

**Minutes**  
**COMMITTEE ON FACULTY WELFARE**  
**Meeting of February 6, 2020**

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

**Chair Announcements and Committee Business**

*ACCTP Meeting of February 4, 2020*

Member Orlandi provided CFW with a report from the recent meeting of the Advisory Committee on Transportation and Parking (ACCTP). The committee is discussing a potential increase in parking fees and two scenarios were discussed. The recommended scenario is a 4% annual increase which reportedly will assist with Transportation and Parking Services (TAPS) sustainability and not add to the current deficit. The increase would result in an overall \$195 increase in permit price over 9 years. Member Orlandi noted that graduate student representatives on the committee have recommended that permit costs be calculated to salary in order to be more equitable. The ACCTP was informed that TAPS currently has a profit and is not in the red. However, they are projecting that costs will increase and more parking will need to be built, and are attempting to cover these future expenses. CFW members referenced a previous CFW response to proposed increases where there were requirements laid out in order to gain Senate support for future increases. Chair McGuire will bring this to the attention of the Senate Executive Committee (SEC).

Member Orlandi noted that there still appears to be a lack of overall vision for TAPS and a suggestion was made for CFW to meet with the new TAPS director to gain a sense of his vision for the unit.

*Update from the Senate Executive Committee (SEC) meeting of 2/04/20*

Chair McGuire reported that the majority of the conversation at the last SEC meeting was focused on the graduate student strike. The strike is expected to escalate on February 10<sup>th</sup> and may result in a full campus shut down. Members noted there appears to be little communication about the strike, and the whole situation has put a lot of stress on faculty. It is unknown what CFW can do right now to assist the situation. Members noted that the strike is closely linked to the general lack of affordable housing, which the campus has moved slowly on. If the campus entrances are blocked, it is expected that CFW will receive complaints and concerns from faculty who live on campus and their inability to travel to and from campus.

SEC was also informed that of all the UC campuses, UCSC has had the smoothest transition to UC Path.

*UCSC Housing Needs Survey*

Members noted that a survey to assess employee housing needs has launched. Employees are asked to complete the survey by February 19, 2020.

**CFW 19-20 Deliverables**

Members considered three committee projects: a white paper on UCSC healthcare (requested by Senate Chair Lau), a report update on childcare, and a report on salary compression and inversion.

### *Healthcare*

Chair McGuire reported that the iCP/EVC has requested a white paper on healthcare and suggested that it is important to have a report that presents the current state of UCSC healthcare and what needs to be done in order to retain access to the most providers. Members noted that there is fear that potential affiliation between UCSF and Dignity Health may result in losing access to the Palo Alto Medical Foundation (PAMF) through UC Care, which is seen as a Dignity competitor. Chair McGuire noted that many on campus do not understand the mechanisms of healthcare and a report could be a valuable resource. The committee will attempt to provide as much context and data as possible.

### *Childcare*

Members noted that there is not a lot going on with regards to childcare due to the current lawsuits that are preventing the campus in moving forward with breaking ground on the new center. A suggestion was made to include an update in the annual report, but members did not see the current need for a separate report on the topic. CFW member and Childcare Representative Wang reported that following a campus survey on childcare and elderly care needs, the Child Care and Family Services Advisory Committee will work on finishing up access issues, and the assessment of the third party vendor. The Advisory Committee will be writing a report that CFW may reference in its annual report. Member Wang will recommend that the Advisory Committee create a website to post information for the community that CFW can also reference.

Chair McGuire noted that he has heard from graduate students there is a fear that there will be less graduate student access to childcare once the new center opens, which is not the case. Members noted that current resources won't be lost, and the new center will offer infant care, which the current center does not.

### *Salary*

Chair McGuire hopes to have a summary of the latest salary data analysis in the coming month, with a focus on compression and inversion. Compression occurs when junior faculty are being recruited at higher market levels than their senior colleagues were, which creates less differentiations between the salaries for junior and senior faculty. Inversion occurs when new faculty are making more than senior faculty because they are hired at higher levels. Members noted that inversion could have also been affected by the Special Salary Practice (SSP) that initially did not include faculty after Step 5. Chair McGuire would like to make a big statement on compression and inversion separate from the committee's annual report. He is also hoping to speak with the Committee on Academic Personnel (CAP) chair to see what can be done to address these issues and perhaps make a joint statement about the need for Career Equity Review or another process to address salary inequities of this kind. Chair McGuire additionally noted that the SSP has recently been modified and reduced and it is expected that UCSC's salary median will fall behind its sister campuses, although it may take a few years to see the real effect.

**Housing Pre-Consultation**

CFW will consult with Director of Capital Planning and Employee Housing Steve Houser and Faculty and Staff Housing Manager Jennifer Talusan on February 20, 2020 to discuss campus employee housing. With the current survey to assess the housing needs of UCSC employees, the campus appears to be moving forward with plans for additional faculty housing at the Ranch View Terrace II (RVT2) site. Recognizing that housing needs have changed drastically since the creation of the campus Housing Repricing Program in 2007, Chair McGuire would like the consultation to include a discussion of what a new housing program might look like. (What overarching concerns need to be met? What program goals should be included? How might turnover be encouraged?, etc.) CFW is additionally interested in hearing about the timeline and next steps for building once the survey results are in, and would appreciate an update on the current housing wait lists.

In preparation for the consultation, reviewed the CFW response to the 2019-20 Repricing Proposal, a letter from the UCSC Division to former UC Senate Chair May re: the housing crisis, and a PowerPoint presentation given by Houser during the last CFW consultation in 2018. Members then determined a set of questions to guide the consultation, and text for a pre-consultation memo.