

Minutes
COMMITTEE ON FACULTY WELFARE
Meeting of March 5, 2020
Held via Zoom

Present: Yihsu Chen, Gabriel Elkaim, Thorne Lay, Grant McGuire (Chair), Nico Orlandi, Suhua Wang, Jaden Silva-Espinoza (ASO)

Absent with Notice: Judith Aissen

Consultation – VCBAS Latham

This consultation was cancelled.

Chair Announcements

Emergency/Backup Care Update

Chair McGuire informed members that the Committee on Affirmative Action and Diversity (CAAD) has not yet been able to finalize the joint CFW/CAAD letter for the Senate Executive Committee (SEC). Chair McGuire hopes that there will be movement on the topic of emergency/backup care next quarter. If CAAD is unable to move forward, CFW will likely take the lead.

Faculty Salary Compression/Inversion Report Update

Chair McGuire is looking at the latest salary data and plans on doing his analysis over the spring break. Chair McGuire would like to partner with the Committee on Academic Personnel (CAP) to brainstorm ways to address compression and inversion.

Laureate Court Concern

CFW received a concern from a faculty member renting in Laureate Court where there is a 3 year rental limit. The faculty member will be going on sabbatical abroad and was interested in subletting his unit, but has been told by the Employee Housing Office that subletting is not possible. Chair McGuire will bring this to the attention of the Academic Senate Chair.

Civilian Advisory Boards on UC Campuses

Chair McGuire reported that last fall the University Committee on Faculty Welfare (UCFW) discussed a review of police on UC campuses in the wake of recent incidents at UC Davis. Chair McGuire was informed that every UC campus should have a Civilian Advisory Board, which UC Santa Cruz does not have. Chair McGuire would like to engage SEC to find out what other UC campuses are doing in this regard.

Graduate Student Strike

Members expressed fears that campus closures and the graduate student strike have affected teaching and class quality and may be reflected in faculty personnel review files. Chair McGuire asked members to speak with colleagues and encourage them to send their concerns to him so that he may take them to SEC.

Committee Agenda for Spring Quarter

Salary Report

Chair McGuire noted that CFW is still waiting for the annual Competitive Salary Report from the Academic Personnel Office (APO). As mentioned previously, CFW will be focusing its analysis

on compression and inversion and Chair McGuire hopes that the report may be minimal, but acknowledged that the committee may need to react to the APO report.

Healthcare White Paper

One of CFW's planned deliverables for the year is a report on healthcare for UCSC administration and Senate leadership. Chair McGuire plans on beginning this draft during the spring break. A suggestion was made to contact the UCFW Health Care Task Force (HCTF) for information on systemwide context. Chair McGuire will contact the HCTF.

Emergency/Back Up Care

As mentioned previously, Chair McGuire would like to see movement, and CFW may take the lead. Members noted that the issue is not on the agenda for the Childcare and Family Advisory Committee. Chair McGuire hopes that in bringing the issue to SEC, it may be prioritized and the Advisory Committee will work on it in the near future.

Employee Housing

Members noted that data from the campus housing survey is pending. Unfortunately the committee was not able to consult with VCBAS Sarah Latham during this meeting. Given the current housing crisis, CFW would like to push for more employee housing even beyond the development of Ranch View Terrace Phase II (RVT2). Members noted that the current graduate student strike has highlighted the housing crisis, and assume that it will only get worse. Chair McGuire encouraged members to think creatively about how CFW might encourage the administration to commit to creating more employee housing.

Advisory Committee on Campus Transportation and Parking (ACCTP)

The CFW ACCTP Representative has noted that the ACCTP had decided that it will not recommend parking fee increases for 20-21. CFW may consult with the new Transportation and Parking Services (TAPS) Director to discuss his vision for transportation and parking. Following a consultation, Chair McGuire will ask that SEC place transportation and parking on its agenda. As parking fee increases are likely to be revisited in the near future, Chair McGuire would like SEC to have a preliminary discussion for the committees who would provide feedback on a proposed fee increase in order to create a united Senate voice and/or position.

Career Equity

Chair McGuire hopes to use current salary data and analysis to highlight the need for a campus process to address salary inequities due to compression and inversion in either through the Career Equity personnel review, or another vehicle.

