

**Minutes**  
**COMMITTEE ON FACULTY WELFARE**  
**Meeting of January 9, 2020**

**Present:** Yihsu Chen, Gabriel Elkaim, Tesla Jeltema, Thorne Lay, Grant McGuire (Chair), Suhua Wang, Judith Aissen (ex officio), Jaden Silva-Espinoza (ASO)

**Absent with Notice:** Vilashini Cooppan, Nico Orlandi

**Chair Announcements**

Chair McGuire welcomed new members Chen, Jeltema, and Elkaim, and provided the committee with a report from the Senate Executive Committee (SEC) meeting of 1/07/20, which Interim CP/EVC Kletzer attended. The graduate student strike is ongoing, and the administration is clear that it cannot meet with graduate student representatives in any official capacity due to labor laws, and the graduate student union (UFW) does not support the strike. Chair McGuire noted that the parties are at an impasse.

**UCFW Report**

Member Cooppan provided Chair McGuire with an email report from the University Committee on Faculty Welfare (UCFW) meeting of December 13, 2019, which Chair McGuire shared with the committee. Childcare was discussed, and UCFW is gathering information from all campuses regarding their childcare offerings in order to determine the best model going forward. Member Cooppan shared that UC Santa Cruz remains the only campus with no childcare offerings for employees and therefore had nothing to report.

**Childcare Update**

Member and CFW Childcare Representative Wang updated members on the workings of the UCSC Child Care Family Services Advisory Committee. Member Wang shared that UCSC previously had a similar childcare committee years ago when there was a childcare program on campus for faculty and staff. The committee was later dissolved. With the new childcare center being created which will once again include services for the children of employees, CFW petitioned for the committee to reconvene in order to advise on the childcare program, request for vendor proposals (RFP), and assessment of the third party vendor. Former CP/EVC Tromp redesigned the committee to include other family services such as elderly care. The committee roster includes faculty, staff, graduate students, and undergrad representatives.

Member Wang noted that the Advisory Committee has been working on the tasks assigned in the committee charge letter, which includes a survey of childcare needs, which will include questions on dependent adult care. There will be a separate survey for staff/faculty and students, and both should be launched in the near future. The committee is also working on an access policy, affordability, and criteria. There will be a total of 140 spaces in the center. Member Wang noted that the summer 2017 Child Care Work Group proposed that there should be 80 spots reserved for faculty and staff, and 60 spots for students in its report.

The Advisory Committee also briefly considered how the third party vendor, Bright Horizons, should be assessed. Member Wang noted that the Child Care Work Group report provided a model of evaluation and the Advisory Committee is hoping to use this when the program starts. The contract with Bright Horizons is for 5 years and piggybacks on an agreement with UC Davis. CFW

has consistently held that an RFP at the end of the agreement is essential in order to determine that Bright Horizons is the best vendor for the facility. However, there is no guarantee that an RFP will occur and Chair McGuire suggested that it may be hard to break away if most UC campuses are using them.

In terms of an afterschool program, Member Wang reported that the 140 slots will include school age children and the group is considering whether there will be morning and afternoon slots to make a full enrollee position and to maximize the use of space. As of yet, it is unknown whether there is a demand for after-school care.

CFW members discussed back up/emergency care, which provides care when one's regular care provider falls through or emergency last minute care is needed, and noted that UC Berkeley has a program which is partially subsidized. Member Wang reported that the Advisory Committee has not discussed back up care, and hopes to nudge Vice Chancellor for Business and Administration (VCBAS) Sarah Latham to take up the topic with the Advisory Committee. Members recalled that the need for back up care has been raised by both CFW and the Committee on Affirmative Action and Diversity (CAAD), and the Associate Vice Chancellor (AVC) for Colleges, Housing, and Educational Services Sue Matthews agreed in a previous consultation with CFW to look into UCB's program to gain a sense of the cost of such a program and report back. CFW has not yet received an update.

Members additionally noted that demand for childcare may exceed capacity, recognizing that there are long wait lists in town, particularly for infant care and toddler care. The new childcare facility project is currently on hold due to a lawsuit regarding the planned location. There should be more information about the status of the lawsuit in May 2020.

### **Fall Quarter Recap / Winter Pro-Active Agenda**

Chair McGuire provided a summary of the committee's work during the fall quarter, and the committee considered a pro-active agenda and deliverables for winter 2020. The committee would like to push for the administration to consider a back up/emergency care program for the campus, and follow up on housing after the campus's housing needs survey results are in. CFW would also like to consult with VCBAS Latham on several topics.

Chair McGuire noted that CFW recently received updated salary data and the committee will discuss preliminary analysis mid quarter. Chair McGuire spoke with Committee on Academic Personnel (CAP) Chair Westerkamp to consider what could be done to address salary compression and inversion. CFW would like to push for the personnel Career Equity review to include salary or have there be a mechanism to address salary inequities. Once CFW looks at the data, Chair McGuire and Chair Westerkamp will bring this issue up with the Senate Executive Committee (SEC).