

Minutes
COMMITTEE ON FACULTY WELFARE
Meeting of April 16, 2020
Held via Zoom

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

Chair Announcements

Update from the Senate Executive Committee (SEC) Meeting of 4/07/20

Chair McGuire provided members with a report from the last SEC meeting. The majority of the SEC discussion was focused on the UC's response to the pandemic, and individual committees are encouraged to send letters of concern and recommendations to the administration. The Committee on Faculty Welfare (CFW) has already drafted a letter regarding the potential impacts of COVID-19 and remote instruction on teaching and research, which will be sent to Senate Chair Lau tomorrow.

Members reviewed the Committee on Academic Personnel (CAP) letter to Senate faculty regarding the UCSC CAP response to the impact of the virus and the graduate strike. Chair McGuire learned during SEC that CAP created this document to address concerns of faculty, particularly with regards to impacts on Student Evaluation of Teaching Surveys (SETS). The CAP letter suggests that it is up to individual faculty, department chairs, and deans to make the case for teaching in a personnel review file, and faculty are encouraged to explain in personal statements, the obstacles encountered due to the virus and campus closure. The Center for Innovative Teaching and Learning (CITL) is willing to work with faculty to do so, and CAP has noted that seeking assistance demonstrates further thoughtfulness with regards to teaching.

With regards to teaching resources for remote instruction, CFW members noted an apparent inequality in the way that some of these resources are being allocated in some departments. Members questioned whether CFW should comment on this, and Chair McGuire suggested that he reach out to the chairs of the Committees on Teaching (COT) and Planning and Budget (CPB).

Update from the University of California Committee on Faculty Welfare (UCFW) Meeting of 4/10/20

Chair McGuire reported that two former chairs of UCFW were brought in to consult during the last UCFW meeting. The group is drafting a document that includes lessons that were learned during the last recession that could be helpful in the current situation. One lesson in particular that was discussed in length was the way that faculty hiring freezes and furloughs were conducted in the past, and the associated detrimental effects. The group contends that furloughs and associated salary reductions were not done with much equity in mind. UCFW is arguing for stronger guidelines, perhaps those who make over \$150k/year would see a 10% reduction, and those who make less would get a lesser reduction in pay. Much of the document is in process and confidential. Chair McGuire will share more information when he is able.

UCFW additionally discussed concerns about faculty potentially losing lab staff while labs are not in use. As such, there may be pressure from the UC to encourage the National Science Foundation (NSF) to fund over gaps to ensure staff continuity during this time.

Chair McGuire was informed that UC hospital staff and faculty are under an incredible amount of stress due to the COVID-19 outbreak as faculty can no longer do their research, and hospitals are losing large amounts of money every day as patients are not seeking elective surgeries and treatments. Various solutions are being proposed. Chair McGuire noted that the health of the UC medical centers could potentially affect UC healthcare coverage due to the medical center link with the UC Care plan.

Chair McGuire reported that former Chair of the Academic Council, Robert May also attended the UCFW meeting to discuss how the UC can recover the loss of students, particularly those out of state and out of the country. UCFW members noted that the enrollment melt might help with issues surrounding the pressure to grow student numbers when there are not enough support resources.

UCFW discussed the possible effects of the current economy on the status of the UC retirement account. CFW *ex officio* and CER Chair Aissen noted that retirees received a letter of a guarantee of April checks and a statement that the funds are doing better than they were during the last recession. However, it is unknown what the future may bring. CFW members questioned whether those close to retirement may opt to retire early due to the changes and challenges of remote instruction. Both the CER and CFW Chair noted that the UC has made a commitment to provide pensions and either doubt that this can be changed.

CFW New Focus and Deliverables

In the context of COVID-19 and Distance Learning, CFW updated the committee goals for spring 2020.

Chair McGuire noted that the committee usually focuses on salary analysis, but questioned how useful such analysis would be in the current climate. Chair McGuire has done some analysis on salary compression and inversion, and members ultimately agreed that the information should be shared in the committee's annual report. Members questioned whether the scheduled faculty salary increase scheduled for the next 3 years would be affected by the current economic climate. Chair McGuire shared that he has not heard that the increases will be affected, but expects that there may be furloughs in the future. He added that UCFW is assuming that furloughs will occur, and wants to get ahead of the decision to mitigate impacts on faculty who make the least in salary. Chair McGuire shared that he has also been looking at historic promotion and salary data, and suggested that he may be able to see if there were effects of the previous recession that the campus may learn from.

Members noted that the current situation has highlighted and exacerbated the need for affordably housing and childcare, and suggested that these things should remain top priorities for the campus. Members further noted the needs of graduate students, and the importance of graduate students for

faculty. CFW also noted that administrative and technical staff are also critical for faculty welfare. Chair McGuire shared that UCFW will emphasize that if staff cuts happen, there should be a plan to bring them back.

Transportation and Parking will also be mentioned in the CFW annual report. Chair McGuire shared that SEC still wants to discuss the issue in meeting, but the agenda item has been postponed due to current events. Members recognized that parking increases will not occur next year, and assumed that since Transportation and Parking Services (TAPS) is not currently collecting fees for parking permits, the budget deficit will increase.

A member noted that the UCSC Resource Group for Academic Mothers group has drafted a letter to Senate Chair Lau and SEC. Chair McGuire shared that SEC discussed and endorsed it, adding that the letter mentioned the need for emergency backup care, which CFW has been trying to move forward for years. Members noted the lack of support for parents who are now working and caring for their children full time. Members acknowledged that there is time off available for childbearing, but nothing to address the current situation.

Members discussed a recent letter from the iCP/EVC and the possibility of requesting a stop in the tenure clock due to COVID and associated effects on research. Members questioned whether it would be better to have the stop be the default or not. Chair McGuire shared that this was discussed at SEC, and the CAP Chair noted that making a request should not be hard. Members also raised concerns about startup funds or any funding controlled by the UC if there is an automatic extension of the tenure clock. Chair McGuire suggested that extensions can have a negative financial effect over the course of one's career and added that CAP wants to encourage faculty to go up at normative time with the understanding that impact of disruptions will be considered. Chair McGuire will follow up with CAP Chair Westerkamp to inquire as to whether there is specific paperwork to request an extension of the tenure clock, whether it is possible to receive a salary increase if extending the clock, and whether the clock may be extended past 6 years.

Systemwide Review-Proposed Presidential Policy Protection of Human Subjects

CFW has been invited to provide feedback on proposed revisions to a Presidential Policy that describes the responsibilities of the University, its campuses and researchers, in protecting the rights and welfare of human subjects who participate in research at UC. CFW supports the revisions and has no further comments.