

Minutes
COMMITTEE ON FACULTY WELFARE
Meeting of November 30, 2017

Present: Vilashini Cooppan, Tesla Jeltema, Grant McGuire, Nico Orlandi, Stefano Profumo (Chair), Su Hua Wang, Jaden Silva-Espinoza (ASO)

Absent: Hiroshi Fukurai (with notice), Barry Bowman (*ex officio*) (with notice), Yiman Wang

Chair Announcements

Chair Profumo reported that UCFW consulted with President Napolitano during its meeting of November 17, 2017. The parties discussed a comparative study that was conducted by the UC Office of the President (UCOP). The results showed that a UC salary lag continues at roughly 10%. Chair Profumo added that when broken down by rank, UCSC is below both the private and public schools in the UC “Comparison 8” institutions. Full professors lag by a large amount below the private comparison institutions, and are also below the comp-4 public institutions. Chair Profumo indicated that the lag was even worse for Associate and Assistant Professors.

UCFW was informed that there has been a steady decrease of salaries’ purchase power compared to the Consumer Price Index (CPI) adjustment over the last 16 years, which indicates that the UC salary scales have not adjusted for inflation. Chair Profumo added that the salaries for the “Comparison 8” have increased due to cost of living, whereas UC’s have relatively decreased. Chair Profumo suggested that this is the starting point of conversation that UCFW plans to have with UCOP on competitive salaries and the inefficiency of the UC salary scales.

CFW members noted that there is a need for CFW faculty salary analysis broken down by division, department, and gender, in order to assess equity. CFW plans to conduct such an analysis this year. Additionally, the committee would like to look at the rate of advancement. Concerns about off-scale salary potentially causing inequities that it is supposed to correct were raised. In addition, members noted that many graduate students are going into industry right out of school as academia doesn’t pay a competitive salary. Chair Profumo noted that the distribution of off-scale salary varies depending on the campus, stating that at many campuses, faculty can make more than 100% of their salary in off-scale, but at UCSC no one makes more than 50% of their salary in off-scale.

New Eligibility Criteria for Administrative Titles

Chair Profumo reported that CFW’s response to the 11/15/17 CP/EVC Issuance Memo to faculty regarding New Eligibility Criteria for Faculty Administrator Titles has been sent to Senate Chair Einarsdóttir. Chair Profumo expects that it will be discussed in an upcoming meeting of the Senate Executive Committee (SEC).

UCSC Childcare

Chair Profumo noted that he reached out to Vice Chancellor of Business and Administrative Services (VCBAS) Sarah Latham regarding the pending financial information for the proposed childcare facility. VCBAS Latham informed Chair Profumo that the information was delayed due to a request for additional information. She also informed Chair Profumo that an environmental report of the proposed site is underway. CFW members noted that surveyors have been seen on site.

The CFW childcare representative suggested that she would like to approach Associate Vice Chancellor of Colleges, Housing, and Educational Services Sue Matthews to inform her that the \$1.5 million UCOP matching grant for childcare facilities is still available to the campus. The representative would like to ensure that the grant is not forgotten. CFW members agreed and encouraged the representative to reach out.

Academic Strategic Planning

Chair Profumo informed the committee that CFW has been invited to provide recommendations for the campus's Strategic Academic Planning project. The request asks for feedback and suggestions for "resource generation and internal barriers." Members discussed several concerns about barriers to teaching and academics including a lack of lecture halls, un-family-friendly scheduling of classes (weekends, nights), the inability for certain divisions to seek grants and/or outside support for research, and a lack of lab space for graduate students and general space equity.

Chair Profumo shared the request with members and all agreed that it is not clear from the request what kind of feedback is being requested. Chair Profumo noted that he would be meeting with Entangled Solutions, the consulting group managing the project at an SEC meeting and does not feel that CFW needs to opine further. Chair Profumo encourages all members to attend an upcoming information gathering forum with the consulting group.

Report from the ACCTP

Member Orlandi provided the committee with an update from the November 28, 2017 meeting of the Advisory Committee on Campus Transportation and Parking (ACCTP). Member Orlandi reported that the bulk of the ACCTP meeting discussion was regarding budget and the TAPS deficit. The ACCTP was informed that the deficit increase occurred as Santa Cruz Metro fees went up and state funds were not available to keep up with the increase of students and associated expenses. Although not clear how to solve this problem, Director of Transportation and Parking Services, Larry Pageler, proposed raising the quarterly student transportation fees to \$40-\$50/quarter. Member Orlandi noted that there was a discussion about what the increase of fees would do noting that there would be no new services for students paying more fees. Member

Orlandi reported that VCBAS Latham additionally noted that even with fee increases, cuts will still need to be made to the bus schedule in order to address the large deficit.

The ACCTP was informed that because campus buses are always full, the campus will be bringing in 2-3 large accordion buses on a pilot program. The new buses will begin on the first day of the winter quarter. ACCTP members were also informed that the campus would not be regaining access to the Berkley library shuttle as the bus was set up to transport books and was funded by state funds. When funds were cut, so was the book shuttle program.

At the next ACCTP meeting, ACCTP members would like to see a plan of what a proposed increase in fees will do and would like data on how much of the deficit will be remedied. Member Orlandi also plans on bringing up CFW's request for more A permits on campus to address concerns about faculty inability to find parking before class.

CFW Senate Meeting Presentation

CFW will discussed and finalize presentation details for CFW's report on the committee's faculty salary analysis from May 2017 at the Academic Senate meeting on Wednesday, December 1, 2017. Chair Profumo noted that the presentation will emphasize that UCSC salaries should be compared with all 9 UC campuses, and not just 7, and provide a compelling argument for including the cost of living in faculty salary comparisons.

Pro-Active Agenda for Winter Quarter

Members considered agenda topics and deliverables for the winter quarter. Chair Profumo noted that the biggest projects will be conducting CFW's faculty salary analysis on the latest data set and monitoring childcare facility developments. To aid them in their analysis of salary equity, CFW would like to request data on Step and salary at initial appointment as well as race/ethnicity information if needed.

The December 14, 2017 CFW meeting was cancelled.