

**Minutes**  
**COMMITTEE ON FACULTY WELFARE**  
**Meeting of October 31, 2019**

**Present:** Thorne Lay, Grant McGuire (Chair), Nico Orlandi (via Zoom), Su-hua Wang, Judith Aissen

**Absent with Notice:** Vilashini Cooppan, Jennifer Parker

**Chair Announcements**

*Report from the Senate Executive Committee (SEC) Meeting of 10/22/19*

Chair McGuire reported that SEC was able to meet with the new chancellor and interim CP/EVC on October 22<sup>nd</sup>. The parties discussed Disability Resource Center (DRC) issues and inequities across the divisions, as well as a lack of clarity regarding who is responsible for providing DRC accommodations. Chair McGuire noted that leadership is aware of the issues and the Chancellor is dedicated to finding solutions. The Chancellor committed to providing space for testing this year by spring quarter 2020, and plans on having an official testing center at some point in the future. How the space will be monitored and/or proctored is unknown.

At the next SEC meeting, members will discuss the possibility of the campus switching from quarters to semesters, which has raised concerns for many faculty. Administration will conduct research on what it would cost, space needs, etc., and SEC will make recommendations of how to proceed. The general sense is that more classroom space is needed to accommodate such a change. Chair McGuire noted that it is not clear if the interest in exploring this option is coming from the Chancellor or the Office of the President (UCOP).

**Divisional Review – ODEI Restructuring and Campus Diversity Efforts**

CFW discussed Chancellor Larive's proposed plan to restructure the Office of Diversity, Equity, and Inclusion (ODEI) and campus diversity efforts. Overall, CFW applauds Chancellor Larive's desire to boost campus diversity efforts. However, members raised concerns about the creation of a new Associate Vice Chancellor position and the lack of details and overall vision in the proposal.

Members noted that the proposal does not articulate what responsibilities would fall under a new Associate Vice Chancellor and Chief Diversity Officer position, and found this troubling particularly as there is mention that some responsibilities, such as the Equal Employment Opportunity and Affirmative Action functions, will be removed. Further, it is not clear what the overall vision is for the ODEI. Members agreed that this vision should be clear and explicit before the undertaking of a reorganization and the creation of a new administrative position.

Additionally, members found the proposal to remove Faculty Diversity Officer responsibilities from a faculty member to be problematic, and noted that further justification for such a proposed change is needed. CFW would prefer that the Faculty Diversity Officer be an academic, and an Associate Vice Provost (AVP) under the Campus Provost and Executive Vice Chancellor (CP/EVC).

**CFW Resolution - Faculty Salary Analysis Metrics**

Members finalized and approved a draft resolution regarding the campus's commitment to ensure salary equity and competitiveness within the UC system for inclusion in the 11/15/19 Senate

Meeting Agenda Call. The resolution calls for the campus Annual Report on Salary Competitiveness to include a 9-campus comparison, Above Scale salaries, and a cost of living variable. Chair McGuire encouraged all members to attend the meeting in support of the resolution and to assist in answering any questions that might arise from the floor.

**Pre-Consultation - iCP/EVC Kletzer**

*CFW has a tentative consultation with Interim Campus Provost and Executive Vice Chancellor (iCP/EVC) Lori Kletzer on November 14, 2019. CFW would like to discuss faculty recruitment and retention efforts, especially healthcare access and employee housing, and if time permits, spousal/partner hire resources. In addition, members would welcome the opportunity to hear about the iCP/EVCs vision and goals for 2018-19, and discuss how the two parties may collaborate on shared interests.*

In preparation for the meeting, CFW will send a pre-consultation memo to the iCP/EVC and two enclosures. The first enclosure will be a 10/30/19 CFW letter to former Chancellor Blumenthal regarding the necessity for access and affordability for UCSC employees to Palo Alto Medical Foundation (PAMF) providers. The second will be a 5/06/19 correspondence from the Senate Executive Committee (SEC) to former UC Academic Senate Chair Robert May regarding the Santa Cruz housing crisis and the need for additional campus housing in addition to Ranch View Terrace Phase II (RVT2).