

Minutes
COMMITTEE ON FACULTY WELFARE
Meeting of May 24, 2018

Present: Vilashini Cooppan, Hiroshi Fukurai, Tesla Jeltema, Grant McGuire, Nico Orlandi, Stefano Profumo (Chair), Su-hua Wang, Yiman Wang, Barry Bowman (*ex officio*), Jaden Silva-Espinoza (ASO)

Chair Announcements

Consideration of memo to SEC re: campus faculty salary analysis metrics

Members reviewed a draft memo in response to comments made after the CFW presentation at the Academic Senate Meeting on May 16, 2018. Members suggested edits and approved the document.

Post Senate Meeting Discussion

CFW debriefed the May 16, 2018 Senate Meeting and CFW presentation. Chair Profumo reported that the CFW presentation at the May 16, 2018 Senate Meeting went smoothly. CFW's presentation, largely focused on the committee's recent faculty salary analysis, reiterated CFW's recommendation to include a 9-campus comparison, Above Scale salaries, and a cost of living analysis in the Academic Personnel Office (APO) annual report on Faculty Salary Competitiveness. During the Q&A segment following the presentation, VPAA Herbie Lee claimed that the metrics used in the APO report followed the specific charge provided in the Joint Faculty Salary Task Force Report of September 10, 2008, and suggested that it might be time to look at the charge and consider whether it is time to revise it. Chair Profumo noted that this is the first time that CFW has ever heard this rationale for metrics used. Chair Profumo proposed that CFW write to the VPAA with a copy to Senate Leadership, and recommend that CFW's recommendations be incorporated into the report. Chair Profumo offered a second option of addressing a memo to the Senate Executive Committee (SEC) to seek endorsement. A third suggestion was made to get stakeholders together in fall to have a broader discussion about the report and to consider a way forward. Chair Profumo noted that he would defer to incoming Chair Grant McGuire's thoughts on the matter. Incoming Chair McGuire (CFW Chair for 2018-19) initially agreed that CFW should speak with Senate Leadership and seek SEC support, but later agreed that CFW should send a letter directly to the VPAA and then invite the VPAA to meet with the committee in the fall to have a broader discussion on the topic of faculty salary analysis.

Chair Profumo noted that by a head nod during CFW's presentation, the Chancellor appeared to agree with CFW's suggestion to include Above Scale salaries in the analysis. Ex officio member Bowman added that he was on the Faculty Salary Task Force in 2008, and suggested that the Task Force did not know that they were giving specific directions to the campus on how to analyze salary data at the time.

A member suggested that it did not make sense for two separate groups (administration and Senate) to do separate analysis on one data set and suggested that there could be collaboration that could take some of the burden off of CFW. Chair Profumo added that if the two parties could agree on metrics, CFW could spend its time investigating finer details like gender and divisional disparities.

After deliberation, members determined that the committee will draft a correspondence to the VPAA and copy Senate leadership.

In terms of the childcare portion of the CFW presentation, Chair Profumo shared that during the Q&A period, several faculty noted their surprise to hear that the decision to contract with Bright Horizons as a childcare provider was made by the Chancellor and former Interim CP/EVC Herbie Lee. A CFW member spoke with the Chancellor during the Senate Meeting reception about the childcare project and the announcement to extend the open period for EIR comments, as requested by several UCSC donors. The member expressed concern to CFW about the project being tangled up with the opposition to the proposed site and suggested that CFW needs to continue to advocate strongly for the center. Chair Profumo agreed that CFW should continue to advocate and hold the administration accountable.

One member shared that they had attended an EIR forum on the proposed site in the East Meadow and expressed concern to members that the general community is not aware that other site options were explored. Members questioned why this information has not been shared and noted that many Emeriti and faculty in employee housing are opposed to the proposed site in the East Meadow and may not be aware that there are no other viable options. Chair Profumo suggested that transparency about the process of selecting the proposed site could win some support.

Update from UCFW (Member McGuire)

Members received a report from the May 11, 2018 meeting of the University Committee on Faculty Welfare (UCFW). Member and Incoming Chair McGuire attended as Chair Profumo was unable to attend. Member McGuire reported that there were some positive announcements made at the meeting, including the announcement that the UC as a whole had reached a 2:1 ratio of student to transfer students, and the State would release the \$50 million promised as the systemwide, the target was met, even though UCSC as a campus was not able to reach that goal. In addition, the Office of the President (UCOP) will provide \$50 million for deferred maintenance. Member McGuire noted that this is the first time that the central administration has provided money for maintenance and capital improvements, UCFW members expressed their hope that this was a sign that investment would be continuing.

UCFW also discussed the recent issues with pension theft. At least three retired faculty have had their monthly pension checks redirected to different banks. The company that issued the checks has stated that they cannot legally reissue them, so a secondary fund is being sought out to compensate for the loss. There has been a verbal agreement that those who lost money will be made whole. As of yet, it is unknown who or how the checks were stolen. UCFW was informed that At Your Service Online (AYSO) has known that there were possible vulnerabilities with the system's single factor identification. UCFW would like to see multi-factor identification when UCPATH is rolled out in September 2019 to avoid situations like these. The UC Administration has claimed that only the individual accounts affected have been compromised and that the system as a whole has not. Member McGuire reported that UCFW would like reassurance that this is not a systematic problem.

UCFW also discussed faculty salary scales. Apparently President Napolitano has only recently begun to understand how the UC salary scales work, which UCFW found concerning. President Napolitano has committed to increasing faculty salary scales over the next 3 years. There is to be a 4% increase in the first year. The percent increase for the following two years is currently unknown. UCFW members were asked to advocate for more money.

Post Consultation Discussion

CFW debriefed from its consultation with Campus Provost and Executive Vice Chancellor (CP/EVC) Tromp and Vice Chancellor of Business and Administrative Services (VCBAS) Latham on May 10, 2018, during which, CFW requested a Request for Proposals (RFP), and more information/transparency on the overall process. Members noted that the committee is willing to support and advocate for the project if this additional information is provided.

Members noted that VCBAS Latham has mentioned potential traffic issues associate with the project. Although traffic lights have been considered, it is not clear what else is being done. Members agree that if there is a plan to address this concern, it should be shared to assure the community that due diligence is being done.

CFW will follow up with a post consultation memo and recommend that information that addresses community concerns regarding the vendor selection, site selection, traffic, environmental impact, and child safety be added to the website. The committee will also follow up with agreements made in consultation including the promise made by the CP/EVC to check in with Counsel to see if an RFP is possible.

CFW Annual Report

Chair Profumo assigned the drafting of individual report sections according to member lead assignments that were made at the beginning of fall quarter 2017. Chair Profumo would like to include the issue of poor communication between divisions with regards to FTE and partner hires in the report. Members noted that the committee may take up this issue and the lack of centralized FTE more fully next year. A suggestion was made to include a section on nomenclature and culture, noting that UCSC frequently refers to faculty as “employees” such as in “Employee Housing”.

In terms of housing, Chair Profumo reported that former CFW member Ted Holman has been in contact with him and the CFW Housing Representative about an upcoming meeting with VCBAS Latham on faculty housing and it appears that the building of Ranch View Terrace Phase II may be moving forward. Chair Profumo would like to work with the Committee on Committees (COC) to create a “member at large” position for Ted Holman to work with CFW and the administration on housing.