

Minutes
COMMITTEE ON FACULTY WELFARE
Meeting of October 5, 2017

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

Absent: Vilashini Cooppan (with notice), Barry Bowman

Welcome & Introductions

Members introduced themselves.

Chair's Orientation to Committee Business

Chair Profumo provided a brief overview of member responsibilities and procedures for conducting CFW business. The committee reviewed the Member Guidelines and discussed and agreed to the committee confidentiality statement and consultation procedures.

Chair Profumo noted that the committee's salary analysis is an important part of what the committee does and noted that CFW is the only committee that does a comparison study with other UC campuses.

Issues and Goals for CFW in 2017-18

Members reviewed the 2016-17 annual report and discussed issues that they would like CFW to address in 2017-18.

The committee would like to work on establishing a relationship with new CP/EVC. Chair Profumo noted that CFW conducted a survey last year on top faculty welfare priorities and the committee would like to provide this information to the CP/EVC. The committee hopes to consult with her at the beginning of the winter quarter.

When asked if there were additional topics that the committee would like to look into, a suggestion was made to look into the topic of faculty burnout. Members noted that years ago, there were gym hours reserved for faculty and staff, and suggested that workshops could be offered on self-care, etc. Chair Profumo shared that he recently received a request from a faculty member to make OPERS free for faculty. CFW would like to consider this on a future agenda. Chair Profumo noted that a cost evaluation would need to happen. Members further noted the tremendous pressures on faculty and staff right now, and the reduction of staff support and increasingly large classes.

The committee spoke about previous complaints with Optum as the campus' mental health provider. Chair Profumo noted that the administrator is now blue shield.

Members discussed the difficulties of transportation to campus and noted that a large number of faculty commute from San Francisco, which creates seclusion. Members questioned if it would be possible to create some form of inter campus transportation for students, staff, and faculty.

Members further noted that the vanpool program runs according to staff schedules and does not work for faculty.

Chair Profumo shared that last year's CFW discussed class schedules and their effect on faculty welfare, and the need for family friendly scheduling. Members noted that more classrooms and lecture halls could help to remedy the problem. CFW considered discussing the topic again this year. A suggestion of a broader discussion of "Everyday Wellness" for faculty was also made.

A suggestion was further made to look into administrative hiring, noting that faculty should be involved.

The committee discussed the recent changes and reduction to the campus' Special Salary Practice (SSP), a program created in 2008 to bring UCSC median salaries up to the all campus average. Chair Profumo noted that CFW and the Academic Senate shared its concerns and did not support proposed changes, regardless, changes were made. Chair Profumo noted that the Academic Personnel Office (APO) conducted an analysis of salaries that supported a reduction in the program, which CFW's analysis disagreed with. CFW looked at trends before and after the SSP and showed that eliminating or reducing the program would hinder UCSC's ability to bring median salaries up to the all campus median.

Members questioned whether CFW ever received the retention data that was requested last year. Chair Profumo reported that the committee did not, but expressed a desire to send a new request this year.

Chair Profumo noted that CFW is keeping an eye on employee housing and the Repricing Program. The chair noted that Repricing creates some equity for building of future housing. With these funds and the new Private, Public, Partnership (P3) building funding model, the committee is hoping to see the next stage of housing (Ranch View Terrace, Phase II) built.

Members noted that healthcare may be a big issue this year depending on the bidding that will happen in preparation for open enrollment 2019.

CFW discussed recruitment allowances and CFW's previous concern that there were inequities across divisions in the distribution of these funds due to a cost share program with divisions and administration. CFW requested and has received data on this distribution. Chair Profumo's primary analysis shows that in 2015/16, Humanities was allocating \$50k, and SocSci \$44k. Members noted that there is a new Humanities dean. Several members noted that they did not receive a recruitment allowance and the committee noted a need for applying faculty to know about the program when they are negotiating.

Committee Issue Assignments

All CFW members are expected to monitor or work on a specific issue about which they will report back to the full committee throughout the year. Members discussed the responsibilities of these assignments and volunteered to spearhead topics.

Campus Childcare Workgroup

A Campus Child Care Workgroup convened in summer 2017 to assist in developing the program for childcare expansion as part of the Student Housing West project. The charge of the committee was to build off the work of the prior childcare work of the Faculty and Staff Child Care Services Model Analysis Team in September 2015, and finalize the program, cost structure, and facility needs in conjunction with a third-party provider. The final report of the workgroup was to be completed by September 1, 2017.

Member Su-hua Wang provided CFW with an update of the committee's work and recommendations. Member Wang noted that she was charged by CFW to bring up 4 things with the workgroup: 1) ensure that the faculty voice was heard, 2) ensure transparency with the selection of a third party vendor and share concerns of other campuses with Bright Horizons, 3) request that the campus Childcare Advisory Committee that existed several years ago was reinstated to follow up on childcare actions and plans since there is no campus point person for childcare, 4) ensure that the campus is aware that the UCOP matching grant for childcare facilities is still available.

Member Wang noted that the workgroup's report has not yet been finalized, and provided a report from the latest draft in which the group recommended a high quality center from 140 children of students, staff, and faculty. The group also looked at access and suggested that the rate should be affordable. The suggested curriculum centered around STEAM (Science, Technology, Engineering, Art, and Math) with a possibly partnership with Psychology for research activities and extra funding.

The workgroup based their recommendations on the idea that the center would be located where the current student childcare center is located. However, CFW recently heard from VCBAS Sarah Latham that the childcare project is part of the Student West Housing Program under P3 and may need to be relocated. CFW members raised concerns that this move may delay the building of the facility. Members considered drafting a correspondence to VCBAS Latham suggesting that the center should not be moved.

Faculty Salary Transparency

In recent years, CFW has sent salary data to faculty at the beginning of the fall quarter when departments are conducting merit and promotion reviews. These data allow faculty to see the average UCSC salaries at each rank and step and provide faculty with a better sense of what level of off-scale is typical on our campus. An email was drafted based on

the committee's faculty salary analysis in 2016-17. Members reviewed the draft and approved in meeting. The email will be sent at soon as possible.