

**Minutes**  
**COMMITTEE ON FACULTY WELFARE**  
**Meeting of December 5, 2019**

**Present:** Vilashini Cooppan, 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 November 19, 2019*

Chair McGuire reported that most of the SEC discussion on 11/19/19 was focused on the possible switch from quarters to semesters. The Committee on Educational Policy (CEP) Chair shared that making such a change would require at least a 10% increase in resources such as classrooms and faculty. The Office of the President is apparently looking into the switch for overall cost savings and to increase competitiveness for students getting jobs and internships (as they currently get out of school a month later than students on a semester system. At this time, it is unknown if the switch will happen. Chair McGuire shared that a university that he worked at previously made the switch and it took roughly 10 years and a lot of financial support.

*Update from the University Committee on Faculty Welfare (UCFW) Meeting of November 8, 2019*

Chair McGuire shared UCFW slides with committee members which showed how UC faculty salaries compare with the Comparison 8 universities. For some ranks/steps, the difference is quite dramatic. Associate Professor, Step V, is 15.5% less than the Comp 8 average. Chair McGuire noted that this is the first time that he has seen a chart like this, which he suggested was a positive step forward. The Systemwide Academic Personnel Office (APO) held a discussion with UCFW on how to rationalize the salary scales, and how a transition could occur. Concerns were raised about the potential for inequities if grandfathering some groups. If all were transitions at once, some off-scale may be lost.

CFW members shared that changing the scales would be a huge improvement, but noted that off-scale salaries are controlled by campus chancellors, and noted that chancellors may be unlikely to give up that control. Chair McGuire shared that UCFW supports changing the scales immediately, but Systemwide APO appears to be more reluctant.

UCFW also discussed the desire to get rid of recruitment allowances and turn them into forgivable loans to solve tax issues and create more equity. Chair McGuire noted that the Office of Loan Programs is aware that faculty are having a difficult time affording housing on most campuses, so this is an active discussion at UCOP. CFW members questioned whether this would be better for faculty.

*Update from the Academic Senate Meeting of November 15, 2019*

Chair McGuire reported that the resolution that was proposed by CFW passed at the Senate meeting on 11/15/19. The resolution on the Commitment to Ensure Equity and Competitiveness within the UC System calls on the administration to include a 9-campus comparison, Above-Scale salaries, and a cost of living variable in the campus's annual analysis on faculty salaries and the resulting Annual Report of Faculty Salary Competitiveness. A comment from the floor pointed out that although the current report includes some mention of the 9-campus comparison, the 7-campus comparison should not be used for decision making. CFW members agree.

**Systemwide Review – APM 120, Emeritus Title**

CFW has been invited to review and provide feedback on the proposed revisions to Academic Personnel Manual (APM), Section 120, Emerita/Emeritus Titles (APM - 120). During its review, members looked for potential changes in current faculty rights and/or potentially problematic revisions to the related policy definitions.

Members questioned why the Criteria Section notes occurrences that would disqualify non-Senate and members of the Academic Senate with a title other than Professor or Associate Professor from the conferral of the title, but does not list such occurrences for Professors/Associate Professors. CFW will recommend that the revised policy should reference the Faculty Code of Conduct (APM 015), which lists occurrences by which the curtailment of the title is permitted in the Professor/Associate Professor Criteria section. Further, CFW will recommend that APM 015 should also be referenced along with APM-016) in Section 120-24 – Authority.

### **Systemwide Review – APM 240 (Deans) and 246 (Faculty Administrators)**

CFW has been invited to opine on proposed revisions to APM - 240, Deans, and APM-246, Faculty Administrators. Members noted that some of the references to health scientists do not apply to UCSC and showed interest between the divide between deans and faculty administrators. Members pointed out that deans are closer to the teaching mission and the Academic Senate is more involved, whereas for administrators, consultation with the Academic Senate is limited. Further, the chancellors have to inform the EVC about changes in salary for deans, but not for administrators. It is unknown if this is problematic. Members assume that the difference is due to deans being faculty and administrators being staff.

Given the turnover of deans, CFW considered whether there should be some sort of earlier review in order to increase accountability. Additionally, a suggestion was made to look at dean turnover on campus. Members also raised concerns about the lack of oversight of administrators and questioned whether there should be an advisory review committee for administrators and/or consultation with the Senate.

In all, CFW would like to see more oversight and shared governance.

### **Salary and Promotion Equity**

CFW annually reviews faculty salary comparative, comparing UCSC with its 8 sister campuses. Members discussed goals and metrics for their 2019-20 analysis under the assumption that reviewing APO's salary analysis will be a small part of the report. Chair McGuire would like to focus on issues not usually included in the CFW salary reports such as salary compression, gender/race/ethnicity equity, interdisciplinary comparisons, cost of living, and the trajectory of the modified special salary practice.

Chair McGuire shared that he and Committee on Academic Personnel Chair Lynn Westerkamp will additionally speak with SEC about equity and the need for an academic personnel mechanism to address salary inequities. Chair McGuire and Chair Westerkamp also plan to speak with the Arts dean do discuss discrepancies.