

**Minutes**  
**COMMITTEE ON FACULTY WELFARE**  
**Meeting of May 14, 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**

Chair McGuire announced that Committee on Faculty Welfare (CFW) member Nico Orlandi will assume the role of CFW Chair next academic year. Member Orlandi expressed an interest in assistance with the committee's standard salary analysis and work with UCSC childcare issues and welcomed any assistance that members currently covering those topics could provide. Chair McGuire promised to share his faculty analysis code.

Chair McGuire noted that an official decision has not yet been made regarding fall instruction, but the assumption is that UC will follow Cal State's decision to move forward with online instruction.

*Report from the University Committee on Faculty Welfare (UCFW) meeting of 5/08/20*

Chair McGuire provided members with a report from the recent UCFW meeting. He shared that there is currently tension between UCFW and the Academic Council, which is unusual. The committee was informed by Academic Council that there will be no open budget meetings, and UCFW is being left out of conversations that they have been privy to in the past. The committee has heard that previous UCFW chairs have consulted with Academic Council on the topic, but the current UCFW chair and committee were unaware that the meetings were occurring. Apparently in a worst case scenario, the UC could lose up to \$3 billion due to the COVID-19 pandemic and response, which would be catastrophic. It is also expected that state support may be cut back, and revenue from tuition is expected to decrease, particularly with regards to out of state and international students. The Academic Council is apparently attempting to plan for possible scenarios. In response, UCFW will be asking for contingency plans and for a seat at the table with respect to shared governance.

Chair McGuire noted that other campuses are already starting hiring freezes and are talking about furloughs to counterbalance such losses. Apparently, UC Riverside and UC Irvine have instilled hiring freezes.

Chair McGuire reported that UCFW also discussed whether it should be a requirement to include diversity statements in all ladder rank faculty hire personnel files, which was a continuation of a heated discussion at UCFW early this year. The Academic Council's position is that the statements need to be mandatory. UCFW would like to hold off on making a decision until there is more data and question whether requiring such statements will truly increase diversity in the faculty body.

*Advisory Committee on Campus Transportation and Parking (ACCTP) Update*

CFW Member and ACCTP Representative Orlandi provided members with a report from the recent ACCTP meeting. As Transportation and Parking Services (TAPS) has reduced its services due to distance learning, the TAPS operating budget is said to be doing well. All TAPS employees are working either full or part time, and a shifted workforce is being used to accommodate the

reduction in services. However, the operating budget is not doing well and reimbursements for parking passes is expected to have an impact.

In meeting, Representative Orlandi asked Vice Chancellor for Business and Administrative Services (VCBAS) Sarah Latham if there were plans to increase parking on campus, and the reply was that there would not be plans to increase parking until the Long Range Development Plan (LDRP) is finalized. Once approved, VCBAS Latham suggested that they will know if there is space to increase parking. CFW members noted that the lack in parking might not be an issue if the campus is providing remote instruction in the fall, but assumed that when the community returns to campus, the need for an increase in parking will resume. Chair McGuire shared that when he attended a previous ATTP meeting and inquires as to whether the Delaware parking lot could be used for a ride and shuttle to campus program, he was informed that there were other plans for Delaware and the campus will be expanding there. Chair McGuire suggested that it may take Senate and Senate Executive Committee (SEC) involvement to make any progress.

#### *CFW Senate Meeting Presentation*

CFW will be giving a brief presentation at tomorrow's Zoom Senate meeting (May 15, 2020) on COVID and remote instruction faculty welfare concerns and faculty salary. Chair McGuire wants it to be understood that research productivity will be harshly affected, and the real effects may not be known for another 5-10 years. He will additionally provide a summary of the committee's analysis on salary compression and inversion.

#### **Divisional Review – Proposed Revisions to CAPM 406.220 – Merit Increase**

Interim CP/EVC Kletzer has requested the Senate's feedback on proposed revisions to campus policy regarding Merit Increases for Step VI and Above Scale. The proposed revisions eliminate the requirement for soliciting external reference letters. Given the workload associated with external review and the reported minimal effect of these letters on the outcome of review, CFW's response will note approval of the proposal to remove the requirement of external letters in Step VI merit reviews. However, in order to avoid issues of inequity in review, members contend that if a Career Equity Review is not being pursued, letters should either be required for all or not, and should not be optional.

Members noted that Step VI was a considerably large move when there were few faculty advancing to Above Scale. However, given that faculty are now progressing higher in the ranks, the gravitas of this review may not be as relevant. Further, because our campus is near the bottom of the UCs in the percent of faculty who advance to Above Scale (ranked 7th of 9), reducing burdens on advancement in the Professor ranks is important. Because of this, if external letters are removed from this review, members question how this step should and will be regarded.

#### **Faculty Welfare Fiscal Principles and Priorities**

As a result of fiscal impacts of COVID-19 on the campus, the Chancellor has requested that campus leaders create plans for possible permanent budget reductions for scenarios of 5%, 10%, and 15% reductions. CFW considered whether the committee would like to recommend principles

and/or priorities to guide scenario planning and protect specific campus assets that contribute to faculty welfare on campus.

Members raised concerns about potential budgets affecting the Housing West project, which includes a childcare center, and plans for the Ranch View Terrace, Phase II (RVT2) employee housing. Chair McGuire emphasized housing and childcare issues cannot be forgotten as the current climate has highlighted these needs even more. He added that even when the housing market goes down, there is a need to increase affordable employee housing, as ever downturn has led to an upturn with accelerated housing costs.

Members suggested that those with smaller salaries should be protected during potential cuts, and noted that language about sliding scale salary cuts may be needed. In particular, members noted that staff are integral to the UCSC community, expressed concerns about potential effects on support staff, and questioned whether there should be guiding principles for sliding scale cuts so that top administrators take a larger cut than lesser paid support staff. A suggestion was made that close attention should be paid to Unit 18 Lecturers as well. Chair McGuire shared that UCFW has recognized that not using a sliding scale in previous recession cuts is now seen as a mistake. He further noted that UCFW has recognized that during the last recession, campus chancellors and CP/EVC did not get furloughed or suffer from salary reductions, and therefore the recession burden was not shared. Members further questioned whether the organization of administrative positions should be reconsidered.

Members noted that furloughs to address a possible deficit make sense, but questioned how furloughs should be interpreted, noting that during the last furloughs, faculty were expected to do the same work in less time. In essence, workload and expectations did not change.

CFW will continue this discussion during its meeting on May 28, 2020.