications will need to be addressed.

The Administrative Task Force on Graduate Growth presented their report, which will be made public soon. Chair Zachos encouraged all CFW members to read it.

SEC discussed the need for more computing and instructional lab space. Computer Science (CS) has been seeing a huge increase in CS majors and there is a need for expanding options for computer labs. CFW members questioned whether there is a large number of students who do not have personal computers and discussed the impracticality for the old workstation model. CFW members recognized that there is a cost issue to require that all students have laptops as not every student can afford one. There may be more discussion in SEC on the topic next fall quarter.

In meeting, SEC was informed that Senate Director Mary-Beth Harhen is retiring. The recruitment for a new Senate Director will occur over the summer break.

Partner Hire Resources
Given the high cost of housing and the challenges of finding employment in Santa Cruz, providing assistance and resources for partner employment is a potentially powerful tool for recruiting and retaining faculty. Although a number of online resources are currently available, the UCSC campus lacks a point person in administration to coordinate and update resources. CFW member Ted Holman has been collecting information on currently available resources, as well as potential new resources. The committee received an update from member Holman and considered options for moving forward in 2015-16.

CFW discussed the topic at the beginning of the year and considered how CFW could be involved. Next year, member Holman would like to work on confirming a point person on campus to oversee a partner hire resource website, so that newly hired faculty with unemployed spouses would have a contact to assist them in beginning the process of a job search.

Holman reported that Interim Assistant Vice Chancellor of Staff and Human Resources, Lori Castro, has offered to assist with getting the project off the ground, but would not be able to manage it in the long term. Member Holman plans to speak with divisional deans in fall 2015 to provide them with a packet template for new hires, which would include the link to a resource website. Holman's vision is to get divisional dean backing so that he can then go to the administration and note that the divisions are behind the project. A suggestion was made that it might be easier to speak with department chairs.

Members discussed some small things that their departments already do to assist, such as the

Humanities email notifications of job postings. A suggestion was made to consolidate these resources.

Holman is still strategizing how to get people motivated to participate in the project by creating a list of faculty partners who would be open to speaking with spouses/partners who are in their job field and are looking for employment. Member Holman currently has a list of fifteen people, but would like to have a larger list before going to deans/chairs. His initial idea is that divisions will need to add contacts to the list in order to benefit from providing the resource to new faculty in their divisions.

Members noted the long term management need to oversee such a list and/or website and noted that CFW should not be expected to generate or maintain such a list. Member Holman is trying to get the ball rolling with the hope that the administration will appoint someone to maintain the list. CFW will consider writing to the CP/EVC in fall 2015 with a cc to the Humane Resources Director, to request that a point person/list manager be appointed.

Housing Program General Information Document
The CFW Housing Subcommittee has drafted a memo to Steve Houser, Director of Employee Housing and Capital Planning, requesting an Employee Housing Program general information document to be included in the annual Employee Housing Re-Pricing Program Recommendation packets. Members reviewed the draft memo and offered suggestions for the final draft.

Members agree that future CFW members need to be able to understand the Employee Housing Program in order to gauge whether future proposals for housing increases are appropriate and intelligently make their recommendation to the CP/EVC. Members made suggestions for improvements, such as requesting a timeline table with historic percent increases to the Repricing Program and a table for MOP Loans and the LIO-SHLP program. Chair Zachos noted that this document will need to be updated annually based on feedback from CFW. For instance, to date, CFW has been informed that no faculty member has ever been on the wait list for campus housing for more than two years. This will need to be verified year after year.

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. Members discussed the issues topical developments that they would like to highlight in the CFW annual report.

In closing, Chair Zachos thanked members for their service.