Committee on Faculty Welfare
Updates 5/27/11

- Metro Update
- Housing
- Health Care
- Child Care
- Retirement
- Faculty Salary
Santa Cruz Metro (city buses) proposed changes to campus routes (http://www.scmtd.com/en/agency-info/planning):
- Revisions: 10 & 19, during non-school year times
- Eliminate: 13 (Walnut), 16N & 19N (Night Owls)

Campus TAPS proposal (taps@ucsc.edu):
- Put resources into running shuttles along the 16N or 19N route Fri & Sat nights, 10pm-3am; Currently, no proposed alternative for after midnight service Su-Th.
- Eliminate day core shuttle routes

Metro decision - June 24 (Comments accepted through June 10, to service@scmtd.com)
Campus Housing Re-pricing Program

- Program description: The campus purchases faculty/staff housing (excluding RVT), upgrades them, and resells them. Part of the profits will be used in the low interest campus loans to eligible faculty.

- Determination of housing price: The price of campus housing is primarily determined by the price per square foot. CFW recommended against the increase for the year 2011-2012.

Reasons:

1. Stagnant faculty salary, combined with increasing health insurance premium and retirement contribution.
2. Concerns on the methodology to determine the price per square foot (risk of rising interest rates, stagnant housing market)
3. Historical rise of approx. 15% in the past (cost of 1440 sq foot 2-bedroom unit rising from 374,400 to 427,680).
CFW has:

- Advocated for and succeeded in having a UCSC rep on the system-wide HCTF (Health Care Task Force)

- Advocated and succeeded in creating a local HCTF to engage with stakeholders to contain the spiraling increase in the health cost premiums and provide quality, accessible health care

- UCSC has succeeded in building relationships with local PAMF, but it is not clear whether these efforts will translate into reduced healthcare premium in the short run.
UCSC Child Care Policy

- Child Care is provided to UC employees on all other 9 campuses
- Applauds CCTF for moving ahead with a comprehensive report
- CCTF recommendations & estimates:
  - 3 possible financially viable options:
    - buy + remodel off-campus
    - lease + remodel off-campus
    - build on campus (near base)
  - using existing campus building(s) not financially viable
  - use a 3rd party vendor
  - keep employee and student child care centers separate

- CFW response:
  - requested additional critical information
  - supports moving ahead with long-term planning of affordable, quality child care
  - advocates immediate short-term solutions starting Fall 2011
Retirement Funds: UCRP Contribution Policy

- Current, 2.0%
- Starting July 1, 2011: 3.5%
- Starting July 1, 2012: 5.0%
- Starting July 1, 2013: 7.0-8.0% (anticipated)
UCSC Faculty Salary Policy

- VPAA’s office has provided faculty salary data to CFW recently (April-May)
- CFW is engaged in assessing the impact of “3-year merit boost plan”
- Based on this analysis CFW may recommend modification/augmentation of UCSC faculty salary policy

- CFW has concerns that some UCSC faculty may not understand important implications of the 3-year merit boost plan.