

Minutes
COMMITTEE ON FACULTY WELFARE
April 2, 2020
Held Via Zoom

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

Chair Announcements

University Committee on Faculty Welfare (UCFW)

Chair McGuire announced that he will hold off on providing members with a UCFW update until after the next UCFW meeting.

Concern Regarding the Treatment of Asian Americans and Pacific Islander (AAPI) Community
Members discussed a recent incident where a UCSC student posted a disturbing message on Facebook targeting the AAPI community, which has affected both students and faculty. A CFW member raised concerns about the apparent lack of response from the administration. The member will discuss the issue with the Chair off-line. Chair McGuire noted that he would bring the issue to the attention of the Senate Executive Committee (SEC).

Systemwide Review – Gender Recognition and Lived Name

CFW has been invited to review and provide feedback on a new Presidential Policy on Gender Recognition and Lived Name. Members noted appreciation for the desire to create policy and processes around gender identity and lived name to better serve and protect the interests of all UC community members. In terms of tracking gender for purposes of assuring and promoting equity on campus, the committee would like further information as to the various purposes the data can, will, and should serve in the future. If this information is to be collected and assessed, the committee would like to ensure the protection of those being represented.

Members noted that there is no statement in the proposed policy regarding privacy or whether or not individuals may elect to have their information kept private/confidential. In some cases, this could be an issue for faculty as well. CFW will recommend that privacy concerns be addressed in a revised draft of the proposed policy.

Members further noted that providing a mechanism for students to communicate both their preferred name and gender is central to the classroom learning experience for both students and faculty. Section F of the Appendix proposes that campuses may choose to add fields for preferred or lived pronouns so that they may be used on class rosters. Members noted that the current roster system provides an option to print a roster with male/female labels, and questioned whether this tool could be edited to reflect preferred pronoun instead of sex.

Section C of the Appendix notes that for Federal Affirmative Action plan reporting, the third category will be labeled as “unknown.” Some members shared that are uncomfortable with counting individuals as “unknown” and the committee would like to encourage the UC to secure a way to label this third category with a more nuanced view of gender in its reporting.

Systemwide Review – Travel Regulations Policy

CFW has been invited to provide feedback on revisions to the Presidential Policy on Travel Regulations (G-28). Chair McGuire noted that most of the policy focuses on air travel and sustainability, and members discussed some of the main points raised in a recent Committee on Academic Personnel (CAP) discussion on the topic, which will be noted in the CAP response. In CFW's response, the committee would like to note that it agrees with the following points of concern raised by CAP:

- The policy does not speak to an event when travel must be cancelled. If change and/or cancellation costs fall on faculty, it may deter faculty (particularly junior faculty) from accepting invitations to speak and attend conferences.
- The policy encourages faculty to seek the lowest fare, but those fares are usually the least flexible, leading to issue 1. above regarding change/cancellation costs.
- The policy suggests that travel arrangements be made through university travel services such as the Connexus website. However, if Connexus offers non-flexible fares, it does not seem fair that the cost to change/cancel falls on the faculty.
- The policy says that business class may be used with a doctor's note, however some grants like NSF do not cover this.
- There is no mention of travel insurance fees.
- The policy does not include information on additional travel costs due to necessary equipment or baggage fees. This is particularly relevant for faculty in the Arts.
- The policy does not speak to international travel and necessary cell phone plan expenses.

Members noted that faculty are generally very frugal with their travel funds, and the regulations on their use can often be a serious burden, especially in times of emergency. In its response, the committee would like to emphasize that removing bureaucratic hurdles will allow faculty to more easily travel for research, performance, and professional development.

Faculty Issues due to Virus and Distance Learning

Chair McGuire noted that the CP/EVC and the Committee on Academic Personnel have acknowledged the potential effects of recent strikes and remote instruction on Student Experience of Teaching (SET) Surveys and faculty personnel review and have sent a letter out addressing concerns on the topic. Members raised concerns about the long-range effects of these interruptions on advancement and research, particularly for research that must be done in a lab and/or cannot be done remotely. Members further acknowledged the burden on faculty who have children and home and have to split their time between homeschooling, providing lectures, and attempting to keep up with their research.

Members questioned what could be done to address the effects of these interruptions and considered possible mitigations including stopping the tenure clock, which could have both positive and negative effects depending on the faculty member, and members agreed, should be an option but not an across the board default. Chair McGuire shared that he would like to highlight the lack of childcare with no school, and recognized that some partners of faculty may be on furlough or have recently lost their jobs, which could have a huge effect on one's ability to afford to live in Santa Cruz. Members noted that the county has a stay of evictions in place and questioned whether it might be possible for the campus to take this a step further and put a freeze on evictions and foreclosures on campus housing for those who have lost income. Members noted that UC Berkeley has instigated a hiring freeze. Members noted that the last hiring freeze on the UCSC campus had detrimental effects on some departments that have still not recovered. Chair McGuire assumes that this may be mirrored by other campuses in the near future. He also assumes that there may be furloughs and questioned the effect that they would have on junior faculty.

CFW would like the campus to be proactive vs. reactive to possible long-term effects of these interruptions, and CFW would like to lead the conversation that will radically change the way faculty do work and are evaluated. Suggestions were made to take the issue to SEC in order to create a Senate statement to the administration, and to invite representatives from the Center for Innovative Teaching and Learning (CITL) to consult.

Faculty Salary Analysis

Discussion Postponed.